BYJU'S

TRAINEE APPOINTMENT LETTER

Date: 03 July 2017

Name: Shilpa L
Address: No.91, 5Th Cross , Sheshadrinagar Siddeddahalli Nagsandra Post Bangalore Karnataka India

Dear Ms. Shilpa L,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment in our company on the following Terms and Conditions:

1. Date of Joining & Work Location:

Your appointment becomes effective from the date of joining the services of the Company, which date shall be not later than 03 July 2017.

Your work location would be Bangalore.

2. Department, Designation & Reporting Manager:

Department: - Business Development
Designation: - Associate - Business Development (Trainee)
Reporting Manager: - Mrinal Mohit

3. Cost to the Company:

Your annual Compensation including Benefits is Rs500000/-. Your salary comprises of a Fixed Compensation and other benefits (Refer Annexure 1 for detailed breakup).
Your salary will be revised yearly based on your satisfactory performance in the company.

The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

(a) Provident Fund
(b) Income tax deducted at source at the rates applicable;
(c) Employment / professional taxes;
(d) Dues to Company including loans and advances
(e) Or any other applicable statutory deductions

The Income Tax Liability with regards your salary and perks will your liability, and will be governed by the tax laws of the country as applicable from time to time.

Shilpa.L
[Employee's Signature]

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

Think and Learn Pvt. Ltd, IBC Knowledge Park, 2nd Floor, Tower D, Bannerghatta Main Road, Bengaluru, Karnataka - 560029
E-mail: info@byjus.com | Tel. No: +918066836800 | CIN No: U30900KA2011PTC061427
www.byjus.com

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Other Benefits

Expense Reimbursement

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

4. Leave

You are eligible for leave as per the Company's leave policy, which can be viewed under Policies tab in your Employee Service Platform Account.

5. Probation

On joining the Company you shall be on probation for two months. During this period, your employment may be terminated on giving 48 hours notice. You are also at liberty to resign from the services of the Company by giving 48 hours notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation.

6. Retirement Age

The age of Superannuating of an employee from Company Service is 58 years. You shall however, during your employment be required to be medically fit for the work for which you have been employed. As to whether an employee is medically fit, is an issue that will be professionally determined by the Company and the employee shall be bound by such determination. You will accordingly undergo periodic medical examination as and when intimated to you by the Company.

7. Termination

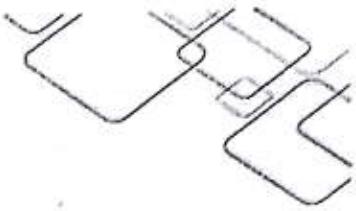
After confirmation of your appointment at the end of your period of probation, the Company will be entitled to terminate your services by giving you one month's notice in writing, or by payment of one month's salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company one month's notice in writing or one month's salary in lieu of such notice.

Shilpa.L

[Employee's Signature]

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

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8. Confidential Information

As an employee, you may come in to possession of information confidential to Think & Learn and agree to keep confidential, Think & Learn's proprietary and confidential information obtained at any time during the period of your employment in the company. Confidential information includes, and is not limited to; course material, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information.

You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in Think & Learn.

9. Intellectual Property Rights

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

10. General Provisions-

a) As an employee in the full time employment of the Company, you are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company.

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

c) You will keep us informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

Shilpa.L

[Employee's Signature]

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

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Annexure I- Compensation Details

Name	Ms. Shilpa L
Designation	Associate - Business Development (Trainee)
Date of Joining	03 July 2017
Total Cost to Company (CTC)	500000
Total Cost to Employee (CTE)	478400

Component Category	*Annual*
Earnings	
Basic Pay	250000
HRA*	125000
Conveyance	48000
Medical	36000
PF(Employer Part)	21600
ESIC(Employer Part)	0
Special Allowance	19400
Deductions	
PF(Employees Part)	21600
ESIC(Employees Part)	0
Professional Tax	As per Rules
TDS	As per Rules

**For House Rent Allowance, declaration and original receipts to be submitted once a quarter.*

Shilpa.L

[Employee's Signature]

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

Shilpa. L

Private & Confidential

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Swetha
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BYJU'S
The Learning App

OFFER LETTER

Date: 05th Jan 2018

Mr./Ms. Swetha ,

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 "on following terms & conditions:

Offer Details:

Designation:	Intern
Department:	Business Development
Unit Name:	Sales
Employment Type:	Intern
Stipend per Month:	INR 25000/-

Reporting Details:

Date of Joining:	15/Jan/2018
Reporting Location:	BYJU'S (Think & Learn Pvt Ltd), 6th Floor, Tower D, IBC Knowledge Park, Dairy circle, Bannerghatta Main Road, Bangalore- 560029.
Reporting Time:	09.00 AM

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.

a) You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
b) You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
c) You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

Please accept this offer by clicking ☑ button in your portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same.

You are requested to join the services of the Company not later than 15/Jan/2018 failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed 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 career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resources

Accept Job Offer by signing below

Signature:

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

Murali Krishna <muralikrishna@sapthagiri.edu.in>

Fwd: Promotion Letter_T N Likhith Rao

1 message

Ram Kumar.M <ramkumarm@sapthagiri.edu.in> Thu, Jan 2, 2020 at 2:31 PM
To: muralikrishna@sapthagiri.edu.in

Regards,
Ram Kumar M
Assistant Professor,
SCE, Bangalore
Mob:9900847119

---------- Forwarded message ---------
From: **Likhith Rao T N** <likhith.rao@byjus.com>
Date: Thu, Jan 2, 2020, 2:27 PM
Subject: Fwd: Promotion Letter_T N Likhith Rao
To: <Ramkumarm@sapthagiri.edu.in>

ate: 12th November 2019

mployee ID : TNL201707290

Employee Name : T N Likhith Rao

Dear Mr. T N Likhith Rao

Congratulations!

Based on your continuous performance and our assessment of your readiness to take up higher responsibilities, we are happy to promote you as **Sales Development Manager - Sales Development.**

We are sure you will make best use of the opportunity offered to you and contribute substantially to the success of our organizatio- as you have done in the past and fully justify the confidence played in you by the management.

Thank you for being a part of BYJUS success story.

Wish you all the best.

Kindly come to HR Helpdesk and collect the promotion certificate.

Team - Human Resources
BYJUS

\ my I.D card below

Likhith Rao T N
Manager - Sales Development

E **likhith.rao@byjus.com**

BYJU'S
www.byjus.com

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

2 attachments

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

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

Likhith Rao T N

EMP ID NO : TNL201707290

BLOOD GROUP : AB+

EMERGENCY NO : 9449[redacted]

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www.byjus.com

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OFFER LETTER

Mr.Shreenivas Govindaraja

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Indraprastha (Croma Building), Bangalore
Employment Type:	Trainee

Compensation Details:

For first Three Months of Training:-
Fixed Compensation - 25,800 INR per month.

Post completion of training:-

Fixed Compensation - Rs. 7,00,000 LPA
Variable Compensation - Rs. 3,00,000 LPA

Reporting Details:

Date of Reporting: Monday, April 17, 2017
Reporting Location: Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029
Reporting Time: 9: 00: AM

Please note you will move to your Role Location / Work Location post training

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

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

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 will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Friday, October 11, 2019 , failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed 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 career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,
For and Behalf of,
Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

BYJU'S
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Annexure A

All Confidential information, 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.

The Employee acknowledges 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.

Code of Conduct: Think & Learn Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients or themselves as employee of the Company.

All Think & Learn Pvt. Ltd. employees 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.

Annexure B

1. 12th Mark sheet
2. 10th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Degree Certificate
5. Resume
6. BYJU'S Offer Letter

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7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

BYJU'S
The Learning App

OFFER LETTER

Mr.M Abhilash

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Indraprastha (Croma Building), Bangalore
Employment Type:	Trainee

Compensation Details:

For first Three Months of Training:-
Fixed Compensation - 25,800 INR per month.

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Reporting Details:

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2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Friday, October 11, 2019 , failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

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Yours sincerely,
For and Behalf of,
Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

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11. Passport Size Photograph
12. All current & previous companies relieving/exper ence letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

BYJU'S
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OFFER LETTER

Ms.Manisha S

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location	Indraprastha (Croma Building), Bangalore
Employment Type:	Trainee

Compensation Details:

For first Three Months of Training:-
Fixed Compensation - 25,800 INR per month.

Post completion of training:-

Fixed Compensation - Rs. 7,00,000 LPA
Variable Compensation - Rs. 3,00,000 LPA

Reporting Details:

Date of Reporting: Monday, April 17, 2017
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The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

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 will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
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You are requested to join the services of the Company not later than Friday, October 11, 2019 , failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed 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 career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,
For and Behalf of,
Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

Annexure A

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12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

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OFFER LETTER

Ms.Priyanka M

Date: Friday, April 07, 2017

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For and Behalf of,
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Accept Job Offer by signing below

Human Resource

Signature:

BYJU'S
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Annexure A

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11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

BYJU'S
The Learning App

OFFER LETTER

Mr.Ritesh Dhanotiya

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Indraprastha (Croma Building), Bangalore
Employment Type:	Trainee

Compensation Details:

For first Three Months of Training:-
Fixed Compensation - 25,800 INR per month.

Post completion of training:-

Fixed Compensation - Rs. 7,00,000 LPA
Variable Compensation - Rs. 3,00,000 LPA

Reporting Details:

Date of Reporting: Monday, April 17, 2017
Reporting Location: Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029
Reporting Time: 9: 00: AM

Please note you will move to your Role Location / Work Location post training

BYJU'S
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The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

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

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 will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Friday, October 11, 2019 , failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed 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 career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,
For and Behalf of,
Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

BYJU'S
The Learning App

Annexure A

All Confidential information, 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.

The Employee acknowledges 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.

Code of Conduct: Think & Learn Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company.

All Think & Learn Pvt. Ltd., employees 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.

Annexure B

1. 12th Mark sheet
2. 10th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Degree Certificate
5. Resume
6. BYJU'S Offer Letter

7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

BYJU'S
The Learning App

OFFER LETTER

Mr.Sanjay Kumar R

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

- **Offer Details:**

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Indraprastha (Croma Building), Bangalore
Employment Type:	Trainee

Compensation Details:

For first Three Months of Training:-
Fixed Compensation - 25,800 INR per month.

Post completion of training:-

- **Fixed Compensation - Rs. 7,00,000 LPA**
  Variable Compensation - Rs. 3,00,000 LPA

Reporting Details:

Date of Reporting: Monday, April 17, 2017
Reporting Location: Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029
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Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,
For and Behalf of,
Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

BYJU'S
The Learning App

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BYJU'S
The Learning App

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12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' paysl p(Only for experienced candidate)

Signature:

BYJU'S
The Learning App

OFFER LETTER

Mr.Ankit Kumar

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Indraprastha (Croma Building), Bangalore
Employment Type:	Trainee

Compensation Details:

For first Three Months of Training:-
Fixed Compensation - 25,800 INR per month.

Post completion of training:-

Fixed Compensation - Rs. 7,00,000 LPA
Variable Compensation - Rs. 3,00,000 LPA

Reporting Details:

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Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,
For and Behalf of,
Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

BYJU'S
The Learning App

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Signature:

BYJU'S
The Learning App

OFFER LETTER

Ms.Shivangi Dudey

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Indraprastha (Croma Building), Bangalore
Employment Type:	Trainee

Compensation Details:

For first Three Months of Training:-
Fixed Compensation - 25,800 INR per month.

Post completion of training:-

Fixed Compensation - Rs. 7,00,000 LPA
Variable Compensation - Rs. 3,00,000 LPA

Reporting Details:

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Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,
For and Behalf of,
Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

BYJU'S
The Learning App

Annexure A

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BYJU'S
The Learning App

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12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

BYJU'S
The Learning App

OFFER LETTER

Ms.Divyashree A N

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Indraprastha (Croma Building), Bangalore
Employment Type:	Trainee

Compensation Details:

For first Three Months of Training:-
Fixed Compensation - 25,800 INR per month.

Post completion of training:-

Fixed Compensation - Rs. 7,00,000 LPA
Variable Compensation - Rs. 3,00,000 LPA

Reporting Details:

Date of Reporting: Monday, April 17, 2017
Reporting Location: Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029
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Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,
For and Behalf of,
Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

BYJU'S
The Learning App

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12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

BYJU'S
The Learning App

OFFER LETTER

Ms.Kruthika Shetty

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Indraprastha (Croma Building), Bangalore
Employment Type:	Trainee

Compensation Details:

For first Three Months of Training:-
Fixed Compensation - 25,800 INR per month.

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Reporting Details:

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Yours sincerely,
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Accept Job Offer by signing below

Human Resource

Signature:

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Signature:

BYJU'S
The Learning App

OFFER LETTER

Ms.Deepti

Date: Friday, April 07, 2017

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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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
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Role Location / Work Location	Indraprastha (Croma Building), Bangalore
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The Employee acknowledges 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.

Code of Conduct: Think & Learn Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company.

All Think & Learn Pvt. Ltd., employees 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.

Annexure B

1. 12th Mark sheet
2. 10th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Degree Certificate
5. Resume
6. BYJU'S Offer Letter

BYJU'S
The Learning App

7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

BYJU'S
The Learning App

OFFER LETTER

Ms.Pooja Singh

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Indraprastha (Croma Building), Bangalore
Employment Type:	Trainee

Compensation Details:

For first Three Months of Training:-
Fixed Compensation - 25,800 INR per month.

Post completion of training:-

Fixed Compensation - Rs. 7,00,000 LPA
Variable Compensation - Rs. 3,00,000 LPA

Reporting Details:

Date of Reporting: Monday, April 17, 2017
Reporting Location: Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029
Reporting Time: 9: 00: AM

Please note you will move to your Role Location / Work Location post training

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

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

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 will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Friday, October 11, 2019 , failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed 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 career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,
For and Behalf of,
Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

Annexure A

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Signature:

BYJU'S
The Learning App

OFFER LETTER

Ms.Aayushi Mishara

Date: Friday, April 07, 2017

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 Trainee-sales on following terms and conditions:

Offer Details:

Designation:	Trainee-sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Indraprastha (Croma Building), Bangalore
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BYJU'S
The Learning App

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BYJU'S
The Learning App

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12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

Mphasis
Unleash the Next

2016-17

Ref.No-MPCTH2017-00155

Dear Kavya. P

College Name: SCE

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.**
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of INR 2,50,000.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default an amount of INR 1,00,000 will be recovered from the employee.

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

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

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

1. Securing the required percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your training program at Mphasis
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

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

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

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

Mphasis intends to onboard 2016-17 hires anytime between June 1, 2017 to April 30, 2018.

For Mphasis
Vidyaranya K

Sr. Manager HR – Campus Hiring

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

Mphasis
Unleash the Next

Ref.No-MPCTH2017-00153

Dear Neetu S

College Name: SCE

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.**
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For Mphasis
Vidyaranya K

Sr. Manager HR – Campus Hiring

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

Mphasis
Unleash the Next

Ref.No-MPCTH2017-00156

Dear Likhith C

College Name: SCE

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.**
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of INR 2,50,000.
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For Mphasis
Vidyaranya K

Sr. Manager HR – Campus Hiring

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

Mphasis
Unleash the Next

Ref.No-MPCTH2017-00154

Dear Mr. Ashwini Sharma

College Name: SCE

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.**
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For Mphasis
Vidyaranya K

Sr. Manager HR – Campus Hiring

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

Mphasis
Unleash the Next

Ref.No-MPCTH2017-00157

Dear Aishwarya NR

College Name: SCE

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5**, **Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.**
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Vidyaranya K

Sr. Manager HR – Campus Hiring

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

Mphasis
Unleash the Next

Ref.No-MPCTH2017-00152

Dear Sindhu R

College Name: SCE

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.**
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of INR 2,50,000.
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For Mphasis
Vidyaranya K

Sr. Manager HR – Campus Hiring

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

TARUN TECHNOLOGIES

Ref. : TARUN / 2016-17 / 26 Date : 25/03/2017

OFFER LETTER

Dear Priyanka N H,

We are pleased to offer you **full time** position of **Testing Engineer** at **Tarun Technologies.**

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

You will be reporting to **Mr. Ravi Prasad** starting on **15/09/2017** at **Tarun Technologies.**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Mr. Ravi Prasad,
CEO

TARUN TECHNOLOGIES
CS Ravi Prasad
Proprietor

No. 767, 14th Cross, 1st Phase, J.P. Nagar, Bangalore - 560 078. E-mail : raviprasadcs20@gmail.com



Kiran Kumar
Krishna

Employee: 2364719

Mphasis

The Next Applied

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

Mphasis
The Next Applied

APPS/1072197/07706492/Bangalore/August/V0

PRIVATE AND CONFIDENTIAL

2 August 2018

Dilip Kumar
No. 456, 8th Main,
Nagasandra Post,
Bangalore
Karnataka India.

Dear Dilip Kumar,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a **Trainee Associate Software Eng**, in **Band 5** and **Level 1** with our organisation for a period of 6 months. The gross compensation will be **INR 180000** /- (**One lakh eighty thousand rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 6 months in Mphasis:

- You would be moved to **'Associate Software Engineer'** in **Band 5 and Level 2**
- Your gross compensation will be revised to **INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 6 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies.

Mphasis
The Next Applied

We are proud of it and we eagerly welcome you to the Mphasis way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us at **ELLA The Mphasis Learning Academy** on **13 August 2018** at **Bangalore**. The reporting time is **10:00 AM.** You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 17-03-2017

Dear Sanjana A R,

We are pleased to offer you the position of Design Engineer at FIRST RESOURCE Company.

Your job will commence on 21-08-2017 and your starting salary will be 2.25 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 10-08-2016 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

17/3/17

Mr. Veerendra Kumar

Managing Director

NTT DATA
Global IT Innovator

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

11/5/2016
Narasimhan L Badarinath
Sapathagiri College of Engineering

Dear Narasimhan L Badarinath,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 55% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Srinivasulu Bukan
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 07/11/16
(Narasimhan L Badarinath)

NTT DATA
Global IT Innovator

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91 80 2653.0912

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

11/5/2016
Akshay V Madalgi
Sapathagiri College of Engineering

Dear Akshay V Madalgi,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Urminala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Amadalgi
(Akshay V Madalgi)

Date: 07/11/16

NTT DATA
Global IT Innovator

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665 9482 Fax: +91.80.2653.0912

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

11/5/2016
Amogh N Kulkarni
Sapathagiri College of Engineering

Dear Amogh N Kulkarni,

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

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During the training you will be given a stipend of **Rs.12,000** per month.

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You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Uruinala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 6/11/2016
(Amogh N Kulkarni)

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.3912

NTT DATA
Global IT Innovator

11/5/2016
Alka Yagni .
Sapathagiri College of Engineering

Dear Alka Yagni .,

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

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You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Srinivasulu Bandi
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Alkay
(Alka Yagni .)

Date: 5 Nov 2016

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Akshay K,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 10-02-2017
Joining Date: 15-07-2017
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

AJANTA TEXTILES

Address: 17, Basant Lal Murarka Road , 4th floor. Kolkata - 700007.

NTT DATA
Global IT Innovator

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91 80 3565 9462 Fax: +91 80 2653 0912

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

11/5/2016
Shreyas Athreya
Sapathagiri College of Engineering

Dear Shreyas Athreya,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
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c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Urminala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 11/5/2016
(Shreyas Athreya)

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

NTT DATA
Global IT Innovator

11/5/2016
Sangeeta Sharma
Sapthagiri College of Engineering

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

Dear Sangeeta Sharma,

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

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During the training you will be given a stipend of **Rs.12,000** per month.

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You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Nirmala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Sangeeta Sharma. Date: 5/11/2016

(Sangeeta Sharma)

NTT DATA

Annexure A

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

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4. You are required to carry your passport at the time of joining

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA Global Delivery Services Private Limited
15 & 16/1, South End Road,
Basavanagudi, Bangalore 560 004, India
Tel: +91 80 2660 9182, Fax: +91 80 2653 [illegible]

11/5/2016
Subhashis Biswas
Sapathagiri College of Engineering

Dear Subhashis Biswas

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

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Mrinmoy Barkakoty
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 5/11/2016
(Subhashis Biswas)

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax +91.80.2553 0912

NTT DATA
Global IT Innovator

11/5/2016
Kshitij Seth
Sapthagiri College of Engineering

Dear Kshitij Seth,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Nirmala Sarkar
B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 5/11/2016
(Kshitij Seth)

NTT DATA

2

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

ABB Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2655.9482 Fax: +91.80.2653.0912

NTT DATA
Global IT Innovator

11/5/2016
Harminder Raina
Sapathagiri College of Engineering

Dear Harminder Raina,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Minimala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 05/11/2016
(Harminder Raina)

2

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA

Global IT Innovator

NTT DATA Global Delivery Services Private Limited
18 & 19, South End Road
Basawanagudi, Bangalore 560 004 India
Tel: +91 80.2665.9482 Fax: +91.80.2653.09 2

11/5/2016
Ginia Dey
Sapthagiri College of Engineering

Dear Ginia Dey,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying OCA Java SE Programmer – Associate and OCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Nirmalya Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Ginia Dey
(Ginia Dey)

Date: 05/11/2016

NTT DATA

2

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

Global Delivery Services Private Limited
Road
Bangalore 560 034 India
+91 80 3055 0912 Fax: +91 80 3055 0913

11/5/2016
Akshatha S Hegde
Sapathagiri College of Engineering

Dear Akshatha S Hegde,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Aniruddha Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Ashegde
(Akshatha S Hegde)

Date: 05/11/2016

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA Global Delivery Services Private Limited
19 & 19/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0812

Global IT Innovator

11/5/2016
Vyshak M V
Sapathagiri College of Engineering

Dear Vyshak M V,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Himamala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Vyshak
(Vyshak M V)

Date: 5/11/2016

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

ABB Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

NTT DATA
Global IT Innovator

11/5/2016
Sukhpreet Kaur
Sapthagiri College of Engineering

Dear Sukhpreet Kaur,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Srinivasulu Sathu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Sukhpreet Kaur
(Sukhpreet Kaur)

Date: 5-11-2016

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B Srinivasu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482- Fax: +91.80.2653.0912

NTT DATA
Global IT Innovator

11/5/2016
V Meghana Menon
Sapathagiri College of Engineering

Dear V Meghana Menon,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Nirmala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Meghana Menon
(V Meghana Menon)

Date: 05.11.2016

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA
Global IT Innovator

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

11/5/2016
Dashavanth K
Sapathagiri College of Engineering

Dear Dashavanth K,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training
c) Certifying on Software Development Fundamentals – Certified by Microsoft.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Hrmimala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Dashavanth K)

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.3482 Fax: +91.80.2653.0912

NTT DATA
Global IT Innovator

11/5/2016
Nithin Kumar
Sapathagiri College of Engineering

Dear Nithin Kumar,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 55% in the final evaluation on completion of the training.
c) Certifying on Software Development Fundamentals – Certified by Microsoft.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Himmindala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: A Nithin Kumar
(Nithin Kumar)

Date: 05/11/2016

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA Global Delivery Services Private Limited
18 & 18/1 South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91 80 2653.0912

NTT DATA
Global IT Innovator

11/5/2016
Chithra H S
Sapthagiri College of Engineering

Dear Chithra H S,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying on Software Development Fundamentals – Certified by Microsoft.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

Principal
Sapthagiri College of Engineering

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 05-11-2016
(Chithra H S)

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA
Global IT Innovator

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2665.0912

11/5/2016
Nethravathi V .
Sapathagiri College of Engineering

Dear Nethravathi V .,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying on Software Development Fundamentals – Certified by Microsoft.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Mrinmala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: V Nethravathi
(Nethravathi V .)

Date: 5-11-2016

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India.
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

NTT DATA
Global IT Innovator

11/5/2016
Nidhi Kumari
Sapathagiri College of Engineering

Dear Nidhi Kumari,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Arminda Saikia
S B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Nidhi Kumari
(Nidhi Kumari)

Date: 5/11/2016

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

BB Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA
Global IT Innovator

NTT DATA Global Delivery Services Private Limited
18 & 19, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91 80 2665 9482 Fax: +91 80 2553 0912

11/5/2016
Archana C
Sapathagiri College of Engineering

Dear Archana C,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training or joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Srinivasulu Jakka

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Archana
(Archana C)

Date: 5/11/2016

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

11/5/2016
Amulya A N .
Sapathagiri College of Engineering

Dear Amulya A N .,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Nirmala Sankar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Amulya A N
(Amulya A N .)

Date: 5-11-2016

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

ECE

NTT DATA
Global IT Innovator

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9462 Fax: +91.80 2663.0912

11/5/2016
Shruti Sanjay
Sapthagiri College of Engineering

Dear Shruti Sanjay,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying on Software Development Fundamentals – Certified by Microsoft.

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

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Shrinivasa Sankar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by **11/5/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Shruti
(Shruti Sanjay)

Date: 5/11/2016

2 ECE

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

ABB Srinivasulu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

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

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Sumanth A.S,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 03/02/2017
Joining Date: 22-08-2017
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

Address: 17, Basant Lal Murarka Road , 4th floor. Kolkata - 700007.

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE: 14th Feb 2017

OFFER LETTER

Dear **Pallavi B,**

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your CTC will be **Rs.2.25 lac per annum.**

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14th July 2017**, failing which this employment offer will stand rescinced. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

Very truly yours,
For ADVENT POWER TECHNOLOGIES

Authorised Signatory

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Aman Kumar,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Design Engineer
Issue date: 03/02/2017
Joining Date: 22-08-2017
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

Address: 17, Basant Lal Murarka Road , 4th floor. Kolkata - 700007.

SONATA SOFTWARE

Ref: SSL/HR /APPT/17

03-May-2017

Dear Ms. **Akshata Manjunath Hegde,**
D/o M G Hegde, Hadinbal Honavar,
Honavar. Karnataka-581361.

1. We are pleased to offer you an appointment as intern in our organization on the following terms and conditions:
2. You will be an intern for a period of 6 (six) months from your Date of Joining. Your joining date would be intimated later.
3. Thereafter you will be absorbed as an Engineer Trainee Graduate (ETG) for a period of 12 (twelve) months. Your joining date of absorption would be 6 Months from DOJ.
4. During the internship period, you will be paid a stipend of Rs.1, 20,000/- per annum.
5. After completion of 6 months of internship, you will be paid a consolidated compensation of Rs. 2,10,000/- per annum. Please refer to Annexure A.
6. Upon the successful completion of one year from date of joining as an Intern you shall be subjected to a performance assessment, post which your compensation would be revised according to your competence and performance. Please refer to Annexure B.
7. You will be governed by the Leave Rules of the company.
8. You will execute an agreement to serve the company for a minimum period of two years from the date of joining as an Intern.
9. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.
10. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VII (c) of the agreement.
11. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.

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

12. Your place of posting will be intimated later. Your training programme may expose you to various departments within the organisation. You are liable to be transferred to any department, office or establishment forming a part of our organisation or our other interconnected organisations in the group in India or abroad and during such period you will comply with the rules and regulations of such department, office or establishment.

13. During the period of your internship and training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

14. You will not divulge or pass any information, which you may obtain during your training in the Company to others.

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

16. **Non–Compete Undertaking** – During the period of your employment with Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company, you will not –

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

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

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

    d) Otherwise interfere with any business relationship of the Company.

17. Kindly note that you will have to undergo a medical examination and submit a satisfactory report for our consideration before joining the Company. The medical examination can be conducted by any Registered Medical Practitioner and should be sent to us along with your acceptance in the enclosed format.

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

This Offer is valid for a maximum period of 3 day(s) from the date of offer. Kindly return the duplicate copy of this Letter of Appointment duly signed, if you are in agreement with the terms and conditions set in above.

Looking forward to a long and fruitful association with you.

Yours very truly,
For **SONATA SOFTWARE LIMITED,**

Christopher George Pereira
Group Manager-HRD

I agree with the above terms and conditions

Signature..... Date 29/05/2017

Encl: 1. Medical Report
2. Checklist of documents.

cc: Accounts

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

ANNEXURE A

Name:	Ms. Akshata Manjurath Hegde
Grade:	ETG
Designation:	Trainee Systems Analyst

Monthly Allowances	
Stipend	5,250
HRA (Note No.1)	2,625
Conveyance Allowance	1,600
Education Allowance	2,000
Meal Vouchers/Allowance (Note No.2)	2,500
Supplementary Allowance	452
Medical Allowance	625
Advance Bonus/ Exgratia	1600
Total Monthly	**16,652**
Retiral Benefits (Note No.4)	
PF	7,560
Gratuity	2,627
Total Retiral	**10,187**
Cost To Company	**210,011**
Hospitalization and Personal Accident Insurance Premium (Note No 5)	4250
Total Cost To Company (T.C.C)	**214,261**

1. HRA at 50 % of basic
2. Employees opting for Meal Vouchers (when applicable) would not be entitled to Meal Allowance as indicated above.
3. Bonus/Ex Gratia as per rules current, estimate is shown.
4. Retirals as per the current rules governing the same
5. Hospitalization Insurance Cover of 1 Lakh p.a and Personal Accident Insurance Cover of around 5.5 Lakhs p.a and Group Term life insurance cover for you of Rs. 5 Lakhs will come into effect from the date of joining, as per rules governing the same.

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

ANNEXURE B

Competence Band	Performance Category	CTC*
Band 1	Excellent	300,000
Band 2	Outstanding	250,000
Band 3	Good	210,000

*CTC figures including statutory payments like PF / Gratuity and annual components like LTA / Medical / Bonus etc

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

SONATA SOFTWARE

Ref: SSL/HR /APFT/17

03-May-2017

Dear Ms. Shalini V,
#195/A, Sector A, HMT Colony,
Jalahalli, Bangalore.
Karnataka-560013

1. We are pleased to offer you an appointment as intern in our organization on the following terms and conditions:
2. You will be an intern for a period of 6 (six) months from your Date of Joining. Your joining date would be intimated later.
3. Thereafter you will be absorbed as an Engineer Trainee Graduate (ETG) for a period of 12 (twelve) months. Your joining date of absorption would be 6 Months from DOJ.
4. During the internship period, you will be paid a stipend of Rs.1, 20,000/- per annum.
5. After completion of 6 months of internship, you will be paid a consolidated compensation of Rs. 2,10,000/- per annum. Please refer to Annexure A.
6. Upon the successful completion of one year from date of joining as an Intern, you shall be subjected to a performance assessment, post which your compensation would be revised according to your competence and performance. Please refer to Annexure B.
7. You will be governed by the Leave Rules of the company.
8. You will execute an agreement to serve the company for a minimum period of two years from the date of joining as an Intern.
9. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.
10. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VIII(c) of the agreement.
11. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.

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

12. Your place of posting will be intimated later. Your training programme may expose you to various departments within the organisation. You are liable to be transferred to any department, office or establishment forming a part of our organisation or our other interconnected organisations in the group in India or abroad and during such period you will comply with the rules and regulations of such department, office or establishment.

13. During the period of your internship and training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

14. You will not divulge or pass any information, which you may obtain during your training in the Company to others.

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

16. **Non-Compete Undertaking** – During the period of your employment with Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company, you will not –

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

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

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

    d) Otherwise interfere with any business relationship of the Company.

17. Kindly note that you will have to undergo a medical examination and submit a satisfactory report for our consideration before joining the Company. The medical examination can be conducted by any Registered Medical Practitioner and should be sent to us along with your acceptance in the enclosed format.

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

This Offer is valid for a maximum period of 3 day(s) from the date of offer Kindly return the duplicate copy of this Letter of Appointment duly signed, if you are in agreement with the terms and conditions set in above.

Looking forward to a long and fruitful association with you.

Yours very truly,
For **SONATA SOFTWARE LIMITED,**

Christopher George Pereira
Group Manager-HRD

I agree with the above terms and conditions

Signature ..... Date 29/05/17 .....

Encl: 1. Medical Report
2. Checklist of documents.

cc: Accounts

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

ANNEXURE A

Name:	Ms. Shalini V
Grade:	ETG
Designation:	Trainee Systems Analyst

Monthly Allowances	
Stipend	5,250
HRA (Note No.1)	2,625
Conveyance Allowance	1,600
Education Allowance	2,000
Meal Vouchers/Allowance (Note No.2)	2,500
Supplementary Allowance	452
Medical Allowance	625
Advance Bonus/ Exgratia	1600
Total Monthly	**16,652**
Retiral Benefits (Note No.4)	
PF	7,560
Gratuity	2,627
Total Retiral	**10,187**
Cost To Company	**210,011**
Hospitalization and Personal Accident Insurance Premium (Note No 5)	4250
Total Cost To Company (T.C.C)	**214,261**

1. HRA at 50 % of basic
2. Employees opting for Meal Vouchers (when applicable) would not be entitled to Meal Allowance as indicated above.
3. Bonus/Ex Gratia as per rules current, estimate is shown.
4. Retirals as per the current rules governing the same
5. Hospitalization Insurance Cover of 1 Lakh p.a and Personal Accident Insurance Cover of around 5.5 Lakhs p.a and Group Term life Insurance cover for you of Rs. 5 Lakhs will come into effect from the date of joining, as per rules governing the same.

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

ANNEXURE B

Competence Band	Performance Category	CTC*
Band 1	Excellent	300,000
Band 2	Outstanding	250,000
Band 3	Good	210,000

*CTC figures including statutory payments like PF / Gratuity and annual components like LTA / Medical / Bonus etc

Principal
Sapthagiri College of Engineering
7/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SONATA

SONATA SOFTWARE

Ref: SSL/HR /APPT/17

03-May-2017

Dear Ms. Shristi Keshri,
D/o Ranjit Keshri, Hatkhola,
Bibi Gram, Ghoshpara
Malda. West Bengal-732101

1. We are pleased to offer you an appointment as intern in our organization on the following terms and conditions:
2. You will be an intern for a period of 6 (six) months from your Date of Joining. Your joining date would be intimated later.
3. Thereafter you will be absorbed as an Engineer Trainee Graduate (ETG) for a period of 12 (twelve) months. Your joining date of absorption would be 6 Months from DOJ.
4. During the internship period, you will be paid a stipend of Rs.1, 20,000/- per annum.
5. After completion of 6 months of internship, you will be paid a consolidated compensation of Rs. 2,10,000/- per annum. Please refer to Annexure A.
6. Upon the successful completion of one year from date of joining as an Intern, you shall be subjected to a performance assessment, post which your compensation would be revised according to your competence and performance. Please refer to Annexure B.
7. You will be governed by the Leave Rules of the company.
8. You will execute an agreement to serve the company for a minimum period of two years from the date of joining as an Intern.
9. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.
10. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VIII(c) of the agreement.
11. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.

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

12. Your place of posting will be intimated later. Your training programme may expose you to various departments within the organisation. You are liable to be transferred to any department, office or establishment forming a part of our organisation or our other interconnected organisations in the group in India or abroad and during such period you will comply with the rules and regulations of such department office or establishment.

13. During the period of your internship and training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

14. You will not divulge or pass any information, which you may obtain during your training in the Company to others.

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

16. **Non–Compete Undertaking** – During the period of your employment with Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company, you will not –

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

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

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

d) Otherwise interfere with any business relationship of the Company.

17. Kindly note that you will have to undergo a medical examination and submit a satisfactory report for our consideration before joining the Company. The medical examination can be conducted by any Registered Medical Practitioner and should be sent to us along with your acceptance in the enclosed format.

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

This Offer is valid for a maximum period of 3 day(s) from the date of offer. Kindly return the duplicate copy of this Letter of Appointment duly signed, if you are in agreement with the terms and conditions set in above.

Looking forward to a long and fruitful association with you.

Yours very truly,
For SONATA SOFTWARE LIMITED,

Christopher George Pereira
Group Manager-HRD

I agree with the above terms and conditions

Signature Srish Kesh... Date 29.05.17

Encl: 1. Medical Report
2. Checklist of documents.

cc: Accounts

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

ANNEXURE A

Name:	Ms. Shristi Keshri
Grade:	ETG
Designation:	Trainee Systems Analyst

Monthly Allowances	
Stipend	5,250
HRA (Note No.1)	2,625
Conveyance Allowance	1,600
Education Allowance	2,000
Meal Vouchers/Allowance (Note No.2)	2,500
Supplementary Allowance	452
Medical Allowance	625
Advance Bonus/ Exgratia	1600
Total Monthly	**16,652**
Retiral Benefits (Note No.4)	
PF	7 560
Gratuity	2,627
Total Retiral	**10,187**
Cost To Company	**210,011**
Hospitalization and Personal Accident Insurance Premium (Note No.5)	4250
Total Cost To Company (T.C.C)	**214,261**

1. HRA at 50 % of basic
2. Employees opting for Meal Vouchers (when applicable) would not be entitled to Meal Allowance as indicated above.
3. Bonus/Ex Gratia as per rules current, estimate is shown.
4. Retirals as per the current rules governing the same
5. Hospitalization Insurance Cover of 1 Lakh p.a and Personal Accident Insurance Cover of around 5.5 Lakhs p.a and Group Term life Insurance cover for you of Rs. 5 Lakhs will come into effect from the date of joining, as per rules governing the same.

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

ANNEXURE B

Competence Band	Performance Category	CTC*
Band 1	Excellent	300,000
Band 2	Outstanding	250,000
Band 3	Good	210,000

*CTC figures including statutory payments like PF / Gratuity and annual components like LTA / Medical / Bonus etc

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

SONATA SOFTWARE

Ref: SSL/HR /APPT/17

02-May-2017

Dear Mr. Guna Shekar G,
#249/A, 14th Main 1st Block,
Manjunath Nagar, Rajajinagar,
III Stage, WDCR,
Bangalore. Karnataka-560010

1. We are pleased to offer you an appointment as intern in our organization on the following terms and conditions:

2. You will be an intern for a period of 6 (six) months from your Date of Joining. Your joining date would be intimated later.

3. Thereafter you will be absorbed as an Engineer Trainee Graduate (ETG) for a period of 12 (twelve) months. Your joining date of absorption would be 6 Months from DOJ.

4. During the internship period, you will be paid a stipend of Rs.1, 20,000/- per annum.

5. After completion of 6 months of internship, you will be paid a consolidated compensation of Rs. 2,10,000/- per annum. Please refer to Annexure A.

6. Upon the successful completion of one year from date of joining as an Intern you shall be subjected to a performance assessment, post which your compensation would be revised according to your competence and performance Please refer to Annexure B.

7. You will be governed by the Leave Rules of the company.

8. You will execute an agreement to serve the company for a minimum period of two years from the date of joining as an Intern.

9. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.

10. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VIII(c) of the agreement.

Principal
Sahyadri College of Engineering
14/5, Adyar, Hesaraghatta Main Road
Bengaluru - 560 057

11. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.

12. Your place of posting will be intimated later. Your training programme may expose you to various departments within the organisation. You are liable to be transferred to any department, office or establishment forming a part of our organisation or our other interconnected organisations in the group in India or abroad and during such period you will comply with the rules and regulations of such department, office or establishment.

13. During the period of your internship and training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

14. You will not divulge or pass any information, which you may obtain during your training in the Company to others.

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

16. **Non–Compete Undertaking** – During the period of your employment with Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company, you will not –

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

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

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

d) Otherwise interfere with any business relationship of the Company.

17. Kindly note that you will have to undergo a medical examination and submit a satisfactory report for our consideration before joining the Company. The medical examination can be conducted by any Registered Medical Practitioner and should be sent to us along with your acceptance in the enclosed format.

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

This Offer is valid for a maximum period of 3 day(s) from the date of offer. Kindly return the duplicate copy of this Letter of Appointment duly signed, if you are in agreement with the terms and conditions set in above.

Looking forward to a long and fruitful association with you.

Yours very truly,
For SONATA SOFTWARE LIMITED,

Christopher George Pereira
Group Manager-HRD

I agree with the above terms and conditions

Signature Guna Shekar.G Date 29/05/2012

Encl: 1. Medical Report
2. Checklist of documents

cc: Accounts

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

ANNEXURE A

Name:	Mr. Guna Shekar G
Grade:	ETG
Designation	Trainee Systems Analyst

Monthly Allowances	
Stipend	5 250
HRA (Note No.1)	2,625
Conveyance Allowance	1,600
Education Allowance	2,000
Meal Vouchers/Allowance (Note No.2)	2,500
Supplementary Allowance	452
Medical Allowance	325
Advance Bonus/ Exgratia	1300
Total Monthly	**16,652**
Retiral Benefits (Note No.4)	
PF	7,560
Gratuity	2,627
Total Retiral	**10,187**
Cost To Company	**210,011**
Hospitalization and Personal Accident Insurance Premium (Note No.5)	4250
Total Cost To Company (T.C.C)	**214,261**

1. HRA at 50 % of basic
2. Employees opting for Meal Vouchers (when applicable) would not be entitled to Meal Allowance as indicated above.
3. Bonus/Ex Gratia as per rules current, estimate is shown.
4. Retirals as per the current rules governing the same
5. Hospitalization Insurance Cover of 1 Lakh p.a and Personal Accident Insurance Cover of around 5.5 Lakhs p.a and Group Term life Insurance cover for you of Rs. 5 Lakhs will come into effect from the date of joining, as per rules governing the same.

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

ANNEXURE B

Competence Band	Performance Category	CTC*
Band 1	Excellent	300,000
Band 2	Outstanding	250,000
Band 3	Good	210,000

*CTC figures including statutory payments like PF / Gratuity and annual components like LTA / Medical / Bonus etc

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

SONATA SOFTWARE

Ref: SSL/HR /APPT/17

03-May-2017

Dear Ms. Spoorthi Y,
#28, 5th Cross, Padmakrishna Nilaya,
Anubhavnagar, Nagarbhai Road,
Bangalore. Karnataka-560072.

1. We are pleased to offer you an appointment as intern in our organization on the following terms and conditions:
2. You will be an intern for a period of 6 (six) months from your Date of Joining. Your joining date would be intimated later.
3. Thereafter you will be absorbed as an Engineer Trainee Graduate (ETG) for a period of 12 (twelve) months. Your joining date of absorption would be 6 Months from DOJ.
4. During the internship period, you will be paid a stipend of Rs.1, 20,000/- per annum.
5. After completion of 6 months of internship, you will be paid a consolidated compensation of Rs 2,10,000/- per annum. Please refer to Annexure A.
6. Upon the successful completion of one year from date of joining as an Intern, you shall be subjected to a performance assessment, post which your compensation would be revised according to your competence and performance. Please refer to Annexure B
7. You will be governed by the Leave Rules of the company.
8. You will execute an agreement to serve the company for a minimum period of two years from the date of joining as an Intern.
9. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.
10. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VIII(c) of the agreement.
11. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.

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

12. Your place of posting will be intimated later. Your training programme may expose you to various departments within the organisation. You are liable to be transferred to any department, office or establishment forming a part of our organisation or our other interconnected organisations in the group in India or abroad and during such period you will comply with the rules and regulations of such department, office or establishment.

13. During the period of your internship and training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

14. You will not divulge or pass any information, which you may obtain during your training in the Company to others.

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

16. **Non–Compete Undertaking** – During the period of your employment with Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company, you will not –

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

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

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

d) Otherwise interfere with any business relationship of the Company.

17. Kindly note that you will have to undergo a medical examination and submit a satisfactory report for our consideration before joining the Company. The medical examination can be conducted by any Registered Mecical Practitioner and should be sent to us along with your acceptance in the enclosed format.

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

This Offer is valid for a maximum period of 3 day(s) from the date of offer. Kindly return the duplicate copy of this Letter of Appointment duly signed, if you are in agreement with the terms and conditions set in above.

Looking forward to a long and fruitful association with you.

Yours very truly,
For **SONATA SOFTWARE LIMITED,**

Christopher George Pereira
Group Manager-HRD

I agree with the above terms and conditions

Signature..... Date ..29/5/2017.....

Encl: 1. Medical Report
2. Checklist of documents.

cc: Accounts

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

ANNEXURE A

Name:	Ms. Spoorthi Y
Grade:	ETG
Designation:	Trainee Systems Analyst

Monthly Allowances	
Stipend	5,250
HRA (Note No.1)	2,625
Conveyance Allowance	1,600
Education Allowance	2,000
Meal Vouchers/Allowance (Note No.2)	2,500
Supplementary Allowance	452
Medical Allowance	825
Advance Bonus/ Exgratia	1500
Total Monthly	**16,852**
Retiral Benefits (Note No.4)	
PF	7,560
Gratuity	2,627
Total Retiral	**10,187**
Cost To Company	**210,011**
Hospitalization and Personal Accident Insurance Fremium (Note No.5)	4250
Total Cost To Company (T.C.C)	**214,261**

1. HRA at 50 % of basic
2. Employees opting for Meal Vouchers (when applicable) would not be entitled to Meal Allowance as indicated above.
3. Bonus/Ex Gratia as per rules current, estimate is shown.
4. Retirals as per the current rules governing the same
5. Hospitalization Insurance Cover of 1 Lakh p.a and Personal Accident Insurance Cover of around 5.5 Lakhs p.a and Group Term Life Insurance cover for you of Rs. 5 Lakhs will come into effect from the date of joining, as per rules governing the same.

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

ANNEXURE B

Competence Band	Performance Category	CTC*
Band 1	Excellent	300,000
Band 2	Outstanding	250,000
Band 3	Good	210,000

*CTC figures including statutory payments like PF / Gratuity and annual components like LTA / Medical / Bonus etc

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

SONATA SOFTWARE

Ref: SSL/HR /APPT/17

03-May-2017

Dear Ms. Harshitha S,
#104, Siddaganga Nilaya,
1st main, 2nd A Cross,
Hegganahalli Cross,
Bangalore. Karnataka-560091

1. We are pleased to offer you an appointment as intern in our organization on the following terms and conditions:
2. You will be an intern for a period of 6 (six) months from your Date of Joining. Your joining date would be intimated later.
3. Thereafter you will be absorbed as an Engineer Trainee Graduate (ETG) for a period of 12 (twelve) months. Your joining date of absorption would be 6 Months from DOJ.
4. During the internship period, you will be paid a stipend of Rs.1, 20,000/- per annum.
5. After completion of 6 months of internship, you will be paid a consolidated compensation of Rs. 2,10,000/- per annum. Please refer to Annexure A.
6. Upon the successful completion of one year from date of joining as an Intern, you shall be subjected to a performance assessment, post which your compensation would be revised according to your competence and performance. Please refer to Annexure B.
7. You will be governed by the Leave Rules of the company.
8. You will execute an agreement to serve the company for a minimum period of two years from the date of joining as an Intern.
9. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.
10. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VIII(c) of the agreement.

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

11. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.

12. Your place of posting will be intimated later. Your training programme may expose you to various departments within the organisation. You are liable to be transferred to any department, office or establishment forming a part of our organisation or our other interconnected organisations in the group in India or abroad and during such period you will comply with the rules and regulations of such department, office or establishment.

13. During the period of your internship and training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

14. You will not divulge or pass any information, which you may obtain during your training in the Company to others.

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

16. **Non–Compete Undertaking** – During the period of your employment with Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company, you will not –

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

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

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

    d) Otherwise interfere with any business relationship of the Company.

17. Kindly note that you will have to undergo a medical examination and submit a satisfactory report for our consideration before joining the Company. The medical examination can be conducted by any Registered Medical Practitioner and should be sent to us along with your acceptance in the enclosed format.

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

This Offer is valid for a maximum period of 3 day(s) from the date of offer. Kindly return the duplicate copy of this Letter of Appointment duly signed, if you are in agreement with the terms and conditions set in above.

Looking forward to a long and fruitful association with you.

Yours very truly,
For **SONATA SOFTWARE LIMITED,**

Christopher George Pereira
Group Manager-HRD

I agree with the above terms and conditions

Signature Harshitha.J Date 29-05-2017

Encl: 1. Medical Report
2. Checklist of documents.

cc: Accounts

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

ANNEXURE A

Name:	Ms. Harshitha S
Grade:	ETG
Designation:	Trainee Systems Analyst

Monthly Allowances	
Stipend	5,250
HRA (Note No.1)	2,625
Conveyance Allowance	1,600
Education Allowance	2,000
Meal Vouchers/Allowance (Note No.2)	2,500
Supplementary Allowance	452
Medical Allowance	625
Advance Bonus/ Exgratia	1600
Total Monthly	**16,652**
Retiral Benefits (Note No.4)	
PF	7,560
Gratuity	2,627
Total Retiral	**10,187**
Cost To Company	**210,011**
Hospitalization and Personal Accident Insurance Premium (Note No.5)	4250
Total Cost To Company (T.C.C)	**214,261**

1. HRA at 50 % of basic
2. Employees opting for Meal Vouchers (when applicable) would not be entitled to Meal Allowance as indicated above.
3. Bonus/ Ex Gratia as per rules current, estimate is shown.
4. Retirals as per the current rules governing the same
5. Hospitalization Insurance Cover of 1 Lakh p.a and Personal Accident Insurance Cover of around 5.5 Lakhs p.a and Group Term life Insurance cover for you of Rs. 5 Lakhs will come into effect from the date of joining, as per rules governing the same.

Principal
Sapthagiri College of Engineering

ANNEXURE B

Competence Band	Performance Category	CTC*
Band 1	Excellent	300,000
Band 2	Outstanding	250,000
Band 3	Good	210,000

*CTC figures including statutory payments like PF / Gratuity and annual components like LTA / Medical / Bonus etc

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

SLK Software
Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart-IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045,
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

SLK

Date: 07-10-2016

Full Name: Pavithra P U

Dear Pavithra ,

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

We have pleasure in offering to hire you to the position of a **"Trainee – Software"**, subject to the terms of this offer.

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

- Rs.2,40,000/- Rupees Two Lakh Forty Thousand only) per annum
- Your Compensation will be reviewed after 12 months completion of your joining based on your performance.

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment/(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

C.G.N

Authorized Signatory

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

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

Signature: _____ Date: 07/10/2016

(PAVITHRA P U)

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

Scanned by CamScanner

07/10/16

TI2 TECHNOLOGIES
THINK. INNOVATE IMPLEMENT

DATE: 16/03/2017

OFFER LETTER

Dear Priyanka,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your CTC will be **Rs.2.25 lac per annum .**

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **21-09-17,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,
CEO

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

TECHNOLOGIES BANGALORE-73

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073.
www.ti2technologies.com ti2technologies2@gmail.com
9901758006

SLK SOFTWARE
Administrative Office 8th Floor, MFAR Manyata Tech Park Greenheart-IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045,
T +91 80 4180 5721 / 5630 4721
F +91 80 4050 1921

SLK

Date: 07-10-2016

Full Name: Pallavi P

Dear Pallavi

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

We have pleasure in offering to hire you to the position of a "**Trainee – Software**", subject to the terms of this offer.

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

- Rs.2,40,000.- (Rupees Two Lakh Forty Thousand only) per annum.
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance.

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment/(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Authorized Signatory

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

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

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

Signature: _____ Date: 7/10/16

(PALLAVI.P)

SLK SOFTWARE
Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart-IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045,
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

Date: 07-10-2016

Full Name: Adarsh S

Dear Adarsh

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

We have pleasure in offering to hire you to the position of a "**Trainee – Software**", subject to the terms of this offer.

Your annual compensation (CTC) will be as given below

- Rs.2,40,000/- (Rupees Two Lakh Forty Thousand only) per annum
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance.

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment/(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Authorized Signatory

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

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

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

Signature: Adarsh S Date: 07/10/2016

( )

SLK SOFTWARE
Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart-IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045,
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

Date: 07-10-2016

Full Name: Archana Panigrahi

Dear Archana,

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

We have pleasure in offering to hire you to the position of a **"Trainee – Software"**, subject to the terms of this offer.

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

- Rs.2,40,000/- (Rupees Two Lakh Forty Thousand only) per annum.
- Your Compensation will be reviewed after 12 months completion of your joining based on your performance.

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment/(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Authorized Signatory

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

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

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

Signature: _____ Date: 7/10/16

(ARCHANA PANIGRAHI)

Poornima M
1SG13IS081
ISE, 2016-17

SLK SOFTWARE
Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart-IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045.
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

Date: 07-10-2015

Full Name: Poornima M

Dear Poornima,

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

We have pleasure in offering to hire you to the position of a "**Trainee – Software**", subject to the terms of this offer.

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

- Rs.2,40,000/- (Rupees Two Lakh Forty Thousand only) per annum.
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance.

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Poornima.M
Authorized Signatory

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

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

Signature: Poornima. M Date: 07/10/2016

POORNIMA. M

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

T. H Moinalini
1SG13IS119
2016-17
ISE

SLK SOFTWARE
Administrative Office: 8th Floor, MFAR/Manyata Tech Park Greenheart IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru 560045.
T: +91 80 4180 5721 / 6690 4721
F: +91 80 4050 1921

Date: 07-10-2016

Full Name: TH Moinalini Devi

Dear Moinalini

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

We have pleasure in offering to hire you to the position of a "**Trainee – Software**", subject to the terms of this offer.

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

- Rs.2,40,000/- (Rupees Two Lakh Forty Thousand only) per annum.
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance.

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Your employment is subject to a satisfactory verification of your identity, address, previous employment(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Authorized Signatory

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

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

Signature: TH Moinalini Date: 7/10/16

(TH Moinalini)

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

2016-17
BT
Divya BK

SLK SOFTWARE
Administrative Office: 8th Floor, MFAR, Manyata Tech Park, Greenheart IV
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045.
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

SLK

Date: 07-10-2016

Full Name: DIVYA B K

Dear DIVYA BK

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

We have pleasure in offering to hire you to the position of a **"Trainee – Software"**, subject to the terms of this offer.

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

- Rs 2,40,000/- (Rupees Two Lakh Forty Thousand only) per annum.
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance.

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Your employment is subject to a satisfactory verification of your identity, address, previous employment(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Authorized Signatory

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

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

Signature: _____ Date: _____

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

SLK SOFTWARE
Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart IV
Manyata Embassy Business Park, Outer Ring Road
Bengaluru 560045.
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

Date 07-10-2016

Full Name **KOUSHIK RAJ A**

Dear **KOUSHIK RAJ A**

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

We have pleasure in offering to hire you to the position of a "**Trainee – Software**", subject to the terms of this offer

Your annual compensation (CTC) will be as given below

- Rs 2,40,000/- (Rupees Two Lakh Forty Thousand only) per annum
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company

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Your employment is subject to a satisfactory verification of your identity, address, previous employment(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same

Yours sincerely,

Authorized Signatory

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

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

Signature: _____ Date: _____

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

SLK SOFTWARE
Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart IV
Manyata Embassy Business Park, Outer Ring Road
Bengaluru 560045
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

SLK

Date 07-10-2016

Full Name S V HARI

Dear S V HARI

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

We have pleasure in offering to hire you to the position of a **"Trainee – Software"**, subject to the terms of this **offer**

Your annual compensation (CTC) will be as given below

- Rs 2,40,000/- (Rupees Two Lakh Forty Thousand only) per annum
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company

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Your employment is subject to a satisfactory verification of your identity, address, previous employment(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same

Yours sincerely,

Authorized Signatory

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

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

Signature _____ Date _____

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

SLK SOFTWARE
Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart IV
Manyata Embassy Business Park, Outer Ring Road
Bengaluru 560045
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

SLK

Date 07-10-2016

Full Name **Anvesh Shukla**

Dear **Anvesh Shukla**

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

We have pleasure in offering to hire you to the position of a "**Trainee – Software**", subject to the terms of this **offer**

Your annual compensation (CTC) will be as given below

- Rs 2,40,000/- (Rupees Two Lakh Forty Thousand only) per annum
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter

Your employment is subject to a satisfactory verification of your identity, address, previous employment(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same

Yours sincerely,

Authorized Signatory

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

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

Signature _____ Date _____

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

2016-17

Subash kumar sharma

SLK SOFTWARE
Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart IV
Manyata Embassy Business Park, Outer Ring Road
Bengaluru-560045.
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

SLK

Date 07-10-2016

Full Name. SUBHASH KUMAR SHARMA

Dear SUBHASH KUMAR SHARMA

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

We have pleasure in offering to hire you to the position of a **"Trainee – Software"**, subject to the terms of this offer.

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

- Rs 2,40,000/- (Rupees Two Lakh Forty Thousand only) per annum.
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Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Authorized Signatory

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

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

Signature. _____ Date: _____

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

APTIV

Technical Center Incia

21-Mar-2019

Ms. Priyanka G
Bangalore

Dear Priyanka

With reference to your application and subsequent discussions, we have pleasure in offering you an appointment in our Organization at Aptiv Components India Pvt Ltd, as:

- **Designation : Software Engineer**
- **Level : 5.1**

Your initial place of work will be Aptiv Technical Center India in Bangalore, India. Your services, based on job requirement, may however be transferred to any of our other plants/units/divisions/associate concerns whether in existence or planned in the future, within India or abroad.

Your CTC amounts to **Rs. 600006 p.a.** , which includes a gross salary of **Rs 571692 p.a.** and benefits, the breakup of the salary as per company rules is specified below:

a)	Basic Salary	Rs.	20486
b)	Conveyance (Transport Allowance)	Rs.	1600
c)	Provident Fund (12% of Basic)	Rs.	2459
d)	Outpatient Medical Reimbursement	Rs.	1250
e)	Telephone Rental & Usage Reimbursement	Rs.	250
f)	Flexible Benefit Package	Rs.	21596

* The Flexible Benefit Package (FBP) consists of the following components:
Meal Vouchers; Children Education Allowance/ Children Hostel Allowance; LTA; HRA; Uniform Allowance; and Special Allowance.

TOTAL	**Rs. 47641**
ANNUAL	**Rs. 571692**

Benefits package amounts to

g)	Gratuity	Rs 11800
h)	Mediclaim	Rs 15285
i)	Personal Accident Insurance	Rs 345
j)	Group Term Life Insurance	Rs 884
	TOTAL CTC	**Rs. 600006 p.a.**

You will also be eligible for non encashable subsidized transport benefit. Extension of this benefit is dependent on location of work and is subject to change from time to time.

No other remuneration/benefits other than those specified above would be payable/applicable unless specified by a separate written order or unless specifically applicable to your category of personnel.

Aptiv Components India Private Limited (formerly known as Delphi Automotive Systems Private Limited)
Technical Center India
Kalyani Platina, Block I, No. 24 EPIP Zone Phase II, Whitefield, Bangalore - 560066, INDIA.
Tel (91) 80 3802 9000 Fax : (91) 80 3077 7803
Registered Office : P – 24 Green Park Ext., New Delhi 110 016 INDIA.
CIN: U74899DL1995PTC067296

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

•APTIV•

Technical Center India

...Contd.2/-

You will be placed on a probationary period of six months, during which time your performance will be regularly reviewed with you.

A detailed appointment letter outlining the terms and conditions of your appointment will be issued to you on your joining us.

You are required to join the company by **22-May-2019.** If this presents any concern/s, please let us know at your earliest convenience. If you are able to commence at an earlier date, we would be very delighted.

I would ask that you sign the copy of this letter as acceptance of the position of **Software Engineer.**

This offer is subject to subject to completion of course and background verification. The verification will be carried out based on authorization that you will be required to submit on acceptance of this offer. In case of a negative result in the background verification report or based on incorrect information supplied by you in your application for employment and otherwise this offer will be null & void.

We look forward to your joining **'Team Aptiv'.**

Sincerely,

Sujatha Subramanian
Senior Manager
Human Resources

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

•APTIV•

Technical Center India

Pre-Employment Medical Check-Up

21-Mar-2019

From: Shiney.P
HR Leader - Technical Center India

We are sending the following employee(s) for the Pre-employment Check-up in terms of our corporate agreement:

Name: Ms. Priyanka G

This is for your information and necessary action. The bill and the report of the check-up for employee may be sent to our office at the address mentioned below.

Sincerely,

Shiney.P
HR Leader - Technical Center India

Cc: a/a
Time: 9-5 p.m. (Monday to Saturday)

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

Aptiv Components India Private Limited (formerly known as Delphi Automotive Systems Private Limited)
Technical Center India
Kalyani Platina, Block I, No. 24, EPIP Zone Phase II, Whitefield, Bangalore - 560066, INDIA.
Tel (91) 80 3802 9000 Fax : (91) 80 3077 7803
Registered Office : P – 24 Green Park Ext., New Delhi 110 016 INDIA.
CIN: U74899DL1995PTC067296

• APTIV •

Technical Center India

21-Mar-2019

Ms. Priyanka G

Enclosed is the employment offer letter.

You are requested to submit the following documents at the time of joining:

For KYC

1. Pan Copy
2. Aadhaar Copy
3. Cancelled cheque leaf (previous salary account)

For Background Verification (Copy of each document)

4. Pan
5. Passport (if applicable)
6. Permanent Address Proof
7. Present Address Proof
8. 10th Onwards All Mark sheets and Certificates
9. Last three months' payslip
10. Reliving & Experience letter from all previous organizations
11. 8 Passport and 2 Stamp size photo
12. One dependent photo each required for insurance (Family members like Parents/In-laws, Spouse, Children)

For Information

13. Blood Group
14. UAN No.
15. PF member account number of previous organization

Please report at Aptiv Components India Pvt Ltd, No.24, Phase 2, Block 1, Kalyani Platina, EPIP Zone, Brookfield, Whitefield, Bangalore - 560 066 latest by 9:30 AM.

For any other clarifications, please feel free to contact Ms. Shiney P (shiney.p@aptiv.com) in the HR Department. (+91-08038030303).

Sincerely,

Shiney.P
HR Leader - Technical Center India

Aptiv Components India Private Limited (formerly known as Delphi Automotive Systems Private Limited)
Technical Center India
Kalyani Platina, Block I, No. 24, EPIP Zone Phase II, Whitefield, Bangalore - 560066, INDIA.
Tel (91) 80 3802 9000 Fax : (91) 80 3077 7803
Registered Office : P – 24 Green Park Ext., New Delhi 110 016 INDIA.
CIN: U74899DL1995PTC067296

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

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Laxmi,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Design Engineer
Issue date: 03/02/2017
Joining Date: 22-08-2017
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

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

Address: 17, Basant Lal Murarka Road , 4th floor. Kolkata - 700007.

T · · Systems ·

Mr. Abhilekh Kumar
Near Nandwani Handloom, Ward No. - 29 Amla Tola,
District- Katihar, Pin Code – 854105

16th November 2017

Dear Abhilekh,

At the outset, let me congratulate you for having accepted our offer to join T-Systems a company that will help you achieve your career objectives and add significant value. I am writing you this letter to assure all possible to help complete your joining formalities. Should you have any problem, please feel free to reach out to me on my mobile no. 8552946101 or through email.

While joining T-Systems, please carry the original documents with photocopies for verification and records.

1) Academic qualifications: - SSC, HSC, Graduation & Post-Graduation. (Mark sheets & Certificates).
2) Experience / Relieving letter: - Relieving / Service certificate issued by your past employer.
3) Compensation proof: - Last 3 months salary slips, last increment letter issued by your past employer, Form 16.
4) Address proof: - Aadhar Card, Passport and PAN Card.
5) 4 Passport size colour photograph.

I look forward receive you at the following address on 20th November 2017 at 9:30 AM.

T-Systems ICT India Pvt. Ltd.
4th Floor, Quadrant 1, Tower 2, Umiya Business Bay-II,
Cessna Business Park, Marathahalli - Sarjapur Outer Ring Road,
Bangalore – 560037

Looking forward to welcome you onboard.

With best wishes,
Vrushali More | T-Systems – HR Team

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

Scanned by CamScanner

FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 17-03-2017

Dear Usha N.S,

We are pleased to offer you the positio n of Design Engineer at FIRST RESOURCE Company.

Your job will commence on 21-08-2017 and your starting salary will be 2.25 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 18-08-2017 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

17/3/17

Mr. Veerendra Kumar

Managing Director

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

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Varun N.**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Design Engineer
Issue date: 03/02/2017
Joining Date: 22-08-2017
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

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

Vijitha.T.P.

ANNEXURE C
DAY-ONE FORMALITIES

JOINING FCRMALITIES & NEW HIRE ORIENTATION/INDUCTION

Dea·

Please report at 9.00 a.m at the following office address on the day of joining:

Unisys India Private Limited, SEZ Unit 2: Special Economic Zone(Unit 2) Gopalan Global Axis Block, 4th Floor, ABC(Block G), Plot No 152, EPIP Zone, Hoodi Village, K R Puram Hobli, Whitefield, Bangalore -560066.

Kindly note that it is important to be on time to complete joining formalities.

Please **bring originals** and **3 sets of photocopies** of the following documents:

- Education mark sheets (all semester / year mark sheets) & certificate from 10th standard to highest degree attained. Photocopies should include both front and back side of the mark sheets and certificates.
- Relieving letter from most recent employer is a must. If not, resignation acceptance letter issued by HR. Subsequently, relieving letter has to be submitted within three weeks.
- Relieving letter or experience certificate from your previous employers specifying exact dates / duration of employment.
- Six passport size colour photographs.
- Passport (All pages with entries).
- Proof of identity. Bring one of the following documents. Passport, Driving Licence, Voter's ID card or PAN card.
- Address proof current and permanent. Bring one of the following documents. Most recent BSNL phone bill, Electricity bill, Water bill, Lease deed, Rent deed, Ration card or Passport.
- **PAN Card is a must for salary processing. If you do not have a PAN card, please apply for the same immediately.**

Please note, all of the above mentioned documents are mandatory and we will not be able to induct you without these documents.

All original documents will be returned to you on the same day after verification by **Human Resources Department** and copies will be retained for records.

Should you require any clarifications and/or on joining date, please contact the following:?

Contact Person : Abhishek Ph: 080-4159 8000 (Direct),E-mail:abhishek.wadwa@in.unisys.com
I have read and understood the above documents checklist and agreed to submit the same on my joining date.

Vijitha.T.P -. *Signature* Vijith Date:_____

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

2 Vijitha.T.P.

Date: October 14, 2016

ANNEXURE		
NAME		
ROLE CODE	W00825	
ROLE TITLE	Services Support Rep 4A (Technical Support Associate)	
SALARY COMPONENT	COMPENSATION PER ANNUM (INR)	REMARKS
A: Basic Salary (Base Pay)		
Basic Salary (Base Pay)	74,596	35% of Comp 2
COMP 1: (A)	74,596	
B: Non Basic Salary (Non Base Pay)		
House Rent Allowance (HRA)	37,298	50% of Basic Salary
Transport Allowance	19,200	
Medical Reimbursement	15,000	As per company policy
Bonus / Ex-gratia	14,919	As per The Payment of Bonus Act, 1965
Special Allowance	52,118	Balance of Non Basic Salary
TOTAL (B)	138,535	65% of Comp 2
COMP 2: TOTAL (A+B)	213,130	
C: Retirals		
Provident Fund (Company's contribution)	15,206	12% of PF Wages
Gratuity (Company's contribution)	3,588	
TOTAL (C)	18,794	
Total Gross Compensation: A+B+C	231,924	

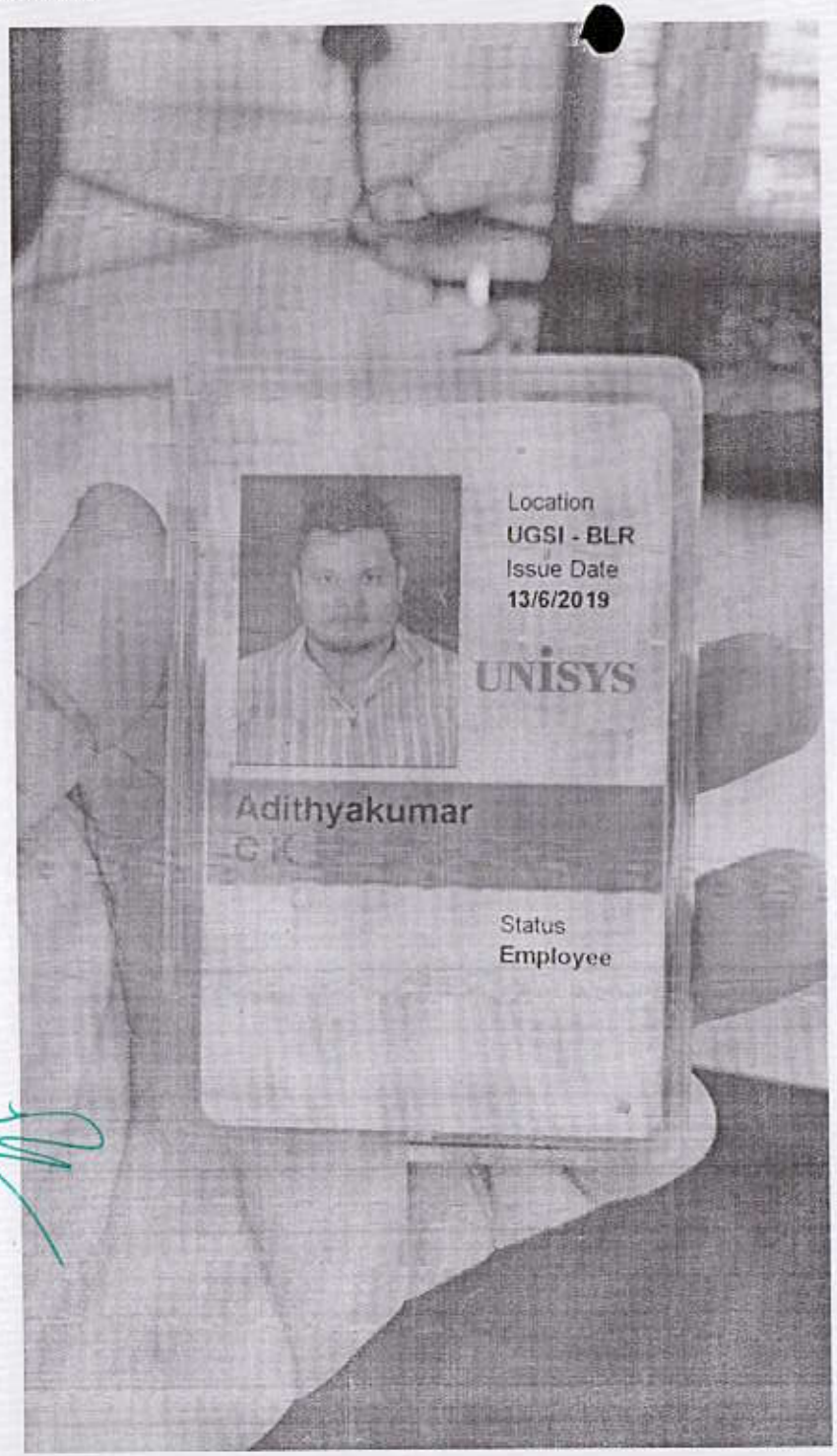
Additional Benefits:

- Variable Incentive Plan upto INR 42,000/- p.a. as per the company policy as applicable to your Role Code
- Shift Allowance upto INR 16,200/- p.a as per the company policy as applicable to your Role Code
- Company provided transport as per the company policy as applicable to your Role code, Work Location and Shift
- You will be covered under the Group Mediclaim Insurance policy upto 3 lakhs of annual medical coverage for hospitalization
- You will be covered under the Group Term Life Program and Group Personal Accident Insurance Policy
- Gratuity component mentioned under retirals will be applicable as per The Payment of Gratuity Act, 1972
- You can choose to allocate INR 1100 towards Food coupons from your Special Allowance
- You can choose to allocate upto one month's Basic salary towards LTA from your Special Allowance

Kotappa M V
Director - Recruiting
Unisys India Private Limited

Accepted
Employee Name:
Date:

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



Adithya Kumar CK
1 Sr 13 IS 004
ISE, 2017

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

GRM TOOLINGS

14B, Belmar Indl Estate, Nagasandra Post, Bangalore – 560 073.
Email:-gangadharhegde@gmail.com Ph: 9341238673

OFFER LETTER

Date: 09 Jan 2017

To
Sumanth C A
Sapthagiri College of Engineering,
Bangalore -560057

Dear Sumanth C A,

Congratulations! We have pleasure in making an offer to you for the post of **Production Engineer- Trainee** at ***GRM TOOLINGS***. We expect you to join the company in the month of June 2017.

We believe in work culture that encourages potential growth, performance and transparency. We have big giant companies as clients for innovating products or engineering a new tomorrow. You can find ***GRM TOOLINGS*** a place for successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we always believe in giving the best working environment and facilities that allow delivering at full potential. You can look forward to the same when you join our company.

The other terms and conditions will be briefed at our company when you join. We look forward to a long and mutually satisfying association with you and hope you find the right atmosphere and innovative to realize your potential.

Please send the letter of acceptance to the company address. You can hand this letter over to the relevant authority on the day of joining.

Regards,

GANGADHAR HEGDE

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

GRM TOOLINGS BANGALORE

GRM TOOLINGS

14B, Belmar Indl Estate, Nagasandra Post, Bangalore – 560 073.
Email:-gangadharhegde@gmail.com Ph: 9341238673

OFFER LETTER

Date: 09 Jan 2017

To
Shree Harsha V Kumar
Sapthagiri College of Engineering,
Bangalore -560057

Dear Shree Harsha V Kumar,

Congratulations! We have pleasure in making an offer to you for the post of **Production Engineer- Trainee** at ***GRM TOOLINGS***. We expect you to join the company in the month of June 2018.

We believe in work culture that encourages potential growth, performance and transparency. We have big giant companies as clients for innovating products or engineering a new tomorrow. You can find ***GRM TOOLINGS*** a place for successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we always believe in giving the best working environment and facilities that allow delivering at full potential. You can look forward to the same when you join our company.

The other terms and conditions will be briefed at our company when you join. We look forward to a long and mutually satisfying association with you and hope you find the right atmosphere and innovative to realize your potential.

Please send the letter of acceptance to the company address. You can hand this letter over to the relevant authority on the day of joining.

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

Regards,

GANGADHAR HEGDE

GRM TOOLINGS * BANGALORE *

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Sreenivas S G,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 03/02/2017
Joining Date: 22-08-2017
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

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

2016-17

CHLORBIOS

Creating Green Biotechnology

Survey No. 73/2,
Jarakabande Kaval, Yelahanka Hobli,
Via Attur Post, Bangalore - 560 106.
+91 96329 63233 | chlorbios@gmail.com

DATE : 22/02/2017

OFFER LETTER

Dear LIGIN K LITSON,

Congratulations and welcome aboard CHLORBIOS, we are delighted to have you in our exciting team!

We are offering you the position of **"Management Trainee"**, *with effect from* **August 28th 2017, with the consolidated salary of Rs 18,000/-(Eighteen thousand only) per month.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to MR.ROHIT RAJ, Managing Director, on or before **August 28th 2017**, prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of CHLORBIOS to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at CHLORBIOS.

If you have any questions of comments, please call me immediately.

Very truly yours,

22/02/2017

MR.ROHIT RAJ,
Managing Director

CHLORBIOS
73/1, Jaraka Bande Kaval,
Via Attur Post, Yelahanka Hobli.
Bangalore - 560 064.

Principal
Sapthagir College of Engineering
14/5, Chikkasandra, Hesaraghatta Main ...
Bangaluru - 560 057

mindse8
www.mindse8.com

+91 7980 326 055

info.mindse8@gmail.com

JOB OFFER LETTER

20th Feb 2017

Dear **Vanditha V**,

Congratulations!

MINDSE8 is delighted to offer you the full-time job & the position of **"SALES ENGINEER"**. You are requested to report directly to the manager on July 20th 2017.

The starting salary for this position is 3 lakh per annum. ***MINDSE8*** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once you report to the company.

Your employment with ***MINDSE8*** will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

MCHoudhary

MANOJ CHOUDHARY
Managing Director

Principal
Sapthagiri College
14/5, Chikkasandra, Hes
Bangaluru - 560 057

Gmail PRASHANTH KUMAR <prashanthkumar.hp@gmail.com>

Fwd: Your Offer of Internship with Byjus Classes - Varsha Prakash

1 message

Varsha Prakash <varshaprakash.911@gmail.com>
To: prashanthkumar.hp@gmail.com

Tue, Jun 16, 2020 at 6:05 PM

---------- Forwarded message ---------
From: **Byjus Classes** <janani.sridhar@byjus.com>
Date: Thu, Mar 30, 2017 at 1:50 PM
Subject: Your Offer of Internship with Byjus Classes - Varsha Prakash
To: Varsha Prakash <varshaprakash.911@gmail.com>

Dear Varsha Prakash

Welcome to Byjus. Congratulations on your decision of partnering with us in our endeavor to change the face of education. It is our pleasure to extend the following offer to you further to the interview and discussions you have had with us. You are expected to join us on April 1, 2017 to begin with your internship.

The details of your Internship are as follows:.

Date of Reporting: April 1 2017.
Reporting Location: Byjus (IBC Knowledge Park), IBC knowledge Park, 2nd floor, D Block, 4/1, Bannerghatta Main Rd, Bhavani Nagar, Bangalore, KA, India.
Reporting Time:10.00AM.
Reporting Manager: Pravin Prakash
Department : BUSINESS DEVELOPMENT.
Unit Name : SALES.
Internship Duration: Upto 6 months.
Internship Stipend Amount:20000 INR Per month
Please note that you will have 10% tax deduction from your stipend on a monthly basis. In absence of PAN, the deduction will be 20%, so please make sure you apply and get it done at the earliest.

Kindly do your offer confirmation here:
https://goo.gl/forms/wNbA34BJLk7QZiGB3

Please follow the link mentioned below and complete all data and documentation needed. It is important for you to complete all the data document uploads on the platform before your date of joining or before reporting to the office. The lists of documents to be uploaded in the respective sections in the portal are listed below and also please carry all the documents listed below on the reporting day for the verification by HR department.

1) Education Details – 10th Mark sheet, 12th Mark Sheet, Graduation Mark Sheets & Post Graduation Mark Sheets.
2) Address Proof – Driving Licence/Voters Id/Aadhaar Card/Passport
3) ID proof-PAN Card/Aadhar Card/Passport
4) Statutory Details – PAN card compulsory
5) Passport size photo
6) Resume (Please submit the hardcopy)
7) Cancelled cheque or passbook of your account(Please submit hardcopy for verification)
8) College ID card (Please submit the hardcopy)
9) No objection letter from the college for internship with BYJUS. (Please get the letter in the college Letter Head)

Please submit a self attested copy of this email to the HR department on the date of joining with the documents.

For the first time sign-up to the platform, please use the One Time Password (OTP) **6cyRJkX4**

Please click here
(Or, can use following link in browser
https://esp.employeeexperts.com/Candidates/E2Pro_CandidateOTP.php?otp=6cyRJkX4)

We look forward to an enduring relationship with you. If you have any queries regarding your letter please write back to us.

Regards,
Human resources
Think and Learn Pvt. Ltd. (BYJUS)
Winner of CNBC-TV 18 Crisil Emerging India Award (Education)
Winner of Big Research NDTV Profit Business & Service Excellence Award
Winner of Deloitte Technology Fast 50 Award

Head Office: IBC Knowledge Park, D Block 2nd Floor , 4/1, Bannerghatta Main Rd, Bhavani Nagar, Suddguntepalya, Bengaluru - 29

Other BYJUS Offices:

· BYJUS, 1st Floor Indraprastha Equinox, 1st Floor, Above Croma, Near Sony Signal, 100 feet Inner Ring road, Ejipura, Koramangala, Bengaluru -95

· BYJUS, 3rd Floor, Prestige Pinnacle, No. 113, Ganapathi Temple Rd, Koramangala 7th Block, Adugodi, Bengaluru - 95

· BYJUS,3rd Floor, No-30, Krishna Industrial Layout, Tavarekare main road, Opp. Soho Street, Bengaluru - 29

Virus-free. www.avast.com

Winner of First National Award
Small Scale Enterpreneurs
1995-96

Accord Software & Systems Pvt. Ltd.

ACCORD

Ms. Meghana K L
D/o. K R Lakshminarayan
No 4, Dhanush Enclave - VII,
3rd Cross, 3rd Main, Bhoomika Layout,
Bengaluru – 560090.

Sub: Employment offer

Dear **Ms. Meghana**:

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

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

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

You will be paid monthly salary of **Rs. 27500/-** (CTC Twenty Seven Thousand Five Hundred only) and it will be credited to respective Bank salary account.

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

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

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

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

Upon successful completion of your course, please intimate us in writing. We will process your appointment thereafter.

Your actual date of commencement of work will be informed through email at the relevant time. You will be given a detailed appointment letter upon your joining.

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

Registered Office : #37, K R Colony, Domlur Layout, Bangalore - 560 071. INDIA
Phone : +91-80-2535 0105, Fax : +91-80-2535 2723
Email : contactus@accord-soft.com Internet : www.accord-soft.com
Corporate Identity Number : U72200KA1991PTC012629

ISO 9001:2008
AS9100 Rev C
CMMI DEV /5 SM
Exp. 2018-06-25 / Appraisal #24688

Winner of First National Award
Small Scale Enterpreneurs
1995-96

Accord Software & Systems Pvt. Ltd.

ACCORD

This offer stands valid till **December 31, 2017** unless extended by Accord in future communication.

As per your record produced to us, your date of birth is **September 23, 1995.**

We welcome you to Accord Software & Systems Pvt. Ltd. Family and Look forward to have a long and fruitful association.

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

Kindly confirm your acceptance by signing and returning a copy of this letter.

Your Sincerely,
For Accord Software & Systems Pvt. Ltd.

R K S.

Raghavendra K S
Sr. Manager – HR

November 30, 2016

Acceptance:

I **Mr./Ms.** MEGHANA KL accept the terms and conditions of this offer and will be joining your company on receipt of Intimation from Accord, regarding the date of joining.

Signature: Meghana Date: 5/12/16

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

Registered Office : #37, K R Colony, Domlur Layout, Bangalore - 560 071. INDIA
Phone : +91-80-2535 0105, Fax : +91-80-2535 2723
Email : contactus@accord-soft.com Internet : www.accord-soft.com
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Exp. 2018-06-26 / Appraisal #24688

Winner of First National Award
Small Scale Enterpreneurs
1995-96

Accord Software & Systems Pvt. Ltd.

ACCORD

Ms. Tejaswini S
D/o. Srinivas
No. 05, 30th Main,
Sakkama Badavane, Nandini Layout,
Bengaluru – 560096.

Sub: Employment offer

Dear Ms. Tejaswini:

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

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

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

You will be paid monthly salary of **Rs. 27500/-** (CTC Twenty Seven Thousand Five Hundred only) and it will be credited to respective Bank salary account.

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

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

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

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

Upon successful completion of your course, please intimate us in writing. We will process your appointment thereafter.

Your actual date of commencement of work will be informed through email at the relevant time. You will be given a detailed appointment letter upon your joining.

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

Winner of First National Award
Small Scale Enterpreneurs
1995-96

Accord Software & Systems Pvt. Ltd.

ACCORD

This offer stands valid till **December 31, 2017** unless extended by Accord in future communication.

As per your record producec to us, your date of birth is **May 1, 1995.**

We welcome you to Accord Software & Systems Pvt. Ltd. Family and Look forward to have a long and fruitful association.

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

Kindly confirm your acceptance by signing and returning a copy of this letter.

Your Sincerely,
For Accord Software & Systems Pvt. Ltd.

Raghavendra K.S.

Raghavendra K S
Sr. Manager – HR

November 30, 2016

Acceptance:

I Mr./Ms. TEJASWINI.S accept the terms and conditions of this offer and will be joining your company on receipt of intimation from Accord, regarding the date of joining.

Signature: Tejaswini.S Date: 5/12/16

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

Registered Office : #37, K R Colony, Domlur Layout, Bangalore - 560 071. INDIA
Phone : +91-80-2535 0105, Fax : +91-80-2535 2723
Email : contactus@accord-soft.com Internet : www.accord-soft.com
Corporate Identity Number : U72200KA1991PTC012329

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Exp. 2018-06-26 / Appraisal #24688

Winner of First National Award
Small Scale Enterpreneurs
1995-96

Accord Software & Systems Pvt. Ltd.

ACCORD

Mr. Manju Kiran M
S/o. S Mahadev Kumar
No.44 / 192, Shivakrupa,
Kirloskar Colony, Basaveshwar Nagar,
Bengaluru – 560079.

Sub: Employment offer

Dear **Mr. Manju Kiran :**

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

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

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

You will be paid monthly salary of **Rs. 27500/-** (CTC Twenty Seven Thousand Five Hundred only) and it will be credited to respective Bank salary account.

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

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

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

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

Upon successful completion of your course, please intimate us in writing. We will process your appointment thereafter.

Your actual date of commencement of work will be informed through email at the relevant time. You will be given a detailed appointment letter upon your joining.

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

Registered Office : #37, K R Colony, Domlur Layout, Bangalore - 560 071. INDIA
Phone : +91-80-2535 0105, Fax : +91-80-2535 2723
Email : contactus@accord-soft.com Internet : www.accord-soft.com
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Winner of First National Award
Small Scale Enterpreneurs
1995-96

Accord Software & Systems Pvt. Ltd.

ACCORD

This offer stands valid till **December 31, 2017** unless extended by Accord in future communication

As per your record produced to us, your date of birth is **October 21, 1995.**

We welcome you to Accord Software & Systems Pvt. Ltd. Family and Look forward to have a long and fruitful association.

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

Kindly confirm your acceptance by signing and returning a copy of this letter.

Your Sincerely,
For Accord Software & Systems Pvt. Ltd.

R K.S.

Raghavendra K S
Sr. Manager – HR

November 30, 2016

Acceptance:

I Mr./~~Ms.~~ MANJU KIRAN M accept the terms and conditions of this offer and will be joining your company on receipt of intimation from Accord, regarding the date of joining.

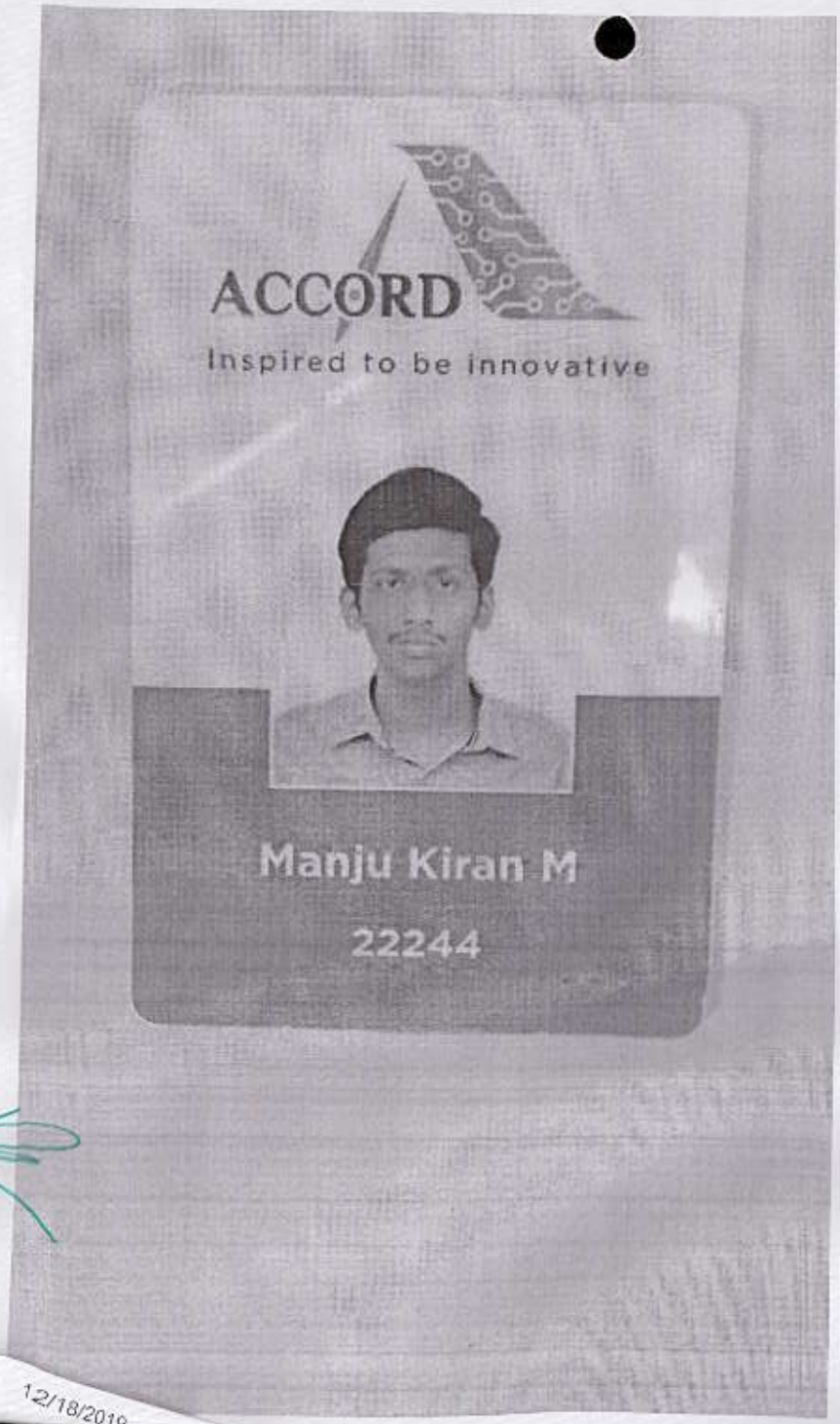
Signature: Manju Kiran M Date: 5/12/2016

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

Registered Office : #37, K R Colony, Domlur Layout, Bangalore - 560 071. INDIA
Phone : +91-80-2535 0105, Fax : +91-80-2535 2723
Email : contactus@accord-soft.com Internet : www.accord-soft.com
Corporate Identity Number : U72200KA1991PTC012629

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Exp. SCM-06-15 / Appraisal #24688



Manju kiran M
1sr13IS050
2017, ISE

Principal
Sapthagiri College of Engineeri
14/5, Chikkasandra, Hesaraghatta

Blood Group : O +ve

If found please return to:

H R Manager
Accord Global Technology Solutions
Private Limited
No. 37, Krishna Reddy Colony
Domlur Layout
Bengaluru - 560 071, INDIA
Tel: +91-80-25350105

Employee Signature

Issuing Authority

Principal
Nagini College of
Chikkanandra, Hesaraghatta
Bengaluru - 560 0

Winner of First National Award
Small Scale Enterpreneurs
1995-96

Accord Software & Systems Pvt. Ltd.

ACCORD

Mr. Akash Kumar Pavadashetti
S/o. Mallappa S
No. 1563 / A, Mallikarjuna Nilaya,
Prashanth Nagar, T Dasarahalli,
Bengaluru – 560057.

Sub: Employment offer

Dear **Mr. Akash Kumar:**

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

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

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

You will be paid monthly salary of **Rs. 27500/-** (CTC Twenty Seven Thousand Five Hundred only) and it will be credited to respective Bank salary account.

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

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

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

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

Upon successful completion of your course, please intimate us in writing. We will process your appointment thereafter.

Your actual date of commencement of work will be informed through email at the relevant time. You will be given a detailed appointment letter upon your joining.

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

Registered Office : #37, K R Colony, Domlur Layout, Bangalore - 560 071. INDIA
Phone : +91-80-2535 0105, Fax : +91-80-2535 2723
Email : contactus@accord-soft.com Internet : www.accord-soft.com
Corporate Identity Number : U72200KA1991PTC012629

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Exp. 2018-06-26 / Appraisal #24688

Winner of First National Award
Small Scale Enterpreneurs
1995-96

Accord Software & Systems Pvt. Ltd.

ACCORD

2

This offer stands valid till **December 31, 2017** unless extended by Accord in future communication.

As per your record produced to us, your date of birth is **October 24, 1995**.

We welcome you to Accord Software & Systems Pvt. Ltd. Family and Look forward to have a long and fruitful association.

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

Kindly confirm your acceptance by signing and returning a copy of this letter.

Your Sincerely,
For Accord Software & Systems Pvt. Ltd.

K.S.

Raghavendra K S
Sr. Manager – HR

November 30, 2016

Acceptance:

I Mr./Ms. Akash Kumar Pavadashetti accept the terms and conditions of this offer and will be joining your company on receipt of intimation from Accord, regarding the date of joining.

Signature: Akash Date: 05-12-'16

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

Registered Office : #37, K R Colony, Domlur Layout, Bangalore - 560 071. INDIA
Phone : +91-80-2535 0105, Fax : +91-80-2535 2723
Email : contactus@accord-soft.com Internet : www.accord-soft.com
Corporate Identity Number : U72200KA1991PTC012629

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AS9100 Rev C

CMMI DEV/5 SM
Exp. 2018-06-26 / Appraisal #24688

Nisha Keshri
1Ser13Is069
2016-17
ISE

Date - September 29, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Nisha Keshri,

We are delighted to invite you to join IBM as a Technical Support Associate, in band [3]. You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise - you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.



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

Date – September 29, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Nisha Keshri,

We are pleased to offer you the position of Technical Support Associate, in band [3] at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e October 18, 2017. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- Report to On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3,Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045 You will meet with your Onboarding Specialist who will assist you with your joining formalities If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
  - Voter ID card
  - Driving Licence
  - Aadhar Card
  - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

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

- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in BANGALORE. However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly during your service with IBM, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.

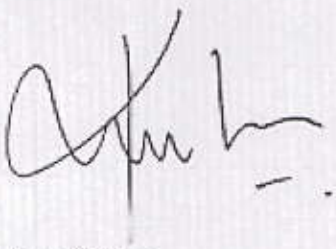
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Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/– annual usage fee at the PCS (Point of Service) helpdesk at IBM office Registration w th National Skills Registry is mandatory and should be completed within 30 days from your date of joining.

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

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - [illegible]

IBM

Date : September 26, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www.07.ibm.com/in/careers/

Dear Lavanya M,

We are delighted to invite you to join IBM as a Technical Support Associate, in band [3]. You will be working alongside passionate IBMers, business & technology experts who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will find world-class learning opportunities, mentoring and a flexible work environment to help you create the career you've always imagined. We provide an open environment where everyone can offer ideas and solutions, no matter your level or area of expertise - you have an audience that listens from Day 1.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.



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

mindse8
www.mindse8.com

+91 7980 326 055

info.mindse8@gmail.com

JOB OFFER LETTER

20th Feb 2017

Dear **Lavanya S**,

Congratulations!

MINDSE8 is delighted to offer you the full-time job & the position of **"SALES ENGINEER"**. You are requested to report directly to the manager on July 20th 2017.

The starting salary for this position is 3 lakh per annum. ***MINDSE8*** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once you report to the company.

Your employment with ***MINDSE8*** will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

Mchoudary

MANOJ CHOUDHARY
Managing Director

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

mindse8
www.mindse8.com

+91 7980 326 055
info.mindse8@gmail.com

JOB OFFER LETTER

20th Feb 2017

Dear **Darshan P Swamy**,

Congratulations!

MINDSE8 is delighted to offer you the full-time job & the position of **"SALES ENGINEER"**. You are requested to report directly to the manager on July 20th 2017.

The starting salary for this position is 3 lakh per annum. ***MINDSE8*** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once you report to the company.

Your employment with ***MINDSE8*** will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

Manoj Choudhary

MANOJ CHOUDHARY
Managing Director

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

FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 17-03-2017

Dear Chaithra N,

We are pleased to offer you the position of Design Engineer at FIRST RESOURCE Company.

Your job will commence on 21-08-2017 and your starting salary will be 2.25 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 18-08-2017 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package wi l be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

17/3/17

Mr. Veerendra Kumar

Managing Director

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

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No 59, Karim Scheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091

DATE: 14th Feb 2017

OFFER LETTER

Dear Amrit Raj,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Quality Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

Very truly yours,

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

August 30, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Vidya S

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate - Technical Engineer, in band 04C to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise - you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



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

CHLORBIOS
Creating Green Biotechnology

Survey No. 73/2,
Jarakabande Kaval, Yelahanka Hobli,
Via Attur Post, Bangalore - 560 106.
+91 96329 63233 | chlorbios@gmail.com

DATE : 22/02/2017

OFFER LETTER

Dear MADHURI BHAT,

Congratulations and welcome aboard CHLORBIOS, we cre delighted to have you in our exciting team!

We are offering you the position of **"Management Trainee'** , *with effect from* **August 28th 2017, with the consolidated salary of Rs 18,000/-(Eighteen thousand only) per month.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to MR.ROHIT RAJ, Managing Director, on or before **August 28th 2017,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of CHLORBIOS to sign a standard Emplcyment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to ycur arrival at CHLORBIOS.

If you have any quest ons of comments, please call me immediately.

Very truly yours,

22/02/2017.

MR.ROHIT RAJ,
Managing Director

CHLORBIOS
73/1, Jaraka Bande Kaval,
Via Attur Post, Yelahanka Hobli.
Bangalore - 560 064.

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

CHLORBIOS
Creating Green Biotechnology

Survey No. 73/2,
Jarakabande Kaval, Yelahanka Hobli,
Via Attur Post, Bangalore - 560 106.
+91 96329 53233 | chlorbios@gmail.com

DATE : 22/02/2017

OFFER LETTER

Dear SPOORTHI N,

Congratulations and welcome aboard CHLORBIOS, we are delighted to have you in our exciting team!

We are offering you the position of **"Management Trainee"**. *with effect from* **August 28th 2017, with the consolidated salary of Rs 18,000/-(Eighteen thousand only) per month.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to MR.ROHIT RAJ, Managing Director, on or before **August 28th 2017,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of CHLORBIOS to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at CHLORBIOS.

If you have any questions of comments, please call me immediately.

Very truly yours,

22/02/2017

MR.ROHIT RAJ,
Managing Director
CHLORBIOS
73/1, Jaraka Bande Kaval,
Via Attur Post, Yelahanka Hobli
Bangalore - 560 064.

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

CHLORBIOS
Creating Green Biotechnology

Survey No. 73/2,
Jarakabande Kaval, Yelahanka Hobli,
Via Attur Post, Bangalore - 560 106.
+91 96329 63233 | chlorbios@gmail.com

DATE : 22/02/2017

OFFER LETTER

Dear RAKSHITHA H S,

Congratulations and welcome aboard CHLORBIOS, we are delighted to have you in our exciting team!

We are offering you the position of **"Management Trainee"**, *with effect from* **August 28th 2017, with the consolidated salary of Rs 18,000/-(Eighteen thousand only) per month.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to MR.ROHIT RAJ, Managing Director, on or before **August 28th 2017**, prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of CHLORBIOS to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at CHLORBIOS.

If you have any questions of comments, please call me immediately.

Very truly yours,

22/02/2017.

MR.ROHIT RAJ,
Managing Director

CHLORBIOS
73/1, Jaraka Bande Kaval,
Via Attur Post, Yelahanka Hobli
Bangalore - 560 064.

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

FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 17-03-2017

Dear Shubham,

We are pleased to offer you the position of H R Trainee at FIRST RESOURCE Company.

Your job will commence on 21-08-2017 and your starting salary will be 2 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 18-08-2017 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

17/3/17

Mr. Veerendra Kumar

Managing Director

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

edureka!

25-April-2017

Dear Shambhavi Shukla,

We are pleased to extend our offer of employment to you for the position of **Research Analyst** with **Edureka! (Registered as: Brain4ce Education Solutions (P) Ltd.)**. We extend this offer, and the opportunity it represents, with great confidence in your abilities.

Your date of joining is **3rd July, 2017.**

Terms & Conditions of Your Employment:

Compensation Package:

Your **Total Annual Cost To Company** will be **Rs. 3,45,841** (Three Lacs forty-five thousand eight hundred & forty one only). Break-up of your compensation is provided in **Annexure 1-A.**

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and highly confidential.

Probation Period

You will be joining the company as a **Research Analyst** under probation for a period of **3 months.** Upon successful completion of this period you may be made a permanent employee of the company. During or at the end of the period of your probation your services may be terminated by either party. Notice period will be **15 days** during the probation period.

Place of Work/Transfer/Work Timings:

Your current place of work will be Bangalore. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. You may also be transferred/deputed to any of the company's client locations in India or abroad. Such transfer / deputation will be in accordance with the company's rules being in force at the time.
The terms and conditions applicable to such other places/establishments will be notified to you in a transfer order.
The Company also reserves the right to alter your work timings or shifts, as per the requirements of the Company from time to time, in adherence to all applicable laws.

Ethics and Conduct:

You will be governed by all the policies and procedures of the organization as applicable from time to time. The Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

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Bengaluru - 560 057

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You will carry out all instructions of your superior(s) in the Company as regards to your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above.

During your appointment pursuant hereto, your days of work and hours of work will be guided by the work schedules as given by your manager and can be changed at the sole discretion of the management of the company.

Termination & Separation:

Either party can terminate the employment agreement by giving thirty (30) days of notice or salary in lieu of notice if approved by the Management. Balance of annual leave shall not be allowed to shorten the period of notice unless otherwise approved by the management. You will not be eligible for any leave during your notice period. The clearance of the full and final settlement shall be subject to the satisfactory handover from your end and non-violation of the terms & conditions in your appointment letter, Non-Disclosure Agreement and technology usage policy.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment with or without notice or compensation thereof.

In case any information furnished by you either in your application for employment or during the selection process is found to be incorrect or false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time with or without notice or compensation in lieu of notice.

Non-Disclosure and Intellectual Property:

Information pertaining to the Company's operations shall remain confidential and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc., if required, shall be executed by you.

You shall keep secret and securely stored, and shall not at any time either during your employment by the company, or after its termination, for whatever reason, use, communicate or reveal to any person for your own or another's benefit, any such confidential information which shall have come to your knowledge during the course of your assignment with the company. You shall also use your best endeavors to prevent the publication, disclosure or use of any such confidential information and acknowledge that such confidential information shall remain the exclusive property of the company.

You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

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

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Conflict of Interest:

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you. While in the employment with the company, you shall not, under any circumstances, engage yourself directly or indirectly in any assignment/business, which may in any way, be in conflict to the business interest of the company, or associate with any firm or persons, either full time or part time, as advisor, director, partner, whether paid or not for your services, without the prior written permission of the company. Further you shall declare any such assignments that you are currently engaged with, and seek approval of the management on the same. Also you shall seek the approval of the management for taking up or accepting any new assignment that may be viewed as competition to the business of Edureka! (Registered as: Brain4ce Education Solution (P) Ltd.). Any action to the contrary would render your service liable for disciplinary action including termination of services.

You agree that during your employment you will always act in the best interests of Edureka! (Registered as: Brain4ce Education Solutions (P) Ltd.) to avoid any actual or potential conflict of interest that may influence you in the performance of your job.

Non-Compete:

You agree that you will under no circumstances during your employment with Edureka! (Registered as: Brain4ce Education Solutions (P) Ltd.) and for a period of one (1) year following the termination of your employment with Edureka! (Registered as: Brain4ce Education Solutions (P) Ltd.) for any reason whatsoever, without the express written consent of the Director of Edureka! (Registered as: Brain4ce Education Solutions (P) Ltd.), join any other organization having similar interests or business activities which are competitive with Edureka! (Registered as: Brain4ce Education Solutions (P) Ltd.) or in a manner as would affect our business interest whether by way of your taking up employment, advisor-ship or retainer-ship of any manner whether for consideration or otherwise or be connected directly or indirectly with any business wherein information made available to you by us during the course of your employment or acquired by you arising out of your having access to the data shall be utilized or used in any manner whatsoever.

Non-Solicitation:

You agree that during your employment and for a period of 2 years following the termination of your employment for any reason, you will not directly or indirectly solicit any other employee to leave the services of Edureka! (Registered as: Brain4ce Education Solutions (P) Ltd.).

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

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Retirement:

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 58th birthday.

We welcome you to Edureka! (Registered as: Brain4ce Education Solutions (P) Ltd.) by wishing you all the very best in your new assignment and hope that your period of service with us will be long, pleasant and of mutual benefit.

We are certain that you will find this opportunity challenging and satisfying.

Sincerely,

For, Edureka! (Registered as Brain4ce Education Solutions (P) Ltd.)

Pratika Khandelwal
Head – Human Resources

Acceptance:

You are requested to signify your acceptance of this offer by signing and returning to us the duplicate copy of this letter.

I have read and clearly understood all the terms and conditions of this offer and I agree to abide by them.

Name: _____ Signature: _____

Date: _____ Location: _____

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

edureka!

ANNEXURE 1-A		
Brain4ce Education Solutions (P) Ltd		
Employee Name	**Shambhavi Shukla**	
Designation	**Research Analyst**	
Employee Band	**Band 'D'**	
Components	**Monthly in INR**	**Annual in INR**
Basic	9,677	116,128
HRA	3,871	46,451
Medical Allowance	1,250	15,000
Transport Allowance	1,600	19,200
LTA	806	9,677
Special Allowance	6,989	83,863
Gross	**24,193**	**290,320**
Company's Contribution to PF	1,161	13,935
Employee Welfare Benefit Plan**	3,000	36,000
Gratuity (As Per Gratuity Act 1972)	465	5,586
Total Cost to Company (CTC)	**28,820**	**345,841**

Notes:

1. You are also eligible for:
   - Health Insurance (GMC) amounting to Rs. 1,00,000 for Self, Spouse and first 2 dependent children
   - Accident Insurance (Group Personal Accident) amounting to Rs. 10,00,000 for self.
2. Employee Welfare Benefit Plan** consists of a range of benefits such as Health & Medical Insurance, shift allowances if any, company trips, reimbursement of expenses incurred for the company, use of company owned vehicle, etc. or any such expenses borne by the company for your welfare.
3. An employee is eligible for gratuity only after completion of 5 years of continuous service in the same organization.
4. Any personal tax liability arising out of the compensation will be borne solely by the employee.
5. Salary information is confidential and not to be discussed other than the HR.
6. As per Company Leave Policy, you are eligible for 13 PL (Privilege Leave) and 12 SL (Sick Leave) per year.

Acceptance:

Name:_____ Signature:_____

Date:_____ Location:_____

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

Odessa Technologies®

9th November, 2016

OFFER LETTER

Dear Nida F,

On behalf of Odessa Solutions Private Limited ("Odessa / the Company"), I want to thank you for your interest and the time you have devoted to assessing your career opportunities with Odessa. We are impressed with your accomplishments and believe that you have the requisite skills to be a successful addition to the Company.

In this regard, I am pleased to offer you the opportunity to join Odessa in the capacity of a **'Level 1'** employee designated as **Trainee - Software Engineer** subject to successful completion of academics.

We believe this is an excellent career opportunity for you and that we can offer you the challenges needed to grow professionally. The terms and conditions of this offer will be set forth in the Employee Agreement you will be expected to sign when you begin work. Briefly these include:

Compensation:

Your annual compensation (cost to company) will be INR 4,00,000.

Your compensation in succeeding years will be considered for upward adjustment as part of our normal performance review process.

Vacation and Holidays:

Your annual vacation entitlement will be 24 days, calculated on a monthly basis. This vacation time is intended to provide you with additional flexibility in planning your professional and personal life. Additionally, you will be granted a total of 12 paid holidays per year, as set forth by the Company at the beginning of the calendar year.

Employment Agreement:

The terms of your employment are covered by the Odessa Solutions Private Limited Employment Agreement. You must sign the Employment Agreement, pursuant to which your employment with the Company becomes effective. Till such time as the Employment Agreement is fully signed by you with Odessa, no relationship (employment, contractual or otherwise) will exist between the parties.

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

Odessa Technologies®

9th November, 2016

INTERNSHIP LETTER

Dear Nida F,

On behalf of Odessa Solutions Private Limited ("Odessa / the Company"), I want to thank you for your interest and the time you have devoted to assessing your career opportunities with Odessa. We are impressed with your accomplishments and believe that you have the requisite skills to be a successful addition to the Company.

In this regard, I am pleased to offer you the opportunity to join Odessa as an intern before completion of your academics. Your internship starts on 2nd January 2017
We believe this is an excellent career opportunity for you and that we can offer you the challenges needed to grow professionally.

Stipend:

Your monthly stipend will be effective until the successful completion of your academics which is INR 12,000 per month.

Contingency Matters:

This internship offer and your association with the Company are contingent upon the following:

1. Return of the signed copy of this letter of internship, indicating your acceptance of this internship
2. You are required to submit the below mentioned documents on or before the Date of internship.
   - All education certificates and mark sheets (X/XII/Graduation/Post Graduation/Diploma)
   - Copy of a valid photo ID (e.g. PAN Card/Driver's License/ Passport)
   - 3 passport size photographs
   - PAN Card

Please sign and return.

Sincerely,

Narmada Lakshmanan

Sr. Manager - HR
Odessa Solutions Private Limited

Acknowledged and agreed:

Nida

Name of employee
Date: 10/11/2016

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

Odessa Technologies®

Contingency Matters:

This offer and your association with the Company are contingent upon the following:

- Return of the signed copy of this letter of offer, indicating your acceptance of this offer
- Return of the signed Employment Agreement;
- Successful completion of any professional reference/background inquiries that the Company may require; for this purpose we may contact those individual or entities listed on your resume. In the event the Company is not satisfied with the results of any such inquiries, the Company is entitled to withdraw this offer and/or to terminate your employment forthwith.
- You providing various documents as detailed in Annexure 'A' hereto for our records

Please sign and email us a scanned copy of the letter as a token of your acceptance. Original will be handed over to you at the time of joining.

Sincerely,

Acknowledged and agreed:

Narmada Lakshmanan

Sr. Manager- HR
Odessa Solutions Private Limited

Name of employee
Date: 10/11/2016

Annexure A

List of documents to be submitted on the Date of Joining
Please bring along the originals for verification

1. All applicable education certificates and mark sheets (X/XII/Graduation/Post Graduation/Diploma)
2. Relieving letter from most recent employer or unconditional acceptance of your resignation from most recent employer (if applicable)
3. Copy of a valid photo ID (e.g. PAN Card/Driver's License/ Passport)
4. 3 passport size photographs
5. PAN Card

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

Odessa Technologies®

Below is your compensation structure with reference to your employment agreement:

Basic Salary (per annum) 30% of CTC	1,20,000
HRA	48,000
Conveyance	19,200
Allowance for encouraging academic, research and other professional pursuits (5% of basic)	6,000
Special allowance / available for Flexible Benefit Plan (FBP)	157,228
Medical Reimbursement	15,000
PF 24 % (optional)	28,800
Gratuity	5,772
Total CTC	**4,00,000**

Note: The Employer contribution for PF will be part of your CTC in case you are opting for PF.

You are free to allocate your Flexible Benefits Plan's amount among the following allowances and reimbursements subject to the given limitations. You can allocate FBP by declaring in the specified declaration format. You can also opt for PF Contribution; it will be 24% on Basic Salary.

Options Available	Limit	Income Tax benefit
Allowances		
Leave Travel Assistance (LTA)	Maximum up to 5% of CTC - Payable against claim	Exempt 2 trips in a Block of 4 years
Lunch Allowance (Sodexho Food Coupons)	Minimum 500 and Maximum 2500/- p.m (Multiples of 500)	Exempt (no bills required)
Children Education Allowance	100 per month/per child (Max for 2 child)	Exempt (no bills required)

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

Odessa Technologies®

9th November, 2016

OFFER LETTER

Dear Priyanka R,

On behalf of Odessa Solutions Private Limited ("Odessa / the Company"), I want to thank you for your interest and the time you have devoted to assessing your career opportunities with Odessa. We are impressed with your accomplishments and believe that you have the requisite skills to be a successful addition to the Company.

In this regard, I am pleased to offer you the opportunity to join Odessa in the capacity of a **'Level 1'** employee designated as **Trainee - Software Engineer** subject to successful completion of academics.

We believe this is an excellent career opportunity for you and that we can offer you the challenges needed to grow professionally. The terms and conditions of this offer will be set forth in the Employee Agreement you will be expected to sign when you begin work. Briefly these include:

Compensation:

Your annual compensation (cost to company) will be INR 4,00,000.

Your compensation in succeeding years will be considered for upward adjustment as part of our normal performance review process.

Vacation and Holidays:

Your annual vacation entitlement will be 24 days, calculated on a monthly basis. This vacation time is intended to provide you with additional flexibility in planning your professional and personal life. Additionally, you will be granted a total of 12 paid holidays per year, as set forth by the Company at the beginning of the calendar year.

Employment Agreement:

The terms of your employment are covered by the Odessa Solutions Private Limited Employment Agreement. You must sign the Employment Agreement, pursuant to which your employment with the Company becomes effective. Till such time as the Employment Agreement is fully signed by you with Odessa, no relationship (employment, contractual or otherwise) will exist between the parties.

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

Odessa Technologies®

Contingency Matters:

This offer and your association with the Company are contingent upon the following:

- Return of the signed copy of this letter of offer, indicating your acceptance of this offer
- Return of the signed Employment Agreement;
- Successful completion of any professional reference/background inquiries that the Company may require; for this purpose we may contact those individual or entities listed on your resume. In the event the Company is not satisfied with the results of any such inquiries, the Company is entitled to withdraw this offer and/or to terminate your employment forthwith.
- You providing various documents as detailed in Annexure 'A' hereto for our records

Please sign and email us a scanned copy of the letter as a token of your acceptance. Original will be handed over to you at the time of joining.

Sincerely,

Acknowledged and agreed:

Narmada Lakshmanan

Sr. Manager- HR
Odessa Solutions Private Limited

P. Priyanka
Name of employee
Date: 10/11/2016

Annexure A

List of documents to be submitted on the Date of Joining
Please bring along the originals for verification

1. All applicable education certificates and mark sheets (X/XII/Graduation/Post Graduation/Diploma)
2. Relieving letter from most recent employer or unconditional acceptance of your resignation from most recent employer (if applicable)
3. Copy of a valid photo ID (e.g. PAN Card/Driver's License/ Passport)
4. 3 passport size photographs
5. PAN Card

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

Odessa Technologies®

9th November, 2016

INTERNSHIP LETTER

Dear Priyanka R,

On behalf of Odessa Solutions Private Limited ("Odessa / the Company"), I want to thank you for your interest and the time you have devoted to assessing your career opportunities with Odessa. We are impressed with your accomplishments and believe that you have the requisite skills to be a successful addition to the Company.

In this regard, I am pleased to offer you the opportunity to join Odessa as an intern before completion of your academics. Your internship starts on 2nd January 2017
We believe this is an excellent career opportunity for you and that we can offer you the challenges needed to grow professionally.

Stipend:

Your monthly stipend will be effective until the successful completion of your academics which is INR 12,000 per month.

Contingency Matters:

This internship offer and your association with the Company are contingent upon the following:

1. Return of the signed copy of this letter of internship, indicating your acceptance of this internship
2. You are required to submit the below mentioned documents on or before the Date of internship.
   - All education certificates and mark sheets (X/XII/Graduation/Post Graduation/Diploma)
   - Copy of a valid photo ID (e.g. PAN Card/Driver's License/ Passport)
   - 3 passport size photographs
   - PAN Card

Please sign and return.

Sincerely,

Narmada Lakshmanan

Sr. Manager - HR
Odessa Solutions Private Limited

Acknowledged and agreed:

Principal
Sapthagiri College of Engineeri
14/5, Chikkasandra, Hesaraghatta Main Ro
Bengaluru - 560 057

R. Priyanka

Name of employee
Date: 10/11/2016

Odessa Technologies

Below is your compensation structure with reference to your employment agreement:

Basic Salary (per annum) 30% of CTC	1,20,000
HRA	48,000
Conveyance	19,200
Allowance for encouraging academic, research and other professional pursuits (5% of basic)	6,000
Special allowance / available for Flexible Benefit Plan (FBP)	157,228
Medical Reimbursement	15,000
PF 24 % (optional)	28,800
Gratuity	5,772
Total CTC	**4,00,000**

Note: The Employer contribution for PF will be part of your CTC in case you are opting for PF.

You are free to allocate your Flexible Benefits Plan's amount among the following allowances and reimbursements subject to the given limitations. You can allocate FBP by declaring in the specified declaration format. You can also opt for PF Contribution; it will be 24% on Basic Salary.

Options Available	Limit	Income Tax benefit
Allowances		
Leave Travel Assistance (LTA)	Maximum up to 5% of CTC - Payable against claim	Exempt 2 trips in a Block of 4 years
Lunch Allowance (Sodexho Food Coupons)	Minimum 500 and Maximum 2500/- p.m (Multiples of 500)	Exempt (no bills required)
Children Education Allowance	100 per month/per child (Max for 2 child)	Exempt (no bills required)

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

CGI

CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
May 17, 2017

Mr.Sujith G U
Sapthagiri College of Engineering
VTU
Bangalore

Dear Sujith,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 325,008/-**.

You are requested to report at our **Chennai** office on **June 14, 2017.** Your appointment will be effective on your joining date. If you do not confirm your acceptance, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. The above mentioned date of joining will be confirmed only on receipt of your acceptance to the above email-Id on or before **May 24, 2017**
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-B
- Please contact us at 044-6647 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above mentioned email-Id for any queries regarding your employment offer

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- This appointment will be based on your agreement to serve the company for a period of two years effective your date of joining. On joining, you will have to sign the Employment Agreement with the company
- This offer is conditional upon your having a valid passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Being part of consulting organization, it is your responsibility to monitor the validity of your passport and renew it in advance. CGI will help you with relevant certificates required for the renewal. Should you be denied a passport, or if you are otherwise unable to produce a copy of your passport, CGI shall be entitled to terminate your employment. It is a condition of your employment that you have a valid passport at all times
- During your employment with CGI, you may get opportunities to work on multiple platforms/skills at the sole discretion of CGI. CGI encourages and appreciates flexibility to work on different technologies
- You will be eligible for a performance review or a salary revision as per company policy

Contd...2...

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

Sujitha. G.U
6/6/17

- Your initial posting will be in **Chennai**. However, your services are transferable anywhere in India as also anywhere abroad within the CGI group of companies. In case your services are transferred to any of our group companies, you are required to abide by the rules and regulations pertaining to that company. You will carry out your duties as per the instructions of your superiors from time to time

- Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential and should not be shared with anyone

- **Code of conduct:** You will abide by the applicable rules and regulations in force from time to time and will also be required to sign and abide by the **Code of ethics** and conduct as elucidated by the company as part of your performance appraisal process. Any breach of the guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation

  a) You will not carry on any business or enter for any part of your time in any capacity in the services of other person or persons and company or companies. You will devote your whole time and attention to your duties to promote the interests of CGI and you will not utilize or divulge to any person or persons any of our trade secrets or confidential information

  b) In the course of your employment with CGI, you shall not, without the previous written consent of CGI and which consent CGI may in its absolute discretion and without assigning any reason therefore withhold and/or refuse to accord directly and/or indirectly solicit and/or engage in the collection and donations for any trust or other organizations and/or institutions for charitable work and/or any other purposes and person/s and/or bodies corporate/institutions with whom you come into contact and/or have dealings with in the course of employment with CGI

  c) During your employment with CGI and perpetually thereafter, you will not transmit, disclose or otherwise use confidential information related to CGI, to any unauthorized person, except as may be required in the course of discharging your duties in connection with CGI's business. Confidential information includes, but is not restricted to CGI's client names, the nature of our projects and all other technical and client related information. This information is not to be divulged to ANYBODY, including family, friends, and especially others in the same or similar competing businesses. Information pertaining to CGI operations and intellectual property is confidential and you will sign a Confidentiality and Non-Disclosure Agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof

  d) For the purpose of representing and improving the company's brand image and being able to interact with senior level decision makers in the industry in a satisfactory manner, you are required to follow the following norms:

     i. Maintain complete confidentiality and high level of integrity in all your actions performed on behalf of the company
     ii. Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation and documents, meeting commitments and in overall conduct
     iii. Besides, you shall help in maintaining congenial, disciplined, participative and supportive work environment to encourage team spirit and high performance standards

  e) All software developed by you and/or by the team of which you are a part, shall belong exclusively to the company. The company has the exclusive right over the intellectual property. You shall sign all relevant documents in this regard, as required, to assign and/or secure rights in favor of the company

  f) You will be responsible for the safekeeping and return in good condition all the company property, which will be in your use, custody or charge

- **Non-solicitation:** During your period of employment with CGI and for a period of twelve (12) months commencing from the last day of your employment with CGI, you will not directly or indirectly: (i) solicit any employee of CGI to terminate his/her employment with CGI, or to accept any other employment, and/or (ii) solicit or do business with any clients or customers or potential clients or customers of CGI with whom you have had dealings during the last twelve (12) months of your employment with CGI

Contd...3..

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

CGI

- **Communication:** Please approach your immediate supervisor for any queries pertaining to project or organization related concerns, suggestions which you may have from time to time. In addition, the HR team is always available to discuss any of your needs or suggestions

- **Shift:** You shall have no objection to work on shift / staggered duty in case business warrants that. Please note that it is management's prerogative to decide which member will work on shift and management's decision in this regard will be final. Your project will also decide the shift allowance that will be payable and will be based on project requirement. This will be governed by the existing Shift Allowance Policy

- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy

- **Unauthorized absence from work:** Your unauthorized absence from work for a continuous period of more than three days without leave or obtaining your manager's approval will be treated as absconding from duty, triggering disciplinary action. In the event, that you do not report for work within eight days from the date of unauthorized absence it will be treated as "voluntary abandonment of service" and it shall be deemed you are no longer interested in the employment and your employment will be terminated. In such an event you shall be liable to refund the salary in lieu of shortfall in notice period and other dues payable to the company, as specified

- **Termination of employment:** Your services may be terminated at any time giving **two month's** or **two month's salary in lieu of notice period,** in writing by either side. Whilst the company reserves the right to release you upon your resignation prior to conclusion of your notice period with or without paying notice pay for the balance notice period, decision to allow notice pay in lieu of notice is at the sole discretion of the management. If you decide to leave without completing due notice and handing over formalities as per the requirement of CGI; you will not be eligible to get any certificates which indicate employment with CGI immediately or in future. No references will be entertained from any authority/institution seeking details of your case. In case of your departure without completing the hand-over procedure as per the then prevailing policy of the company, you shall be considered to be in the continued employment of the company without pay and shall continue to be bound to the terms of this letter and the terms of the agreements signed by you. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect

- You may be assigned to certain engagements that require Knowledge Transfer from client/other EU's/members within the engagement. During assignment or after obtaining such Knowledge Transfer, you are required to serve the stipulated rotation period. This is in addition to the notice period requirement mentioned above

- **Non-Competition:** During the term of your employment with CGI, you shall not directly or indirectly compete with CGI in any manner whatsoever

- **Restriction of Employment with Client/Customer:** For a period of twelve (12) months following the end of your employment with CGI, you agree not to, directly or indirectly, as employee, consultant or otherwise, work for or provide services to clients or customers to whom you provided services on CGI's behalf during the last twelve (12) months of your employment with CGI

- You will keep us informed of any change in your residential address/contact details

- If you leave the organization without completing one (1) year of service on the date of resignation, you will fully reimburse the company, the joining bonus, transition bonus, notice pay and relocation expenses, if any

- It is your responsibility to notify the Company of any changes in your personal information within three working days. It shall also be your responsibility to notify the Company of any legal action or suit, whether in the nature of civil or criminal initiated against you. Failure to notify will result in breach of the appointment terms. All notices shall be considered duly and properly delivered to the address on file with the Company

- You will retire from the services of the Company on attaining the age of superannuation. The retirement age in CGI is sixty (60) years

- The benefits as outlined herein and in CGI policies are subject to change at the Company's discretion. You will be entitled to leaves in accordance with the Company's policy as applicable from time to time

Contd...4...

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

CGI

- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company including but not limited to documents, machines, data, files, books etc (including but not limited to leased properties)

- The benefits as outlined herein and in CGI policies are subject to change at the Company's discretion. You will be entitled to leaves in accordance with the Company's policy as applicable from time to time

- We provide support to global customers from various locations in India & abroad to suit customers' differing time needs including 24x7 bases. You may be asked to operate from any of the CGI locations and in any of the shifts, including night shift, at the sole discretion of management, as may be required by the Company keeping in mind business needs and deliverable requirements to customers. Your work schedule will be provided to you by your Manager / Supervisor upon your joining. Your weekly off days may not be on weekends

- You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you

- **Condition of Hire:** Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer)

- Employment credential proofs submitted by you will be subject to background verification as per CGI standards. Successful clearance of background verification is a mandatory requirement for employment confirmation. Unsuccessful clearance of background verification will lead to termination of employment without notice. CGI reserves the right to audit the submitted educational & previous work experience(s) documents at any point of your tenure in CGI, as part of which you are obligated to furnish any/all of such relevant documents on demand. Failure to furnish the same and / or the submitted education & work experience proving to be false or unverifiable as per CGI standards, may lead to termination of employment without notice. The basis of the offer is authentic and verifiable education and work experience as per CGI standards. You are accountable for providing documents that enable appropriate authorities in the relevant educational institution(s) and previous employer Organization(s) to validate your claims. CGI is not liable for the inability of the aforementioned authorities to validate your credentials basis your submissions

- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed any material information; the Company may terminate your services without notice or compensation

- Your designation may be changed at the discretion of the Company depending on the work assigned to you

- Your **Total Experience** will be part of our professional records.

Total Experience	=	Relevant Experience	+	Weighted/ Non-relevant Experience
0.0 Yrs.	=	0.0 Yrs.	+	0.0 Yrs.

Relevant Experience	=	Total number of months the candidate has worked on the skill/role for which the candidate is being hired in CGI
Weighted Experience	=	A weighted percentage is given to your non-relevant experience, either to your role or skill, for which you are being hired in CGI

Any and all of the terms and conditions of service may be modified or changed at the Company's discretion. Breach of any one of the conditions will render you liable to termination of your employment without notice.

This letter supersedes all oral or written communication exchanged between you and CGI; prior to the date of this letter and commitments, if any, made during the selection process. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in on all the pages & in the space specified below and return the signed copy to CGI on your boarding day.

Contd...5...

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

CGI

- **Base Compensation Components:**

Designation	: Associate Software Engineer	
Effective	: June 14, 2017	
Pay Components	**Monthly**	**Annual**
Basic (Inclusive of D.A.)	15,000	180,000
House Rent Allowance	7,500	90,000
Flexible Compensation Plan	2,062	24,744
Base Compensation		
Provident Fund *Company Contribution*	1,800	21,600
Gratuity Fund Contribution	722	8,564
Gross Compensation		

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

  Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:
Flexible Compensation Plan[1]: Option includes components like Meal Vouchers, Conveyance, NPS, LTA, Medical Reimbursements etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

George Mattackal

George Mattackal
Senior Vice President

I have read the terms and conditions of employment and also the contents of the employment agreement and in token of my acceptance I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Signature & Date

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

CGI

Annexure-A

We request you to bring all the originals, on your date of reporting to CGI for ver fication.

*Please note that the below documents are mandatory for **CGI's personnel records and will be subjected to background verification.** Non submission of these documents will impact your profile and records needed to manage your career effectively within CGI and may also have serious impact on project and client requirements, hence your cooperation in this is crucial.*

#	Document
1	Acceptance copy of CGI's appointment letter signed by you on all pages
2	Valid Work Permit issued by Government of India, if applicable
3	Passport (all pages – wherever the entries are made)
4	Income-Tax Permanent Account Number Card (PAN Card)
5	Passport size photograph – 05 nos.
6	10th class mark sheet & certificate
7	12th class mark sheet & certificate
8	Bachelor degree mark sheets (all semesters)
9	Bachelor degree certificate / convocation certificate
10	Master degree mark sheets (all semester)
11	Master degree certificate / convocation certificate
12	Diploma mark sheets (all semesters)
13	Diploma certificate
14	Any other certificates
15	Appointment letter, pay slip, relieving letter & experience certificate of all previous Co.
16	Present company's appointment letter
17	Present company's relieving letter & resignation acceptance letter from HR
18	Present company's experience certificate
19	Present company's salary slip with employee number (last two months)
20	Aadhaar / Voters ID / Driving License / Rental agreement /Bank passbook (address page only)
21	Blood group and RH type report

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

CGI

CGI Information Systems and Management Consultants Pvt. Ltd.
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cgi.com

CIN: U72200KA1990PTC019138

Ms. Tarangi Jadav
Sapthagiri College of Engineering
Bangalore
Karnataka.

Personal and Confidential
20 January 2017

Dear Tarangi Jadav,

We are pleased to extend our Expression of Interest (EOI) to hire you and would like to formally welcome you to CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

You will be offered the position of **Associate Software Engineer** with a **Gross Compensation of INR 325008/-**, On successful completion of your highest educational qualification, as certified by your educational institution securing a minimum of 65% overall.

Either during the continuance of your employment or after its termination, you will not disclose or divulge any confidential information, secrets, transactions or information in respect of CGI's business, its clients or customers, which may come within your knowledge or possession in the course of your employment without the consent of CGI in writing. Terms of this EOI (including but not limited to the details of your financial package) are strictly confidential between you and CGI and shall not be disclosed to other members of CGI or third parties.

This EOI is terminable by either party by giving 15 days prior notice in writing. Either party is not bound to give any reason thereof. CGI reserves the right to recover monies equivalent to the above mentioned amount, in lieu of notice period or to relieve you before the expiry of the notice period.

Upon confirmation of your employment, you would be required to report for duty at any of our offices located in India.

Kindly return the duplicate copy of this EOI, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial long association with you.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

6/2/17

Contd...2...

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

CGI

Ms. Tarangi Jadav

- **Base Compensation Components:**

Designation : Associate Software Engineer		
LOI Date : 20 January 2017		
Pay Components	**Monthly (INR)**	**Annual (INR)**
Basic (Inclusive of D.A.)	15,000	180,000
House Rent Allowance	7,500	90,000
Flexible Compensation Plan	2,062	24,744
Base Compensation	24,562	294,744
Provident Fund *Company*	1,800	21,600
Gratuity Fund Contribution	722	8,644
Gross Compensation	27,084	325,008

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

  Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:
Flexible Compensaton Plan[1]: Option includes components like Meal Vouchers, Conveyance, NPS, LTA, Medical Reimbursements etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

I have read the terms and conditions of employment and also the contents of the employment agreement and in token of my acceptance I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

21/1/17

Signature & Date

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

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CIN: U72200KA1990PTC019138

Personal and Confidential

20 January 2017

Ms. Sneha Gupta
Sapthagiri College of Engineering
Bangalore
Karnataka.

Dear Sneha Gupta,

We are pleased to extend our Expression of Interest (EOI) to hire you and would like to formally welcome you to CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our *CGI Global Community*, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

You will be offered the position of **Associate Software Engineer** with **a Gross Compensation of INR 325008/-,** On successful completion of your highest educational qualification, as certified by your educational institution securing a minimum of 65% overall.

Either during the continuance of your employment or after its termination, you will not disclose or divulge any confidential information, secrets, transactions or information in respect of CGI's business, its clients or customers, which may come within your knowledge or possession in the course of your employment without the consent of CGI in writing. Terms of this EOI (including but not limited to the details of your financial package) are strictly confidential between you and CGI and shall not be disclosed to other members of CGI or third parties.

This EOI is terminable by either party by giving 15 days prior notice in writing. Either party is not bound to give any reason thereof. CGI reserves the right to recover monies equivalent to the above mentioned amount, in lieu of notice period or to relieve you before the expiry of the notice period.

Upon confirmation of your employment, you would be required to report for duty at any of our offices located in India

Kindly return the duplicate copy of this EOI, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial long association with you.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

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

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CIN: U72200KA1990PTC019138

Personal and Confidential

20 January 2017

Mr. Chethan S Hugar
Sapthagiri College of Engineering
Bangalore
Karnataka.

Dear Chethan S Hugar,

We are pleased to extend our Expression of Interest (EOI) to hire you and would like to formally welcome you to CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us and look forward to welcoming you.

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Kindly return the duplicate copy of this EOI, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial long association with you.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

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

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Ms. Prathiksha B
Sapthagiri College of Engineering
Bangalore
Karnataka.

Personal and Confidential
20 January 2017

Dear Prathiksha B,

We are pleased to extend our Expression of Interest (EOI) to hire you and would like to formally welcome you to CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

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Kindly return the duplicate copy of this EOI, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial long association with you.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

Contd...2...

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential

20 January 2017

Ms. Pooja Bhat
Sapthagiri College of Engineering
Bangalore
Karnataka.

Dear Pooja Bhat,

We are pleased to extend our Expression of Interest (EOI) to hire you and would like to formally welcome you to CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

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Kindly return the duplicate copy of this EOI, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial long association with you.

Yours sincerely
For **CGI Information Systems and Management Consultants Pvt. Ltd.,**

Pradipta Banerjee
Administrative Vice President

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

Contd ..2...

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CIN: U72200KA1990PTC019138

Personal and Confidential
20 January 2017

Ms. Supriya S
Sapthagiri College of Engineering
Bangalore
Karnataka.

Dear Supriya S,

We are pleased to extend our Expression of Interest (EOI) to hire you and would like to formally welcome you to CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us and look forward to welcoming you.

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Upon confirmation of your employment, you would be required to report for duty at any of our offices located in India.

Kindly return the duplicate copy of this EOI, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial long association with you.

Yours sincerely,
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

6/6/17

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

Contd...2...

CGI

Ms. Supriya S

- **Base Compensation Components:**

Designation	Associate Software Engineer	
LO Date	20 January 2017	
Pay Components	**Monthly (INR)**	**Annual (INR)**
Basic (Inclusive of D.A.)	15,000	180,000
House Rent Allowance	7,500	90,000
Flexible Compensation Plan	2,062	24,744
Base Compensation	**24,562**	**294,744**
Provident Fund Company	1,800	21,600
Gratuity Fund Contribution	722	8,644
Gross Compensation	**27,084**	**325,008**

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3% of Base Compensation matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

  Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPF allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:
Flexible Compensation Plan[1]: Option includes components like Meal Vouchers, Conveyance, NPS, LTA, Medical Reimbursements etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely,
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

I have read the terms and conditions of employment and also the contents of the employment agreement and in token of my acceptance I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

6/6/17

Signature & Date

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

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Tel +91-80-6642 2222 | Fax +91-80-6642 1200

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CIN: U72200KA1990PTC019138

Personal and Confidential
May 17, 2017

Ms.Kavana S Theertha
Sapthagiri College of Engineering
VTU
Bangalore

Dear Kavana,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 325,008/-**.

You are requested to report at our **Chennai** office on **July 24, 2017.** Your appointment will be effective on your joining date. If you do not confirm your acceptance, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. The above mentioned date of joining will be confirmed only on receipt of your acceptance to the above email-Id on or before **May 24, 2017**
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-B
- Please contact us at 044-6647 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above mentioned email-Id for any queries regarding your employment offer

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- This appointment will be based on your agreement to serve the company for a period of two years effective your date of joining. On joining, you will have to sign the Employment Agreement with the company
- This offer is conditional upon your having a valid passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Being part of consulting organization, it is your responsibility to monitor the validity of your passport and renew it in advance. CGI will help you with relevant certificates required for the renewal. Should you be denied a passport, or if you are otherwise unable to produce a copy of your passport, CGI shall be entitled to terminate your employment. It is a condition of your employment that you have a valid passport at all times
- During your employment with CGI, you may get opportunities to work on multiple platforms/skills at the sole discretion of CGI. CGI encourages and appreciates flexibility to work on different technologies
- You will be eligible for a performance review or a salary revision as per company policy

Contd...2...

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

CGI

- Your initial posting will be in **Chennai**. However, your services are transferable anywhere in India as also anywhere abroad within the CGI group of companies. In case your services are transferred to any of our group companies, you are required to abide by the rules and regulations pertaining to that company. You will carry out your duties as per the instructions of your superiors from time to time

- Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential and should not be shared with anyone

- **Code of conduct:** You will abide by the applicable rules and regulations in force from time to time and will also be required to sign and abide by the **Code of ethics** and conduct as elucidated by the company as part of your performance appraisal process. Any breach of the guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation

  a) You will not carry on any business or enter for any part of your time in any capacity in the services of other person or persons and company or companies. You will devote your whole time and attention to your duties to promote the interests of CGI and you will not utilize or divulge to any person or persons any of our trade secrets or confidential information

  b) In the course of your employment with CGI, you shall not, without the previous written consent of CGI and which consent CGI may in its absolute discretion and without assigning any reason therefore withhold and/or refuse to accord directly and/or indirectly solicit and/or engage in the collection and donations for any trust or other organizations and/or institutions for charitable work and/or any other purposes and person/s and/or bodies corporate/institutions with whom you come into contact and/or have dealings with in the course of employment with CGI

  c) During your employment with CGI and perpetually thereafter, you will not transmit, disclose or otherwise use confidential information related to CGI, to any unauthorized person, except as may be required in the course of discharging your duties in connection with CGI's business. Confidential information includes, but is not restricted to CGI's client names, the nature of our projects and all other technical and client related information. This information is not to be divulged to ANYBODY, including family, friends, and especially others in the same or similar competing businesses. Information pertaining to CGI operations and intellectual property is confidential and you will sign a Confidentiality and Non-Disclosure Agreement. If you are bound by a confidentiality agreement with a previous employer you must notify the Company and indemnify the Company against any breach thereof

  d) For the purpose of representing and improving the company's brand image and being able to interact with senior level decision makers in the industry in a satisfactory manner, you are required to follow the following norms:

     i. Maintain complete confidentiality and high level of integrity in all your actions performed on behalf of the company
     ii. Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation and documents, meeting commitments and in overall conduct
     iii. Besides, you shall help in maintaining congenial, disciplined, participative and supportive work environment to encourage team spirit and high performance standards

  e) All software developed by you and/or by the team of which you are a part, shall belong exclusively to the company. The company has the exclusive right over the intellectual property. You shall sign all relevant documents in this regard, as required, to assign and/or secure rights in favor of the company

  f) You will be responsible for the safekeeping and return in good condition all the company property, which will be in your use, custody or charge

- **Non-solicitation:** During your period of employment with CGI and for a period of twelve (12) months commencing from the last day of your employment with CGI, you will not directly or indirectly: (i) solicit any employee of CGI to terminate his/her employment with CGI, or to accept any other employment; and/or (ii) solicit or do business with any clients or customers or potential clients or customers of CGI with whom you have had dealings during the last twelve (12) months of your employment with CGI

Contd...3...

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

CGI

- **Communication:** Please approach your immediate supervisor for any queries pertaining to project or organization related concerns, suggestions which you may have from time to time. In addition, the HR team is always available to discuss any of your needs or suggestions

- **Shift:** You shall have no objection to work on shift / staggered duty in case business warrants that. Please note that it is management's prerogative to decide which member will work on shift and management's decision in this regard will be final. Your project will also decide the shift allowance that will be payable and will be based on project requirement. This will be governed by the existing Shift Allowance Policy

- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy

- **Unauthorized absence from work:** Your unauthorized absence from work for a continuous period of more than three days without leave or obtaining your manager's approval will be treated as absconding from duty, triggering disciplinary action. In the event, that you do not report for work within eight days from the date of unauthorized absence it will be treated as "voluntary abandonment of service" and it shall be deemed you are no longer interested in the employment and your employment will be terminated. In such an event you shall be liable to refund the salary in lieu of shortfall in notice period and other dues payable to the company, as specified

- **Termination of employment:** Your services may be terminated at any time giving **two month's** or **two month's salary in lieu of notice period,** in writing by either side. Whilst the company reserves the right to release you upon your resignation prior to conclusion of your notice period with or without paying notice pay for the balance notice period, decision to allow notice pay in lieu of notice is at the sole discretion of the management. If you decide to leave without completing due notice and handing over formalities as per the requirement of CGI; you will not be eligible to get any certificates which indicate employment with CGI immediately or in future. No references will be entertained from any authority/institution seeking details of your case. In case of your departure without completing the hand-over procedure as per the then prevailing policy of the company, you shall be considered to be in the continued employment of the company without pay and shall continue to be bound to the terms of this letter and the terms of the agreements signed by you. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect

- You may be assigned to certain engagements that require Knowledge Transfer from client/other BU's/members within the engagement. During assignment or after obtaining such Knowledge Transfer, you are required to serve the stipulated rotation period. This is in addition to the notice period requirement mentioned above

- **Non-Competition:** During the term of your employment with CGI, you shall not directly or indirectly compete with CGI in any manner whatsoever

- **Restriction of Employment with Client/Customer:** For a period of twelve (12) months following the end of your employment with CGI, you agree not to, directly or indirectly, as employee, consultant or otherwise, work for or provide services to clients or customers to whom you provided services on CGI's behalf during the last twelve (12) months of your employment with CGI

- You will keep us informed of any change in your residential address/contact details

- If you leave the organization without completing one (1) year of service on the date of resignation, you will fully reimburse the company, the joining bonus, transition bonus, notice pay and relocation expenses, if any

- It is your responsibility to notify the Company of any changes in your personal information within three working days. It shall also be your responsibility to notify the Company of any legal action or suit, whether in the nature of civil or criminal initiated against you. Failure to notify will result in breach of the appointment terms. All notices shall be considered duly and properly delivered to the address on file with the Company

- You will retire from the services of the Company on attaining the age of superannuation. The retirement age in CGI is sixty (60) years

- The benefits as outlined herein and in CGI policies are subject to change at the Company's discretion. You will be entitled to leaves in accordance with the Company's policy as applicable from time to time

Contd...4...

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

CGI

- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company including but not limited to documents, machines, data, files, books etc (including but not limited to leased properties)

- The benefits as outlined herein and in CGI policies are subject to change at the Company's discretion. You will be entitled to leaves in accordance with the Company's policy as applicable from time to time

- We provide support to global customers from various locations in India & abroad to suit customers' differing time needs including 24x7 bases. You may be asked to operate from any of the CGI locations and in any of the shifts, including night shift, at the sole discretion of management, as may be required by the Company keeping in mind business needs and deliverable requirements to customers. Your work schedule will be provided to you by your Manager / Supervisor upon your joining. Your weekly off days may not be on weekends

- You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you

- **Condition of Hire:** Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer)

- Employment credential proofs submitted by you will be subject to background verification as per CGI standards. Successful clearance of background verification is a mandatory requirement for employment confirmation. Unsuccessful clearance of background verification will lead to termination of employment without notice. CGI reserves the right to audit the submitted educational & previous work experience(s) documents at any point of your tenure in CGI, as part of which you are obligated to furnish any/all of such relevant documents on demand. Failure to furnish the same and / or the submitted education & work experience proving to be false or unverifiable as per CGI standards, may lead to termination of employment without notice. The basis of the offer is authentic and verifiable education and work experience as per CGI standards. You are accountable for providing documents that enable appropriate authorities in the relevant educational institution(s) and previous employer Organization(s) to validate your claims. CGI is not liable for the inability of the aforementioned authorities to validate your credentials basis your submissions

- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed any material information, the Company may terminate your services without notice or compensation

- Your designation may be changed at the discretion of the Company depending on the work assigned to you

- Your **Total Experience** will be part of our professional records.

Total Experience	=	Relevant Experience	+	Weighted/ Non-relevant Experience
0.0 Yrs.	=	0.0 Yrs.	+	0.0 Yrs
Relevant Experience	=	Total number of months the candidate has worked on the skill/role for which the candidate is being hired in CGI		
Weighted Experience	=	A weighted percentage is given to your non-relevant experience, either to your role or skill, for which you are being hired in CGI		

Any and all of the terms and conditions of service may be modified or changed at the Company's discretion. Breach of any one of the conditions will render you liable to termination of your employment without notice.

This letter supersedes all oral or written communication exchanged between you and CGI, prior to the date of this letter and commitments, if any, made during the selection process. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in on all the pages & in the space specified below and return the signed copy to CGI on your boarding day.

Contd...5...

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

CGI

Ms.Kavana S Theertha

- **Base Compensation Components:**

Designation : Associate Software Engineer		
Effective : July 24, 2017		
Pay Components	**Monthly (INR)**	**Annual (INR)**
Basic (Inclusive of D.A.)	15,000	180,000
House Rent Allowance	7,500	90,000
Flexible Compensation Plan	2,062	24,744
Base Compensation	**24,562**	**294,744**
Provident Fund *Company Contribution*	1,800	21,600
Gratuity Fund Contribution	722	8,664
Gross Compensation	**27,084**	**325,008**

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

  Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:
Flexible Compensaton Plan[1]: Option includes components like Meal Vouchers, Conveyance, NPS, LTA, Medical Reimbursements etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

George Mattackal

George Mattackal
Senior Vice President

I have read the terms and conditions of employment and also the contents of the employment agreement and in token of my acceptance I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Signature & Date

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

CGI

Annexure-A

We request you to bring all the originals, on your date of reporting to CGI for verification.

*Please note that the below documents are mandatory for **CGI's personnel records** and will be subjected to **background verification**. Non submission of these documents will impact your profile and records needed to manage your career effectively within CGI and may also have serious impact on project and client requirements, hence your cooperation in this is crucial.*

#	Documents
1	Acceptance copy of CGI's appointment letter signed by you on all pages
2	Valid Work Permit issued by Government of India, if applicable
3	Passport (all pages – wherever the entries are made)
4	Income-Tax Permanent Account Number Card (PAN Card)
5	Passport size photograph – 05 nos.
6	10th class mark sheet & certificate
7	12th class mark sheet & certificate
8	Bachelor degree mark sheets (all semesters)
9	Bachelor degree certificate / convocation certificate
10	Master degree mark sheets (all semester)
11	Master degree certificate / convocation certificate
12	Diploma mark sheets (all semesters)
13	Diploma certificate
14	Any other certificates
15	Appointment letter, pay slip, relieving letter & experience certificate of all previous Co.
16	Present company's appointment letter
17	Present company's relieving letter & resignation acceptance letter from HR
18	Present company's experience certificate
19	Present company's salary slip with employee number (last two months)
20	Aadhaar / Voters ID / Driving License / Rental agreement /Bank passbook (address page only)
21	Blood group and RH type report

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

CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
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Bangalore – 560 100, India
Tel +91-80-6642 2222 Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential

20 January 2017

Mr. Rakesh J
Sapthagiri College of Engineering
Bangalore
Karnataka.

Dear Rakesh J,

We are pleased to extend our Expression of Interest (EOI) to hire you and would like to formally welcome you to CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

You will be offered the position of **Associate Software Engineer** with a **Gross Compensation of INR 325008/-**, On successful completion of your highest educational qualification, as certified by your educational institution securing a minimum of 65% overall.

Either during the continuance of your employment or after its termination, you will not disclose or divulge any confidential information, secrets, transactions or information in respect of CGI's business, its clients or customers, which may come within your knowledge or possession in the course of your employment without the consent of CGI in writing. Terms of this EOI (including but not limited to the details of your financial package) are strictly confidential between you and CGI and shall not be disclosed to other members of CGI or third parties.

This EOI is terminable by either party by giving 15 days prior notice in writing. Either party is not bound to give any reason thereof. CGI reserves the right to recover monies equivalent to the above mentioned amount, in lieu of notice period or to relieve you before the expiry of the notice period.

Upon confirmation of your employment, you would be required to report for duty at any of our offices located in India.

Kindly return the duplicate copy of this EOI, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial long association with you.

Yours sincerely
For CGI Information Systems and
Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

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

Contd...2...

CGI

Mr. Rakesh J

- **Base Compensation Components:**

Designation : Associate Software Engineer		
LOI Date : 20 January 2017		
Pay Components	**Monthly (INR)**	**Annual (INR)**
Basic (Inclusive of D.A.)	15,000	180,000
House Rent Allowance	7,500	90,000
Flexible Compensation Plan	2,062	24,744
Base Compensation	**24,562**	**294,744**
Provident Fund Company	1,800	21,600
Gratuity Fund Contribution	722	8,644
Gross Compensation	**27,084**	**325,008**

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

  Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:
Flexible Compensaton Plan[1]: Option includes components like Meal Vouchers, Conveyance, NPS, LTA, Medical Reimbursements etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

I have read the terms and conditions of employment and also the contents of the employment agreement and in token of my acceptance I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

22/01/17

Signature & Date

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

CGI Information Systems and Management Consultants Pvt. Ltd.
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Bangalore – 560 100. India
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cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential

20 January 2017

Ms. Divya B
Sapthagiri College of Engineering
Bangalore
Karnataka.

Dear Divya B,

We are pleased to extend our Expression of Interest (EOI) to hire you and would like to formally welcome you to CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

You will be offered the position of **Associate Software Engineer** with a **Gross Compensation of INR 325008/-**, On successful completion of your highest educational qualification, as certified by your educational institution securing a minimum of 65% overall.

Either during the continuance of your employment or after its termination, you will not disclose or divulge any confidential information, secrets, transactions or information in respect of CGI's business, its clients or customers, which may come within your knowledge or possession in the course of your employment without the consent of CGI in writing. Terms of this EOI (including but not limited to the details of your financial package) are strictly confidential between you and CGI and shall not be disclosed to other members of CGI or third parties.

This EOI is terminable by either party by giving 15 days prior notice in writing. Either party is not bound to give any reason thereof. CGI reserves the right to recover monies equivalent to the above mentioned amount, in lieu of notice period or to relieve you before the expiry of the notice period.

Upon confirmation of your employment, you would be required to report for duty at any of our offices located in India.

Kindly return the duplicate copy of this EOI, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial long association with you.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

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

Contd...2...

CGI

Ms. Divya B

- **Base Compensation Components:**

Designation : Associate Software Engineer		
LOI Date : 20 January 2017		
Pay Components	**Monthly (INR)**	**Annual (INR)**
Basic (Inclusive of D.A.)	15,000	180,000
House Rent Allowance	7,500	90,000
Flexible Compensation Plan	2,062	24,744
Base Compensation	**24,562**	**294,744**
Provident Fund *Company*	1,800	21,600
Gratuity Fund Contribution	722	8,644
Gross Compensation	**27,084**	**325,008**

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3% of Base Compensation; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

  Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:
Flexible Compensation Plan[1]: Option includes components like Meal Vouchers, Conveyance, NPS, LTA, Medical Reimbursements etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

I have read the terms and conditions of employment and also the contents of the employment agreement and in token of my acceptance I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Divya B
06/17

Signature & Date

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

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Bangalore – 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
July 17, 2017

Mr.Hardith Suvarna M
Sapthagiri College of Engineering
Bangalore

Hardith Suvarna M
1SG15IS032
ISE, 2017

Dear Hardith,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 325,008/-**.

You are requested to report at our **Bangalore** office on **July 24, 2017.** Your appointment will be effective on your joining date. If you do not confirm your acceptance, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. The above mentioned date of joining will be confirmed only on receipt of your acceptance to the above email-Id on or before **July 23, 2017**
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-B
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above mentioned email-Id for any queries regarding your employment offer

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- This appointment will be based on your agreement to serve the company for a period of two years effective your date of joining. On joining, you will have to sign the Employment Agreement with the company
- This offer is conditional upon your having a valid passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Being part of consulting organization, it is your responsibility to monitor the validity of your passport and renew it in advance. CGI will help you with relevant certificates required for the renewal. Should you be denied a passport, or if you are otherwise unable to produce a copy of your passport, CGI shall be entitled to terminate your employment. It is a condition of your employment that you have a valid passport at all times
- During your employment with CGI, you may get opportunities to work on multiple platforms/skills at the sole discretion of CGI. CGI encourages and appreciates flexibility to work on different technologies
- You will be eligible for a performance review or a salary revision as per company policy

Contd...2...

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

CGI

- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company including but not limited to documents, machines, data, files, books etc. (including but not limited to leased properties)

- The benefits as outlined herein and in CGI policies are subject to change at the Company's discretion. You will be entitled to leaves in accordance with the Company's policy as applicable from time to time

- We provide support to global customers from various locations in India & abroad to suit customers' differing time needs including 24x7 bases. You may be asked to operate from any of the CGI locations and in any of the shifts, including night shift, at the sole discretion of management, as may be required by the Company keeping in mind business needs and deliverable requirements to customers. Your work schedule will be provided to you by your Manager / Supervisor upon your joining. Your weekly off days may not be on weekends

- You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you

- **Condition of Hire:** Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer)

- Employment credentials proofs submitted by you will be subject to background verification as per CGI standards. Successful clearance of background verification is a mandatory requirement for employment confirmation. Unsuccessful clearance of background verification will lead to termination of employment without notice. CGI reserves the right to audit the submitted educational & previous work experience(s) documents at any point of your tenure in CGI, as part of which you are obligated to furnish any/all of such relevant documents on demand. Failure to furnish the same and / or the submitted education & work experience proving to be false or unverifiable as per CGI standards, may lead to termination of employment without notice. The basis of the offer is authentic and verifiable education and work experience as per CGI standards. You are accountable for providing documents that enable appropriate authorities in the relevant educational institution(s) and previous employer Organization(s) to validate your claims. CGI is not liable for the inability of the aforementioned authorities to validate your credentials basis your submissions

- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed any material information; the Company may terminate your services without notice or compensation

- Your designation may be changed at the discretion of the Company depending on the work assigned to you

- Your **Total Experience** will be part of our professional records.

Total Experience	=	Relevant Experience	+	Weighted/ Non-relevant Experience
0.0 Yrs.	=	0.0 Yrs.	+	0.0 Yrs.
Relevant Experience	=	Total number of months the candidate has worked on the skill/role for which the candidate is being hired in CGI		
Weighted Experience	=	A weighted percentage is given to your non-relevant experience, either to your role or skill, for which you are being hired in CGI		

Any and all of the terms and conditions of service may be modified or changed at the Company's discretion. Breach of any one of the conditions will render you liable to termination of your employment without notice.

This letter supersedes all oral or written communication exchanged between you and CGI; prior to the date of this letter and commitments, if any, made during the selection process. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in on all the pages & in the space specified below and return the signed copy to CGI on your boarding day.

Contd...5...

HSUD042933

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

CGI Information Systems and Management Consultants Pvt. Ltd.
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Electronic City, Phase I (West),
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Tel +91-80-6642 2222 | Fax +91-80-6642 1200
cgi.com
CIN: U72200KA1990PTC019138

Ms.Sushma N
Sapthagiri College of Engineering
Bangalore

Personal and Confidential
July 17, 2017

Dear Sushma,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 325,008/-**.

You are requested to report at our **Bangalore** office on **July 24, 2017.** Your appointment will be effective on your joining date. If you do not confirm your acceptance, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. The above mentioned date of joining will be confirmed only on receipt of your acceptance to the above email-Id on or before **July 23, 2017**
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-B
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above mentioned email-Id for any queries regarding your employment offer

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- This appointment will be based on your agreement to serve the company for a period of two years effective your date of joining. On joining, you will have to sign the Employment Agreement with the company
- This offer is conditional upon your having a valid passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Being part of consulting organization, it is your responsibility to monitor the validity of your passport and renew it in advance. CGI will help you with relevant certificates required for the renewal. Should you be denied a passport, or if you are otherwise unable to produce a copy of your passport, CGI shall be entitled to terminate your employment. It is a condition of your employment that you have a valid passport at all times
- During your employment with CGI, you may get opportunities to work on multiple platforms/skills at the sole discretion of CGI. CGI encourages and appreciates flexibility to work on different technologies
- You will be eligible for a performance review or a salary revision as per company policy

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

CGI

Ms.Sushma N

- Your initial posting will be in **Bangalore**. However, your services are transferable anywhere in India as also anywhere abroad within the CGI group of companies. In case your services are transferred to any of our group companies, you are required to abide by the rules and regulations pertaining to that company. You will carry out your duties as per the instructions of your superiors from time to time

- Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential and should not be shared with anyone

- **Code of conduct:** You will abide by the applicable rules and regulations in force from time to time and will also be required to sign and abide by the **Code of ethics** and conduct as elucidated by the company as part of your performance appraisal process. Any breach of the guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation

  a) You will not carry on any business or enter for any part of your time in any capacity in the services of other person or persons and company or companies. You will devote your whole time and attention to your duties to promote the interests of CGI and you will not utilize or divulge to any person or persons any of our trade secrets or confidential information

  b) In the course of your employment with CGI, you shall not, without the previous written consent of CGI and which consent CGI may in its absolute discretion and without assigning any reason therefore withhold and/or refuse to accord directly and/or indirectly solicit and/or engage in the collection and donations for any trust or other organizations and/or institutions for charitable work and/or any other purposes and person/s and/or bodies corporate/institutions with whom you come into contact and/or have dealings with in the course of employment with CGI

  c) During your employment with CGI and perpetually thereafter, you will not transmit, disclose or otherwise use confidential information related to CGI, to any unauthorized person, except as may be required in the course of discharging your duties in connection with CGI's business. Confidential information includes, but is not restricted to CGI's client names, the nature of our projects and all other technical and client related information. This information is not to be divulged to ANYBODY, including family, friends, and especially others in the same or similar competing businesses. Information pertaining to CGI operations and intellectual property is confidential and you will sign a Confidentiality and Non-Disclosure Agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof

  d) For the purpose of representing and improving the company's brand image and being able to interact with senior level decision makers in the industry in a satisfactory manner, you are required to follow the following norms:

     i. Maintain complete confidentiality and high level of integrity in all your actions performed on behalf of the company
     ii. Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation and documents, meeting commitments and in overall conduct
     iii. Besides, you shall help in maintaining congenial, disciplined, participative and supportive work environment to encourage team spirit and high performance standards

  e) All software developed by you and/or by the team of which you are a part, shall belong exclusively to the company. The company has the exclusive right over the intellectual property. You shall sign all relevant documents in this regard, as required, to assign and/or secure rights in favor of the company

  f) You will be responsible for the safekeeping and return in good condition all the company property, which will be in your use, custody or charge

- **Non-solicitation**: During your period of employment with CGI and for a period of twelve (12) months commencing from the last day of your employment with CGI, you will not directly or indirectly: (i) solicit any employee of CGI to terminate his/her employment with CGI, or to accept any other employment; and/or (ii) solicit or do business with any clients or customers or potential clients or customers of CGI with whom you have had dealings during the last twelve (12) months of your employment with CGI

Contd...3...

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

CGI

Ms.Sushma N

- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company including but not limited to documents, machines, data, files, books etc. (including but not limited to leased properties)

- The benefits as outlined herein and in CGI policies are subject to change at the Company's discretion. You will be entitled to leaves in accordance with the Company's policy as applicable from time to time

- We provide support to global customers from various locations in India & abroad to suit customers' differing time needs including 24x7 bases. You may be asked to operate from any of the CGI locations and in any of the shifts, including night shift, at the sole discretion of management, as may be required by the Company keeping in mind business needs and deliverable requirements to customers. Your work schedule will be provided to you by your Manager / Supervisor upon your joining. Your weekly off days may not be on weekends

- You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you

- **Condition of Hire:** Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer)

- Employment credential proofs submitted by you will be subject to background verification as per CGI standards. Successful clearance of background verification is a mandatory requirement for employment confirmation. Unsuccessful clearance of background verification will lead to termination of employment without notice. CGI reserves the right to audit the submitted educational & previous work experience(s) documents at any point of your tenure in CGI, as part of which you are obligated to furnish any/all of such relevant documents on demand. Failure to furnish the same and / or the submitted education & work experience proving to be false or unverifiable as per CGI standards, may lead to termination of employment without notice. The basis of the offer is authentic and verifiable education and work experience as per CGI standards. You are accountable for providing documents that enable appropriate authorities in the relevant educational institution(s) and previous employer Organization(s) to validate your claims. CGI is not liable for the inability of the aforementioned authorities to validate your credentials basis your submissions

- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed any material information; the Company may terminate your services without notice or compensation

- Your designation may be changed at the discretion of the Company depending on the work assigned to you

- Your **Total Experience** will be part of our professional records.

Total Experience	=	Relevant Experience	+	Weighted/ Non-relevant Experience
0.0 Yrs.	=	0.0 Yrs.	+	0.0 Yrs.
Relevant Experience	=	Total number of months the candidate has worked on the skill/role for which the candidate is being hired in CGI		
Weighted Experience	=	A weighted percentage is given to your non-relevant experience, either to your role or skill, for which you are being hired in CGI		

Any and all of the terms and conditions of service may be modified or changed at the Company's discretion. Breach of any one of the conditions will render you liable to termination of your employment without notice.

This letter supersedes all oral or written communication exchanged between you and CGI prior to the date of this letter and commitments, if any, made during the selection process. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in on all the pages & in the space specified below and return the signed copy to CGI on your boarding day.

Contd...5...

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

CGI

Ms.Sushma N

- **Base Compensation Components:**

Designation : Associate Software Engineer		
Effective : July 24, 2017		
Pay Components	**Monthly (INR)**	**Annual (INR)**
Basic (Inclusive of D.A.)	15,000	180,000
House Rent Allowance	7,500	90,000
Flexible Compensation Plan	2,062	24,744
Base Compensation	**24,562**	**294,744**
Provident Fund *Company Contribution*	1,800	21,600
Gratuity Fund Contribution	722	8,664
Gross Compensation	**27,084**	**325,008**

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

  Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:
Flexible Compensaton Plan[-1]: Option includes components like Meal Vouchers, Conveyance, NPS LTA, Medical Reimbursements etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

George Mattackal

George Mattackal
Senior Vice President

I have read the terms and conditions of employment and also the contents of the employment agreement and in token of my acceptance I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Signature & Date

HR\F\JD42933

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

CGI

Annexure-A

We request you to bring all the originals, on your date of reporting to CGI for verification.

*Please note that the below documents are mandatory for **CGI's personnel records** and will be subjected to **background verification**. Non submission of these documents will impact your profile and records needed to manage your career effectively within CGI and may also have serious impact on project and client requirements, hence your cooperation in this is crucial.*

#	Documents
1	Acceptance copy of CGI's appointment letter signed by you on all pages
2	Valid Work Permit issued by Government of India, if applicable
3	Passport (all pages – wherever the entries are made)
4	Income-Tax Permanent Account Number Card (PAN Card)
5	Passport size photograph – 05 nos.
6	10th class mark sheet & certificate
7	12th class mark sheet & certificate
8	Bachelor degree mark sheets (all semesters)
9	Bachelor degree certificate / convocation certificate
10	Master degree mark sheets (all semester)
11	Master degree certificate / convocation certificate
12	Diploma mark sheets (all semesters)
13	Diploma certificate
14	Any other certificates
15	Appointment letter, pay slip, relieving letter & experience certificate of all previous Co.
16	Present company's appointment letter
17	Present company's relieving letter & resignation acceptance letter from HR
18	Present company's experience certificate
19	Present company's salary slip with employee number (last two months)
20	Aadhaar / Voters ID / Driving License / Rental agreement /Bank passbook (address page only)
21	Blood group and RH type report

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

CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential Ms.Shivani Parikh **July 17, 2017**

Sapthagiri College of Engineering
Bangalore

Dear Shivani,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR** [redacted]/-.

You are requested to report at our **Hyderabad** office on **July 24, 2017.** Your appointment will be effective on your joining date. If you do not confirm your acceptance, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. The above mentioned date of joining will be confirmed only on receipt of your acceptance to the above email-Id on or before **July 23, 2017**

- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities

- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-B

- Please contact us at 040-6734 5000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above mentioned email-Id for any queries regarding your employment offer

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join

- This appointment will be based on your agreement to serve the company for a period of two years effective your date of joining. On joining, you will have to sign the Employment Agreement with the company

- This offer is conditional upon your having a valid passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Being part of consulting organization, it is your responsibility to monitor the validity of your passport and renew it in advance. CGI will help you with relevant certificates required for the renewal. Should you be denied a passport, or if you are otherwise unable to produce a copy of your passport, CGI shall be

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

CGI

Base Compensation Components:

Designation	: Associate Software Engineer	
Effective	: July 24, 2017	
Pay Components	**Monthly (INR)**	**Annual (INR)**
	XX,XXX	XXX,XXX
Basic (Inclusive of D.A.)	X,XXX	XX,XXX
House Rent Allowance	X,XXX	XX,XXX
Flexible Compensation Plan		
Base Compensation	**XX,XXX**	**XXX,XXX**
Provident Fund *Company Contribution*	X,XXX	XX,XXX
Gratuity Fund Contribution	XXX	X,XXX
Gross Compensation	**XX,XXX**	**XXX,XXX**

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance

- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares

- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage highperformance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

  Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:
Flexible Compensaton Plan[1]: Option includes components like Meal Vouchers, Conveyance, NPS, LTA, Medical Reimbursements etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely
For CGI Information Systems and
Management Consultants Pvt. Ltd.,

George Mattackal

George Mattackal
Senior Vice President

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

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Amreeshan Sharif,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 03/02/2017
Joining Date: 22-08-2017
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

Address: 17, Basant Lal Murarka Road , 4th floor. Kolkata - 700007.

13EC108

CGI

CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200
cgi.com
CIN: U72200KA1990PTC019138

Personal and Confidential

20 January 2017

Ms. Sonia Yadav
Sapthagiri College of Engineering
Bangalore
Karnataka.

Dear Sonia Yadav,

We are pleased to extend our Expression of Interest (EOI) to hire you and would like to formally welcome you to CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

You will be offered the position of **Associate Software Engineer** with a **Gross Compensation of INR 325008/-**, On successful completion of your highest educational qualification, as certified by your educational institution securing a minimum of 65% overall.

Either during the continuance of your employment or after its termination, you will not disclose or divulge any confidential information, secrets, transactions or information in respect of CGI's business, its clients or customers, which may come within your knowledge or possession in the course of your employment without the consent of CGI in writing. Terms of this EOI (including but not limited to the details of your financial package) are strictly confidential between you and CGI and shall not be disclosed to other members of CGI or third parties.

This EOI is terminable by either party by giving 15 days prior notice in writing. Either party is not bound to give any reason thereof. CGI reserves the right to recover monies equivalent to the above mentioned amount, in lieu of notice period or to relieve you before the expiry of the notice period.

Upon confirmation of your employment, you would be required to report for duty at any of our offices located in India.

Kindly return the duplicate copy of this EOI, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial long association with you.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

Contd...2...

CGI

Ms. Sonia Yadav

- **Base Compensation Components:**

Designation : Associate Software Engineer		
LOI Date : 20 January 2017		
Pay Components	**Monthly (INR)**	**Annual (INR)**
Basic (Inclusive of D.A.)	15,000	180,000
House Rent Allowance	7,500	90,000
Flexible Compensation Plan	2,062	24,744
Base Compensation	**24,562**	**294,744**
Provident Fund *Company*	1,800	21,600
Gratuity Fund Contribution	722	8,644
Gross Compensation	**27,084**	**325,008**

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

  Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:
Flexible Compensaton Plan[1]: Option includes components like Meal Vouchers, Conveyance, NPS, LTA, Medical Reimbursements etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Pradipta Banerjee
Administrative Vice President

I have read the terms and conditions of employment and also the contents of the employment agreement and in token of my acceptance I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

23.01.2017

Signature & Date

From: **Campus** <Campus@mindtree.com>
Date: Mon, 11 Dec 2017, 09:10
Subject: Mindtree Ltd - Offer Confirmation
To: nidhzee28@gmail.com <nidhzee28@gmail.com>

Dear **Nidhi Singh,**

Congratulations!!!

Greetings from Mindtree Ltd. With respect to the Interview conducted on **8th December'17** at our Global Village Office, we are glad to confirm your Offer as **Engineer**. While our backend team is working on to roll out your detailed Offer Letter, kindly consider this mail as formal confirmation of your Offer.

CTC Offered	3.25 LPA
Designation	Engineer

We will be sending further communication on your on-boarding process and Pre-Joining learning program in subsequent mails.

In case of any queries, feel free to reach out to us over mail.

Regards,
Campus Recruitment Team

FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 17-03-2017

Dear Harshitha Nataraj,

We are pleased to offer you the position of H R Trainee at FIRST RESOURCE Company.

Your job will commence on 21-08-2017 and your starting salary will be 2 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 18-08-2017 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

17/3/17

Mr. Veerendra Kumar

Managing Director

OFFER ACCEPTANCE CONFIRMATION

To
The Human Resources Manager
M/s Vyshnavi Information Technologies (India) Pvt Ltd.,
#133/1, 5th Floor,
Janardhan Towers,
Residency Road,
BANGALROE-560025

Date:

Dear Sir/Madam

Thank you for offering me the position of SOFTWARE ENGINEER TRAINEE in your esteemed Company M/s. VYSHNAVI INFORMATION TECHNOLOGIES(INDIA) PVTLTD.

I declare that I have understood the terms and conditions of my employment with your Company.I shall be entitled to a salary of INR 2,75,000 Per annum, subject to the terms and conditions as applicable to all the other employees of the Company.

I am pleased to accept your offer and look forward to starting employment with your Company upon receiving the confirmation of the joining date. I shall comply with all the requisite formalities such as executing the relevant documents including the Service Agreement. Further, I shall place a security deposit of INR 1 Lac with Vyshnavi Information Technologies (I) Pvt Ltd on or before the date of joining and commit to render a minimum service of 3 years as employee of Vyshnavi Information Technologies (I) Pvt Ltd.

Further, I agree to refrain from accepting Offers from any other organization and shall keep up my commitment to join your organization

Thank you again for giving me this wonderful opportunity. I am eager to join your team and make a positive contribution to the company.

Sincerely,

NAME: ARCHANA SINHA

ADDRESS: NEAR WEST NEW A.G COLONY GATE G.S NAGAR, DORANDA, RANCHI, JHARKHAND - 834002

CONTACT NO: 8553750654
PLACE: BANGALORE
DATE: 15/3/17

WITNESS: Reuna

PLACEMENT OFFICER - Group Head HRD

Name: Suma vishwanath

Signature: Reuna

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

OFFER ACCEPTANCE CONFIRMATION

To
The Human Resources Manager
M/s Vyshnavi Information Technologies (India) Pvt Ltd.,
#133/1, 5th Floor,
Janardhan Towers,
Residency Road,
BANGALROE-560025

Date: 15-3-2017

Dear Sir/Madam

Thank you for offering me the position of SOFTWARE ENGINEER TRAINEE in your esteemed Company M/s. VYSHNAVI INFORMATION TECHNOLOGIES(INDIA) PVTLTD.

I declare that I have understood the terms and conditions of my employment with your Company.I shall be entitled to a salary of INR 2,75,000 Per annum, subject to the terms and conditions as applicable to all the other employees of the Company.

I am pleased to accept your offer and look forward to starting employment with your Company upon receiving the confirmation of the joining date. I shall comply with all the requisite formalities such as executing the relevant documents including the Service Agreement. Further, I shall place a security deposit of INR 1 Lac with Vyshnavi Information Technologies (I) Pvt Ltd on or before the date of joining and commit to render a minimum service of 3 years as employee of Vyshnavi Information Technologies (I) Pvt Ltd.

Further, I agree to refrain from accepting Offers from any other organization and shall keep up my commitment to join your organization.

Thank you again for giving me this wonderful opportunity. I am eager to join your team and make a positive contribution to the company.

Sincerely,

NAME: DIVYA SINGH

ADDRESS: NO. 16, 3rd CROSS, GRAPES GARDEN LAYOUT, SM ROAD, JALAHALLI WEST, BANGALORE - 560057

CONTACT NO: 9035029120
PLACE: BANGALORE
DATE: 15-3-2017

WITNESS: Reena

PLACEMENT OFFICER - Group Head HRD

Name: Suma Vishwanath

Signature: Reena

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

VIT



MEGHANA MANDLI

Emp. Code : 442

Employee's Signature

Vyshnavi Information Technologies
(India) Pvt. Ltd.,

BR Bhavana Ramakrishna 22/06/17
To: Mandli.meghana555@gmail... >

Call for Joining

Hi Meghana,

Greetings from VIT

- Please be informed that your date of joining VIT is scheduled on Monday, July 03, 2017. You shall report to VIT, Bengaluru office at 09:30 hrs on July 03, 2017 along with the necessary documents required for your joining. Looking forward to see you onboard VIT.
- Appreciate an confirmation from your end.

If you have any questions/clarification do not hesitate to contact us.

Our office address is given below:

Vyshnavi Information Technologies (India) Pvt. Ltd.,

INTERNSHIP OFFER LETTER

February 16, 2017

Surojeet Kumar
Pratima nivas, Urdu bazaar,
Bhagalpur,
Bihar-812004

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

Dear Surojeet,

We are pleased to offer you internship as a "Trainee" with the Affirmed Networks India Private Limited (the "**Company**"). Your internship as Trainee with the Company will be for a period of 6 (six) months starting from the date of your signing this offer letter and returning the same to the Company. During the period of internship, you shall be reporting to Mr. Hari Gowda, Manager – (Network Development) or such other person as the Company may determine from time to time.

You shall be governed by the following terms during the internship/ training period:

1. You shall be entitled to a monthly stipend of Rs. 25,000/- (Rupees Twenty-Five Thousand Only), less any applicable deductions and withholdings. You shall not be entitled to any other benefits, which are available to the employees of the Company.

2. Your internship period shall be for a period of 6 (Six) months. On successful completion of internship, you shall be eligible to obtain a certificate from the Company in respect of the successful completion of the internship, which shall record the attendance, conduct and quality of work done. The aforesaid certificate shall be in the format prescribed by the Company.

3. Your internship with the Company shall not automatically entitle you to join the services of the Company as an employee and you shall have no claim in respect of the same. Further during the course of your internship with the Company, you shall not represent yourself as being an employee of the Company. However, upon the successful completion of your internship, the Company may, at its sole discretion, offer you employment with the Company on such terms and conditions that the Company may deem fit and appropriate.

4. You shall during the term of internship devote yourself exclusively to the business of the Company and in particular to the work assigned to you. You will not take up any other employment or work for remuneration (part-time or otherwise) or work in an

advisory Capacity or be interested directly or indirectly in any other trade or business during the Internship with the Company.

5. During the term of internship with the Company, you will not undertake any activity or provide any assistance to any activity, which creates or could create, an actual or perceived conflict of interest, or which in any way compromises your duty of loyalty to the Company.

6. Your work in the Company will be subject to the rules and regulations of the Company as laid down in relation to conduct, discipline and other matters.

7. If during your internship with the Company, you either wholly or partially, make, invent, suggest or in any manner acquire any inventions or proprietary rights capable of being used in or relating to the business of Company, the same will be deemed to have been made, invented, suggested or acquired on behalf and for the benefit of the Company alone, and you shall, at the request and cost of the Company, assign the same to the Company and relinquish any claims over the same.

8. If any declaration given or information furnished by you to the Company is found to be false or if you are found to have willfully suppressed or concealed any material information, or if you are found by the Company to be guilty of misconduct (including drunkenness, dishonesty, absence without leave, infringement of the Company's regulations and disobedience to lawful orders or instructions) or conduct yourself in a manner which would bring the Company or its employees into disrepute or if you borrow money from any of the customers of the Company or from anyone trading with the Company, you will be discharged immediately without notice and in such cases will have no claim on the Company whatsoever.

9. You will not, either during your internship with the Company or after the completion or termination of such internship, divulge to anyone any information relating to the Company's business or any of its affairs.

10. You will be required to execute and be bound by an Employment Invention Assignment & Confidentiality Agreement given to you.

11. You acknowledge that during the course of internship with the Company, you may have access to or receive any information or material (in any form or medium) which the Company considers proprietary and confidential, whether or not specifically marked as confidential, that is of commercial value to the Company and is not available in the public domain. You agree to receive and hold such confidential information in confidence and shall not disclose the same to others. You agree and acknowledge that any disclosure of any confidential information prohibited herein or any breach of the provisions herein may result in irreparable injury and damage to the Company which will not be adequately compensated in monetary damages, that the

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

affirmed®
leading the new wireless era

Company will have no adequate remedy at law therefor, and that the Company may, in addition to all other remedies available to it at law or in equity, obtain such preliminary, temporary or permanent mandatory or restraining injunctions, orders or decrees as may be necessary to protect the Company against, or on account of, any breach of the provisions contained herein. You further agree to indemnify and reimburse the Company in respect of the losses and damages which may have been suffered by the Company as may be determined by a competent court/authority, and reasonable legal fees and other costs incurred by the Company in this regard. The above confidentiality and indemnification obligations shal survive termination/ expiry of your internship

12. At any time during the term of your internship, either party shall have the right to terminate this internship arrangement by providing 2 (two) weeks' notice in writing to the other.

This letter sets forth the terms of your internship with us and supersedes any prior representations or agreements, whether written or oral. Please sign and return this Offer Letter as a confirmation of your acceptance thereof.

We look forward to having you intern with us as a Trainee.

Sincerely,

For Affirmed Networks India Private Limited

Sriram Sankaran
VP, Engineering
Affirmed Networks India

I have read this Internship Offer Letter and agree to the terms contained herein. The date of commencement of my Internship as a Trainee with the Company will be from **February 27, 2017.**

Name: **Surojeet Kumar**
Date:

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

amazon | Development Center India

campus-blr@amazon.com

LETTER OF INTENT

Date: 20 Oct 16

Dear Soundaryasri S

With reference to your application and subsequent assessments you had with us, we are pleased to issue an offer for the position of Transaction Risk Investigator at Amazon Development Center India Pvt. Ltd ("Company"). Your initial place of work will be at Amazon India's facility in Bangalore, India.

In case of accepting the offer, you would be eligible to receive Rs.280,000 (Rupees Two Lakhs Eighty Thousand Only) per Annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which will be issued to you closer to your joining date.

Yours sincerely,
For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Ravi Prakash,
Sr. HR Business Partner

ACCEPTED

Terms and Conditions of the offer

- As per Company Business Requirements, you will be issued an offer letter with a proposed date of joining within 30th of April 2017.
- The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up another offer employment (other than with the Company) before issue of the Offer Letter.
- You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.
- The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of issue of the Offer Letter and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Ravi Prakash,
Sr. HR Business Partner

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

ACCEPTANCE OF LOI
I accept the terms set forth in this letter with the company:

Soundaryasri S — Signature

20/10/16 — Date

Acknowledged by gkkeerthanreddy@gmail.com (KEERTHAN G K on 10/9/2017 4:49:09 PM)

amazon | Development Centre India

OFFER CUM APPOINTMENT LETTER

Keerthan Reddy G K
1191/13/A, 6th main, A block, Subramanyanagara, Rajajinagara 2nd stage
Bengaluru
560010
IND

Dear Keerthan,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Transaction Risk Investigator** at **Bangalore**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **23-Oct-2017**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,
Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

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

period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Transaction Risk Investigator**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

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Bangalore - 560 057

amazon | Development Centre India

5. **Place of Work**

Your initial place of work will be at Amazon India's facility in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

6. **Remuneration**

6.1 Your gross salary will be Rs.**290,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your salary will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies and Procedures, or your failure to return Amazon India's property.

7. **Provident Fund**

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

8. **Leave**

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

9. **Confidential Information and Confidentiality Obligations**

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

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

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Campus-blr @ amazon.com

LETTER OF INTENT

Date: 20 Oct 16

Dear Harsh Kothari

With reference to your application and subsequent assessments you had with us, we are pleased to offer you employment for the position of Transaction Risk Investigator at Amazon Development Centre India Pvt. Ltd. ("Company"). Your initial place of work will be at Amazon India's facility in Bangalore, India.

In case of accepting the offer, you would be eligible to receive Rs.[illegible] (Rupees Two Lakhs [illegible] Thousand Only) per Annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which will be issued to you closer to your joining date.

Yours sincerely,
For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Ravi Prakash,
Sr. HR Business Partner

ACCEPTED

Terms and Conditions of the offer

- As per Company Business Requirements, you will be issued an offer letter with a proposed date of joining within 30th of April 2017.
- The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up another offer employment (other than with the Company) before issue of the Offer Letter.
- You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued
- The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of issue of the Offer Letter and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Ravi Prakash,
Sr. HR Business Partner

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

ACCEPTANCE OF LOI
I accept the terms set forth in this letter with the company:

Harsh — 20/10/16

Signature — Date

SAPTHAGIRI College of Engineering
Creating Tomorrow

Ram Kumar .M <ramkumarm@sapthagiri.edu.in>

Fwd: Confirmation - Date of Joining & Pre Hire Orientation

3 messages

JITEN S <jiten13july@gmail.com> Thu, Jan 9, 2020 at 12:09 PM
To: ramkumarm@sapthagiri.edu.in

This is what i have

---------- Forwarded message ---------
From: **Dixit A, Keerthana** <keerthd@amazon.com>
Date: Tue, 19 Feb, 2019, 12:23 pm
Subject: Confirmation - Date of Joining & Pre Hire Orientation
To:

Hi A I,

Congratulations on being selected to work with Amazon India. We are pleased that you will shortly be working with us and it is our hope that you will have a long and fruitful career.

We're excited to have you join us! As discussed, you will join the Selling Partner Support business team and your date of joining is **27th Feb, 2019.**.

Your **Pre-Hire Orientation** that will be held on **21st Feb, 2019.**

Venue:

Ground Floor Interview Bay, Amazon Development Centre, Orion Building,

Bagmane Constellation Business Park, Opp. Soul Space Arena Mall,

K.R.Puram - Marathalli Ring Road, Mahadevapura, Bangalore – 560048

Reporting time: **1:30 PM**

For any queries, please feel free to contact me on the below mentioned mobile number.

Thanks & Regards,

Keerthana Dixit A
Recruiter | Talent Acquisition | Bangalore
KEERTHD@AMAZON.COM **M +91 9945515788**

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

cid:image001.png@01D34CF2.E5F0B370

/Volumes/dept/2016/Brand/EBDesign_2016_Brand_RecruitaconStyleGuide/assets/emailsig/test/emailsig_v01_sj_jobs.png

/Volumes/dept/2016/Brand/EBDesign_2016_Brand_RecruitaconStyleGuide/assets/emailsig/test/emailsig_v01_sj_linkedin.png

cid:image004.jpg@01D34CF2.E5F0B370

5 attachments

amazon
we pioneer

Hi All,

Congratulations on being selected to work with Amazon India. We are pleased that you will shortly be working with us and it is our hope that you will have a long and fruitful career.

We're excited to have you join us! As discussed, you will join the Selling Partner Support business team and your date of joining is **27th Feb, 2019.**.

Your **Pre-Hire Orientation** that will be held on **21st Feb, 2019.**

Venue:

Ground Floor Interview Bay, Amazon Development Centre, Orion Building,

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K.R.Puram - Marathalli Ring Road, Mahadevapura, Bangalore – 560048

Reporting time: **1:30 PM**
For any queries, please feel free to contact me on the below mentioned mobile number.

Thanks & Regards,
Keerthana Dixit A
Recruiter | Talent Acquisition | Bangalore
KEERTHD@AMAZON.COM **M +91 9945515788**

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

rivigo

Mr. Prasanth R

Date: 3rd April 2017

SUB: OFFER LETTER

Dear Prasanth,

It is my pleasure to extend to you an offer to join **Rivigo.**
Below are the terms of your employment.

- Date of Joining: **Apr 4, 2017**
- Designation: **Pitstop Executive**
- Department: **Rivigo Prime**
- Location: **Banglore**
- You will be entitled to an annual CTC package of **INR 3,00,000** (Three Lakhs only) payable pro-rata at the en each month after deducting applicable tax and other statutory deductions at source as per the break up mentioned in Annexure A
- Notice Period: 15 days.

You will be required to produce the following documents in original:

- Educational certificates (10th, 12th, Graduation, professional degrees, etc
- Date of Birth Certificate
- Valid Photo ID (Pan Card)
- Valid Address Proof (Passport/ Voter card/ Adhaar card)
- Last 3 employers experience letter / appointment letter and relieving letters
- Proof of resignation / Relieving letter from current employer

Along with the originals, please bring

- Photocopies of the same for our records
- 4 passport size photographs

A detailed "Employment Letter" will be handed over to you at the time of your joining. Kindly acknowledge this letter and return the signed copy of the letter on or before **5 days of issuance of this letter**, failing which, this offer shall stand automatically withdrawn, without any further obligation on our side. You are requested to make necessary arrangement in getting yourself relieved from your present employment.

Congratulations once again! We look forward to working with you and to the contributions you will surely make to Rivigo's growth.

Most sincerely,

For
Rivigo
Rivigo Services Pvt. Ltd.

Background Verification I hereby give my consent for background verification. I understand that issuance of this Offer Letter/ Appointment Letter is subject to satisfactory references, background verification. In case any declaration given or information furnished by me proves to be false or if I am found to have willfully suppressed or concealed any material fact, this offer shall be deemed to be null and void.

AGREED, UNDERSTOOD AND ACCEPTED:

Name PRASANTH.R Signature Prasanth.R Date 04-04-2017

Rivigo Services Private Limited
Registered Office: Plot No.90, Sector 44, Gurgaon, Haryana 122002
CIN: U74999HR2014PTC053030
Email: info@rivigo.com | website: www.rivigo.com

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

rivigo

Mr. Vasanthraj S

Date: 3rd April 2017

SUB: OFFER LETTER

Dear Vasanthraj,

It is my pleasure to extend to you an offer to join **Rivigo.**
Below are the terms of your employment.

- Date of Joining: **Apr 4, 2017**
- Designation: **Pitstop Executive**
- Department: **Rivigo Prime**
- Location: **Banglore**
- You will be entitled to an annual CTC package of **INR 3,00,000** (Three Lakhs only) payable pro-rata at the end each month after deducting applicable tax and other statutory deductions at source as per the break up mentioned in Annexure A
- Notice Period: 15 days.

You will be required to produce the following documents in original:

- Educational certificates (10th, 12th, Graduation, professional degrees, etc
- Date of Birth Certificate
- Valid Photo ID (Pan Card)
- Valid Address Proof (Passport/ Voter card/ Adhaar card)
- Last 2 employers experience letter / appointment letter and relieving letters
- Proof of resignation / Relieving letter from current employer

Along with the originals, please bring

- Photocopies of the same for our records
- 4 passport size photographs

A detailed "Employment Letter" will be handed over to you at the time of your joining. Kindly acknowledge this letter and return the signed copy of the letter on or before **5 days of issuance of this** letter, failing which, this offer shall stand automatically withdrawn, without any further obligation on our side. You are requested to make necessary arrangement in getting yourself relieved from your present employment.

Congratulations once again! We look forward to working with you and to the contributions you will surely make to Rivigo's growth.

Most sincerely,

For
Rivigo
Rivigo Services Pvt. Ltd.

Background Verification: I hereby give my consent for background verification. I understand that issuance of this Offer Letter/ Appointment Letter is subject to satisfactory references, background verification. In case any declaration given or information furnished by me proves to be false or if I am found to have willfully suppressed or concealed any material fact, this offer shall be deemed to be null and void.

AGREED, UNDERSTOOD AND ACCEPTED.

Name VASANTHRAJ.S Signature S.Vasanthraj Date 04/04/2017

Rivigo Services Private Limited
Registered Office: Plot No.90, Sector 44, Gurgaon, Haryana 122002
CIN: U74999HR2014PTC053030
Email: info@rivigo.com | website: www.rivigo.com

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

Cranes Software International Limited

Reg Office:
#2, Tavarekere, Bannerghatta Road, BTM Layout,
1st Stage, 1st Phase, Bangalore - 560 029, INDIA

Ph: +91 80 4128 1111
Fax: +91 80 4128 0203
Email: info@cranessoftware.com

Date: 17.05.17

Dear Arpita .

Congratulations!

We have pleasure in announcing that the interview & selection process for position of the trainee-engineer has been completed.

We hereby inform that you have been selected by Cranes Varsity, Bangalore for a **5 days complementary training session** on 'C' Programming & Data structures, to improve your technical skills as per our client's specifications.

On successful completion of the training program from Cranes Varsity, you will be eligible for hiring process with our respective clients in embedded Domain/Software technologies.

The training schedule will be informed after your completion of your 8th semester. You can contact Ms. Rupa (**Contact No: 9108747112/080 67644800 /44**)

Cranes Varsity (Division of Cranes Software International Ltd).
#2, Tavarekere, Bannerghatta Road,
1st Phase, 1st Stage, BTM Layout,
(Next to Bharat petroleum, Opp. to IBM Office, Near to Jalabhavan bldg)
Bangalore - 560 029. Karnataka, India.
Website: www.cranesvarsity.com

Thanks & Regards

For **Cranes Software International Ltd**

Software International Bangalore

Authorized Signatory

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

Cranes Software International Limited

Redg. Office:
#2, Tavarekere, Bannerghatta Road, BTM Layout,
1st Stage, 1st Phase, Bangalore - 560 029, INDIA

Ph: +91 80 4128 1111
Fax: +91 80 4128 0203
Email: info@cranessoftware.com

Date: 18.05.2017.

Dear Jayanthi S. Haripriya,

Congratulations!

We have pleasure in announcing that the interview & selection process for position of the trainee-engineer has been completed.

We hereby inform that you have been selected by Cranes Varsity, Bangalore for a **5 days complimentary training session** on 'C' Programming & Data structures, to improve your technical skills as per our client's specifications.

On successful completion of the training program from Cranes Varsity, you will be eligible for hiring process with our respective clients in embedded Domain/Software technologies.

The training schedule will be informed after your completion of your 8th semester. You can contact Ms. Rupa **(Contact No: 9108747112/080 67644800 /44)**

Cranes Varsity (Division of CranesSoftware International Ltd).
#2, Tavarekere, Bannerghatta Road,
1st Phase, 1st Stage, BTM Layout,
(Next to Bharat petroleum, Opp. to IBM Office, Near to Jalabhavan bldg)
Bangalore - 560 029, Karnataka, India.
Website: www.cranesvarsity.com

Thanks & Regards,

For **Cranes Software International Ltd**

Cranes Software International Limited Bangalore

Authorized Signatory

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

Cranes Software International Limited

Redg. Office:
#2, Tavarekere, Bannerghatta Road, BTM Layout,
1st Stage, 1st Phase, Bangalore - 560 029, INDIA

Ph: +91 80 4128 1111
Fax: +91 80 4128 0203
Email: info@cranessoftware.com

Date 18.05.2017.

Dear Rupesh Jha,

Congratulations!

We have pleasure in announcing that the interview & selection process for position of the trainee-engineer has been completed.

We hereby inform that you have been selected by Cranes Varsity, Bangalore for a **5 days complementary training session** on 'C' Programming & Data structures, to improve your technical skills as per our client's specifications.

On successful completion of the training program from Cranes Varsity, you will be eligible for hiring process with our respective clients in embedded Domain/Software technologies.

The training schedule will be informed after your completion of your 8th semester. You can contact Ms. Rupa **(Contact No: 9108747112/080 67644800 /44)**

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1st Phase, 1st Stage, BTM Layout,
(Next to Bharat petroleum, Opp. to IBM Office, Near to Jalabhavan bldg)
Bangalore - 560 029, Karnataka, India.
Website: www.cranesvarsity.com

Thanks & Regards,

For **Cranes Software International Ltd**

Authorized Signatory

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

Cranes Software International Limited

Redg. Office:
#2, Tavarekere, Bannerghatta Road, BTM Layout,
1st Stage, 1st Phase, Bangalore - 560 029, INDIA

Ph.: +91 80 4128 1111
Fax: +91 80 4128 0203
Email: info@cranessoftware.com

Date: 18.05.17

Dear Namratha S. Hegde

Congratulations!

We have pleasure in announcing that the interview & selection process for position of the trainee-engineer has been completed.

We hereby inform that you have been selected by Cranes Varsity, Bangalore for a **5 days complimentary training session** on 'C' Programming & Data structures, to improve your technical skills as per our client's specifications.

On successful completion of the training program from Cranes Varsity, you will be eligible for hiring process with our respective clients in embedded Domain/Software technologies.

The training schedule will be informed after your completion of your 8th semester. You can contact Ms. Rupa **(Contact No: 9108747112/080 67644800 /44)**

Cranes Varsity (Division of CranesSoftware International Ltd).
#2, Tavarekere, Bannerghatta Road,
1st Phase, 1st Stage, BTM Layout,
(Next to Bharat petroleum, Opp. to IBM Office, Near to Jalabhavan bldg)
Bangalore - 560 029, Karnataka, India.
Website: www.cranesvarsity.com

Thanks & Regards,

For **Cranes Software International Ltd**

Authorized Signatory

Cranes Software International Limited Bangaloie

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 562 057

N shegde 25/5/17.

Cranes Software International Limited

Redg. Office:
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1st Stage, 1st Phase, Bangalore - 560 029, INDIA

Ph: +91 80 4128 1111
Fax: +91 80 4128 0203
Email: info@cranessoftware.com

Date: 17.05.17

Dear Asha C.N.,

Congratulations!

We have pleasure in announcing that the interview & selection process for position of the trainee-engineer has been completed.

We hereby inform that you have been selected by Cranes Varsity, Bangalore for a **5 days complementary training session** on 'C' Programming & Data structures, to improve your technical skills as per our client's specifications.

On successful completion of the training program from Cranes Varsity, you will be eligible for hiring process with our respective clients in embedded Domain/Software technologies.

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1st Phase, 1st Stage, BTM Layout,
(Next to Bharat petroleum, Opp. to IBM Office, Near to Jalabhavan bldg)
Bangalore - 560 029, Karnataka, India.
Website: www.cranesvarsity.com

Thanks & Regards,

For **Cranes Software International Ltd**

Authorized Signatory

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

Cranes Software International Limited

Redg. Office:
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1st Stage, 1st Phase Bangalore - 560 029, INDIA

Ph: +91 80 4128 1111
Fax: +91 80 4128 0203
Email: info@cranessoftware.com

Date: 18.05.2017

Dear Shafiya Tabassum,

Congratulations!

We have pleasure in anncuncing that the interview & selection process for position of the trainee-engineer has been completed.

We hereby inform that you have been selected by Cranes Varsity, Bangalore for a **5 days complimentary training session** on 'C' Programming & Data structures, to improve your technical skills as per our client's specifications.

On successful completion of the training program from Cranes Varsity, you will be eligible for hiring process with our respective clients in embedded Domain/Software technologies.

The training schedule will be informed after your completion of your 8th semester. You can contact Ms. Rupa **(Contact No: 9108747112/080 67644800 /44)**

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(Next to Bharat petroleum, Opp. to IBM Office, Near to Jalabhavan bldg)
Bangalore - 560 029, Karnataka, India.
Website: www.cranesvarsity.com

Thanks & Regards,

For **Cranes Software International Ltd**

Authorized Signatory

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

Cranes Software International Limited

Redg. Office:
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1st Stage, 1st Phase, Bangalore - 560 029, INDIA

Ph: +91 80 4128 1111
Fax: +91 80 4128 0203
Email: info@cranessoftware.com

Date: 17.05.17

Dear Hemanth Kumar,

Congratulations!

We have pleasure in announcing that the interview & selection process for position of the trainee-engineer has been completed.

We hereby inform that you have been selected by Cranes Varsity, Bangalore for a **5 days complementary training session** on 'C' Programming & Data structures, to improve your technical skills as per our client's specifications.

On successful completion of the training program from Cranes Varsity, you will be eligible for hiring process with our respective clients in embedded Domain/Software technologies.

The training schedule will be informed after your completion of your 8th semester. You can contact Ms. Rupa **(Contact No: 9108747112/080 67644800 /44)**

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(Next to Bharat petroleum, Opp. to IBM Office, Near to Jalabhavan bldg)
Bangalore - 560 029, Karnataka, India.
Website: www.cranesvarsity.com

Thanks & Regards,

For **Cranes Software International Ltd**

Software International Ltd. Bangalore

Authorized Signatory

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

Cranes Software International Limited

Redg. Office:
#2 Tavarekere, Bannerghatta Road, BTM Layout,
1st Stage, 1st Phase, Bangalore - 560 029, INDIA

Ph: +91 80 4128 1111
Fax: +91 80 4128 0203
Email: info@cranessoftware.com

Date: 17.05.17

Dear Chavi Anupama,

Congratulations!

We have pleasure in announcing that the interview & selection process for position of the trainee-engineer has been completed.

We hereby inform that you have been selected by Cranes Varsity, Bangalore for a **5 days complementary training session** on 'C' Programming & Data structures, to improve your technical skills as per our client's specifications.

On successful completion of the training program from Cranes Varsity, you will be eligible for hiring process with our respective clients in embedded Domain/Software technologies.

The training schedule will be informed after your completion of your 8th semester. You can contact Ms. Rupa **(Contact No: 9108747112/080 67644800 /44)**

Cranes Varsity (Division of Cranes Software International Ltd)
#2, Tavarekere, Bannerghatta Road,
1st Phase, 1st Stage, ETM Layout,
(Next to Bharat petroleum, Opp. to IBM Office, Near to Jalabhavan bldg)
Bangalore - 560 029. Karnataka, India.
Website: www.cranesvarsity.com

Thanks & Regards,

For **Cranes Software International Ltd**

Cranes Software International Pvt. Ltd. Bangalore

Authorized Signatory

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

Cranes Software International Limited

Redg. Office:
#2, Tavarekere, Bannerghatta Road, BTM Layout,
1st Stage, 1st Phase, Bangalore - 560 029, INDIA

Ph: +91 80 4128 1111
Fax: +91 80 4128 0203
Email: info@cranessoftware.com

Date: 17.05.17

Dear Lathyam,

Congratulations!

We have pleasure in announcing that the interview & selection process for position of the trainee-engineer has been completed.

We hereby inform that you have been selected by Cranes Varsity, Bangalore for a **5 days complementary training session** on 'C' Programming & Data structures, tc improve your technical skills as per our client's specifications.

On successful completion of the training program from Cranes Varsity, you will be eligible for hiring process with our respective clients in embedded Domain/Software technolcgies.

The training schedule will be informed after your completion of your 8th semester. You can contact Ms. Rupa **(Contact No: 9108747112/080 67644800 /44)**

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(Next to Bharat petroleum Opp. to IBM Office, Near to Jalabhavan bldg)
Bangalore - 560 029, Karnataka, India.
Website: www.cranesvarsity.com

Thanks & Regards,

For Cranes Software International Ltd

Authorized Signatory

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

QUEST

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

Dear Abhishek N R,

Congratulations on your selection with QuEST Global!

We are pleased to have you with us and are sure that you will make a very good addition to QuEST as the world's leading engineering services provider.

Please accept this letter as a provisional offer of employment for the role of **Trainee Engineer** with QuEST Global Engineering Services.

- **TCC Offered:** 3.02 Lakhs per annum
- **Location:** PAN-INDIA
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond :** 2 Years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on or before the 30th of every month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification OR based on Academic credentials

*Disclaimer: The salary package and structure will be subject to changes or business situation at the time of onboarding

For QuEST Global

Name: Kathick Raja

Signature:

Abhishek
25/05/2017

Dear Santosh Maladakar,

Congratulations on your selection with QuEST Global!

We are pleased to have you with us and are sure that you will make a very good addition to QuEST as the world's leading engineering services provider.

Please accept this letter as a provisional offer of employment for the role of **Trainee Engineer** with QuEST Global Engineering Services.

- **TCC Offered:** 3.02 Lakhs per annum
- **Location:** PAN-INDIA
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
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We eagerly look forward to welcome you at QuEST.

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*Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding.

For QuEST Global

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

S. V. Maladakar
24/05/2017

Dear Mayuri Priya,

Congratulations on your selection with QuEST Global!

We are pleased to have you with us and are sure that you will make a very good addition to QuEST as the world's leading engineering services provider.

Please accept this letter as a provisional offer of employment for the role of Trainee Engineer with QuEST Global Engineering Services.

- TCC Offered: 3.02 Lakhs per annum
- Location: PAN-INDIA
- Working Hours : 47.5 hours/week (9.5 hours/day)
- Bond : 2 Years

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We eagerly look forward to welcome you at QuEST.

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Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding.

QuEST Global

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

Mayuri Priya
(24/05/17)

QUEST

Dear Prasanth.R,

Congratulations on your selection with QuEST Global!

We are pleased to have you with us and are sure that you w ll make a very gocd addition to QuEST as the world's leading engineering services provider.

Please accept this letter as a provisional offer of employment for the role of **Trainee Engineer** with QuES™ Global Engineering Services.

- **TCC Offered:** 3.02 Lakhs per annum
- **Location:** PAN-INDIA
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond :** 2 Years

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- Completion of your course with an aggregate of 65% and no standing arrears on the Date of Joining

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We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification OR based on Academic credentials

*Disclaimer: The salary package and structure will be subject tc changes on business situation at the time of onboarding.

For QuEST Global

Name: Preetha K Raja

Signature:

Prasanth.R

24-05-17

Principal
Sapthagiri College of Engi
14/5, Chikkasandra, Hesaraghatta M
Bangaluru - 560 057

Dear Pragya,

Congratulations on your selection with QuEST Global!

We are pleased to have you with us and are sure that you will make a very good addition to QuEST as the world's leading engineering services provider.

Please accept this letter as a provisional offer of employment for the role of **Trainee Engineer** with QuEST Global Engineering Services.

- CTC Offered: 3.02 Lakhs per annum
- Location: PAN-INDIA
- Working Hours : 47.5 hours/week (9.5 hours/day)
- Bond : 2 Years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on or before the 30th of every month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course with an aggregate of 65% and no standing arrears on the date of joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification OR found on Academic credentials

Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding.

QuEST Global

Pragya
2-4-05-17

Principal
Sapthagiri College of Engg
No. 84, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Omotenashi Techlabs Pvt. Ltd.
CIN# U74900AP2014PTC094612

Registered Address
#408, 7th Cross Road,
Koramangala 4th Block
Bangalore - 560034
Ph: +91 77618 44042 | +91 77810 11224
Email: vivek@omoto.io | kushal@omoto.io

February 3, 2017

Kumar Priyadarshi
C/O Suma Vishwanath
Global Head, HRD
Sapthagiri College of Engineering
14/5 Chikkasandra, Hesaraghatta Main Road
Bangalore – 560 057

Congratulations Kumar!

We are delighted to confirm that you have been selected to join our team at Omoto. We would like to extend the following full-time job offer to you:
Backend Development Engineer at an annual CTC of INR 2,00,000 p.a. You would be primarily involved in development, maintenance, and support of **Omoto**. Joining date for full-time employment will be **1st July 2017**, upon successful completion of your internship at Omoto.

In the meantime, we would require you to start as **Backend Development Intern** for a 6-months internship. During your internship, we will train, enhance, and closely observe your skill development in Java and associated technologies. During internship, your work would entail:

- Learning by doing: developing a database configuration solution for Omoto
- Working with backend and frontend team in maintenance and support of Omoto

Along with investing in your skill development that will help you better prepare for the full-time role and responsibility, we are offering an internship stipend of INR 5,000 p.m. during internship.

We would like you to join for internship on **13 February 2017** at **9am**. Please meet **me** for final discussion, documentation and orientation on your day of joining. If this date is not acceptable, please contact us immediately.

Otherwise, to indicate your acceptance of this offer, please sign this letter and return it as a scanned copy by **08 February 2017**.

We are confident you will make a significant contribution to our success. Look forward to working with you.

Sincerely

Vivek Jaiswal
CEO and Co-founder | Omoto.io

On behalf of the entire team at Omoto

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

Omotenashi Techlabs Pvt. Ltd.
CIN# U74900AP2014PTC094612

Registered Address
#408, 7th Cross Road,
Koramangala 4th Block
Bangalore - 560034
Ph: +91 77618 44042 | +91 77810 11224
Email: vivek@omoto.io | kushal@omoto.io

2

February 6, 2017

Akshatha R
C/O Suma Vishwanath
Global Head, HRD
Sapthagiri College of Engineering
14/5 Chikkasandra, Hesaraghatta Main Road
Bangalore – 560 057

Congratulations Akshatha!

We are delighted to confirm that you have been selected to join our team at Omoto. We would like to extend the following full-time job offer to you:
Test Development Engineer at an annual CTC of INR 2,00,000 p.a. You would be primarily involved in testing, automation, and quality of **Omoto**. Joining date for full-time employment will be **1st July 2017**, upon successful completion of your internship at Omoto.

In the meantime, we would require you to start as **Test Development Intern** for a 6-months internship. During your internship, we will train, enhance, and closely observe your skill development in testing and test automation technologies. During internship, your work would entail:

- Learning by doing: developing and executing test cases for Omoto
- Working with development team to build an automation testing framework for Omoto

Along with investing in your skill development that will help you better prepare for the full-time role and responsibility, we are offering an internship stipend of INR 5,000 p.m. during internship.

We would like you to join for internship on **13 February 2017** at **9am**. Please meet me for final discussion, documentation and orientation on your day of joining. If this date is not acceptable, please contact us immediately.

Otherwise, to indicate your acceptance of this offer, please sign this letter and return it as a scanned copy by **08 February 2017**.

We are confident you will make a significant contribution to our success. Look forward to working with you.

Sincerely,

Vivek Jaiswal
CEO and Co-founder | Omoto.io

On behalf of the entire team at Omoto

Akshatha. R

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

2016-12 (OFFCPY)

General Aeronautics

Abhishek Burman
CEO & Founder Director
Abhishek.burman@generalaeronautics.com

Mr. Anil Kumar R
#37, 7th A Main
Bandappa Garden
Muthyalanagar
Bangalore – 560054

01/01/2019

OFFER FOR PAID INTERN

Dear Mr. Anil Kumar R,

1 General Aeronautics Pvt Ltd is pleased to extend you an offer as paid intern with the company based on the interview. Monthly compensation would be a lumpsum amount of Rs 15000/- (Rupees Fifteen Thousand only). Your schedule of activities will be based on the company's business needs which may vary depending upon needs of our clients and our project.

2 You will be required to sign Non-Disclosure Agreement (NDA) with the company on the first working day.

3 Your term with the company is "at will" which means that either you or the company may terminate the relationship at any time, with or without cause or notice. Your internship term otherwise would last for **Three months** unless it is extended otherwise. Based on your performance during your internship period, you may be offered a regular employment in the company. However, it would be dependent solely on available vacancy at that moment, your consent and your performance during the period of the internship.

4 General Aeronautics Pvt Ltd is a small company and you may be requested to learn from other projects in the company in addition to your regular responsibilities. Our company fosters initiative, self-directed work, ownership and work to help one another to accomplish our business goals.

We welcome you to our team and hope you'll be a great contributor for the growth of this company. We request you to give your consent to be part of Team General Aeronautics as per the above terms and conditions by accepting and signing this letter of offer.

With best wishes,

Sincerely,

(Abhishek Burman)
CEO & Founder Director

GENERAL AERONAUTICS PRIVATE LIMITED

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

Agreed and accepted (Sign)

Name
Date

John Crane Sealing Systems India Pvt. Ltd.
No. 11, 1st Phase Peenya Industrial Area
Bangalore - 560058 INDIA
T : +91 (80) 22136220 F : +91 (80) 28398205/06
www.johncrane.com
CIN: U28991KA1995PTC086282
Email: Jcss.hq@johncrane.co.uk

03-May-2018

Vishwas Rajendra
Engineer - CAD
40001040

Dear Vishwas,

SUBJECT: CONFIRMATION LETTER

Further to joining the organization on 23-October-2017, we are pleased to inform you that you have successfully completed your probation period on 22-April-2018.

Therefore we are happy to inform you that you have been confirmed on the roles of the Company with effect from 23-April-2018.

All the other terms and conditions stipulated in the appointment letter remains the same.

We look forward to your continued contribution to the organization.

Please acknowledge this letter by signing the copy provided and hand it over to the HR.

We wish you all the best in your future endeavors.

For **John Crane Sealing Systems India Pvt. Ltd**

Ramesh Shettigar
Senior HR Manager, Delivery Lead

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

Raas
Info Solutions Private Limited

Quality Provider of Software Professionals and Solutions

Date: MAY 10th, 2018

Mr. Prashant Gaurav
N-403,
ARIHANT ARDEN SOCIETY
BISRAKH
NOIDA, UP-201301

Appointment Letter

Dear Mr. **Prashant,**

Welcome to Raas Info Solutions Private Limited.,

Further to our Employment Offer letter dated MAY 10th, 2018 we are pleased to issue the appointment letter for the position of **TechnicalRecruiter** of our company with effect from **MAY 17th, 2018**. As per the following Terms / Conditions.

1. You will be paid an annual salary of Rs. 2, 76,000/- which includes all your perquisites and allowances.

2. The breakup of the salary is detailed in the annexure - I.

3. Performance Reward Scheme: In addition to the above you will receive an annual payment towards your performance and the company results for the financial year. The salient features of this scheme will be given to you in due course of time

4. It should be understood that all information pertaining to your payroll is Strictly Confidential and as such, you are requested not to disclose or discuss any information pertaining to your/others' salary or perks either with your colleagues or any other person directly or indirectly connected with the Company.

5. You are entitled to have the leaves as per the company's leave policy which will be given to you in due course of time.

6. For Separation/Termination the following Terms and Conditions will hold:

6.1 Either party may terminate the services with one month notice without assigning any reasons after completion of one year continuous services from date of joining with Company. Incase if the employee want to terminate the service before such one year completion then Company will recover full cost of training invested on such employee or four months basic whichever is higher.

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

Raas
Info Solutions Private Limited

Quality Provider of Software Professionals and Solutions

23. All the communications and information between You and Company will be done through the electronically mode like e-mails etc., you are supposed to follow such electronic instructions as if written or verbal notice from the employer

We have pleasure in welcoming you and looking forward to mutually meaningful association.

For Raas Info Solutions Pvt Ltd,

Ramu Kankanala
Ramu Kankanala (Jul 3, 2018)

RamuKankanala
HR Manager

This appointment letter is enclosed in duplicate and you are requested to return the signed duplicate copy of this appointment letter.

I have read and understood and accepted the terms and conditions of employment.

Signature: _____
Prashant Gaurav (Jul 4, 2018)

Name: **Prashant Gaurav**

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

ANNEXURE - I

Designation: **Technical Recruiter**

Location: Noida, India

The breakup of the annual salary is given below:

Sl#	Components	Monthly Amount (Rs)	Annual Amount (Rs)
1.	Basic Pay	18,000/-	2,16,000/-
2.	House Rent Allowance	2,000/-	24,000/-
3.	Transport Allowance	1,200/-	14,400/-
4.	Medical Allowance	1,100/-	13,200/-
5.	Other Allowance	700/-	8,400/-
	Total	23,000/-	2,76,000/-

12. You need to meet the goals or targets assigned to each which will be reviewed periodically by the reporting officer. Your progress in the company solely depends on the merit and achieving your targets

13. This is a position of continuous responsibility and does not entail payment of extra time or overtime.

14. You may be selected and sponsored by the Company for training assignments with company's associates or other institutions abroad. You will diligently and beneficially, take part in such training and assignment. In such event, you will continue to serve the company after such training, for a minimum period as may be stipulated.

15. You shall not, at any time during the continuance or after the termination of your employment hereunder, divulge either directly to any person, firm or Company or use for yourself or another any knowledge, information, formulae, processes, methods, compositions, ideas or documents, concerning the business and affairs of the company or any of its dealings, transactions or affairs which you may acquire the company or any of its dealings, transactions or affairs which you may acquire or have to your knowledge during the course of and incidental to your employment.

16. All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.

17. You shall obtain written permission from the CEO for any studies giving full details of examination and duration. While following studies, the duties and accountabilities of your job will not be compromised and the demand arising out of work will prevail over.

19. You are expected to remain in duty throughout the business / working hours of the organization and be present in time for any meeting or get together scheduled by the company.

20. If any declaration given or furnished by you to the company in any document submitted for employment proves to be false or if you have willfully suppressed any material information, you will be liable to be terminated without notice.

21. You shall be governed from time to time by the laws of the land as applicable to an employee in the company's service.

22. As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm or company. You will therefore be agreed to sign a Secrecy Agreement of Non-Disclosure / Confidentiality.

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

tdps is relations

Ref: TDPS/M908/2018-19
31st January 2019

Mr. Girish N,
S/o Nagaraja S,
"Manjunatha Krupa", 03rd Cross,
Opp: HMS Polytechnic,
Shettihalli Main Road,
Tumkur- 572 103.

TD Power Systems Limited
(CIN - L31103KA1999PLC025071)
REGISTERED OFFICE & FACTORY:
27, 28 and 29, KIADB Industrial Area
Dabaspet, Nelamangala Taluk
Bengaluru Rural District
Bengaluru – 562 111 India
Tel +91 80 229 95700 / 6633 7700
Fax +91 80 7734439 / 2299 5718
Mail tdps@tdps.co.in
www.tdps.co.in

Mr. Girish N,

Sub: CONFIRMATION OF SERVICE

With reference to your successful completion of one year training, we are pleased to confirm your services as "Engineer" in CG Manufacturing department w.e.f 20th December 2018 on the following terms and conditions.

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

L&T Technology Services

Principal
Sapthagiri College of Engineeri
14/5, Chikkasandra, Hesaraghatta Main Ro
Bengaluru - 560 057

Ref.: LTTS–Bangalore/HR/2019-20/G1004

October 14, 2019

Mr. Chiranjeevi Srinivas L
1179, Venkatadri Nivas, Ground Floor, 1st A Main Road, Vijayanagar,
Bangalore North, Karnataka- 560040.
Mobile: +91- 7019772011

Sub.: Offer of Employment

Dear Chiranjeevi,

Congratulations! We are pleased to offer you full time employment as **Engineer** with **L&T Technology Services Limited** (referred to as 'Company'). We are a leading global ER&D services company, backed by the rich engineering expertise and experience of our parent company, Larsen & Toubro Limited.

You are required to join on or before **October 21, 2019.** If you do not join by this date, this offer stands withdrawn – unless the Date of Joining is extended and communicated to you in writing.

At the time of joining, please report to **Ms. Suranjika Satpathy (Human Resources – Employee Relations & Compliance) @ 9:00 AM** at the following address:

L&T Technology Services Block 3, "A" Wing, 2nd Floor RGA Tech Park- Survey No. 31/1 Sarjapura Main Road, Chikkakanalli, Bangalore 560 035C.

1. You are required to bring the following documents, with a self-attested photocopy (except photographs) of each, at the time of joining.
   a. Aadhar Card.
   b. PAN Card.
   c. Education certificates including mark sheets.
   d. Relieving certificate or Service Certificate from your present employer (without which you will not be allowed to join) and other experience Certificates.
   e. Passport (if available)
   f. Four copies of your recent passport size photograph (with white background-in formals).
   g. Your last Employer's EPF and EPS numbers.
   h. Universal Account Number (UAN)
   i. Provisional Form-16 for the current financial year.

Please note that salary payment will not take place until and unless PAN, Bank (salary) account details are registered in our Shared Services Centre portal. All our reimbursements are through the Bank and hence you are requested to also open an Employee Reimbursement Account (ERA) after joining.

If you intend to accept this offer, please return the duplicate copy of this letter duly signed as token of your acceptance, **within 7 days from the date of the issue of the letter.**

Your association with us will be bound by the following terms and conditions:

2. **Grade and Salary**

Grade : LTTS-3

Your total compensation (Cost to the Company) shall be **Rs. 5,00,000/- per annum**. The entire remuneration package will be subject to Tax Deductible at Source (TDS), which will be on your account, subject to standard deductions towards tax and other deductions as per Company policy. All statutory requirements of tax, including tax deductible at source, Employer Provident Fund, professional tax, etc. will be paid and complied by the Company and all/ any funds/ salary/ remuneration paid to you will be after such appropriate deductions.

The details of your other Allowances are indicated in the Salary Card.

Registered Office: L&T House, N.M. Marg, Ballard Estate, Mumbai - 400 001. INDIA
L&T Technology Services Limited is a subsidiary of Larsen & Toubro Limited
CIN : L72900MH2012PLC233169

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

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RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Date: 6th February, 2019

Sathisha G S
Email: sathishags777@gmail.com
Phone: 8050070393

Dear Sathisha,

On behalf of Regalix India Private Ltd, it is my pleasure to confirm our offer of employment to you as **Software Developer**, in our Bangalore, India operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	: Software Developer
Cost to Company	: Rs. 300000/- per annum (Rupees Three Lakh Only)
Proposed Compensation Break Up	: As Detailed in Annexure I & II

The compensation will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your Initial Posting will be at **Bangalore, India**. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before **February 7th, 2019**, failing which this appointment will stand automatically withdrawn.

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Bengaluru - 560 057

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EAST WING, M.G ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2006PTC067478
• PAN:AAECR2608A

Our standard policy includes annual performance appraisals and six months of probation from the date of joining the Company.
Subject to the provisions contained in this offer, your services are terminable by either party giving the other **two months'** notice or monthly gross salary in lieu thereof.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

In the first instance, you will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.
This offer of employment is contingent upon the successful completion of your back-ground screening as per the norms of the organization.

You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.
You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th Birthday.

Company however will have a right to retire you earlier from the services of the Company, any time after attaining the age of fifty five, if it is of the opinion that you are not physically or mentally fit enough to perform your assigned duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

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

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

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BENGALURU – 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

The terms set out in this letter, together with the non-disclosure agreement and the Regalix India Pvt. Ltd. Compliance and Policy Manual, will form your Contract of Employment with the Company

You will abide by the Rules and Regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

You shall inform the company of any change in your personal data within 3 working days. 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 to you by registered post at your address in India, as recorded with the Company.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). Such agreements may be contained in offer letters from previous employers, stock option grants, employment agreements, independent contractor agreements, agreements for the sale of a business etc. You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party. In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

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Bengaluru - 560 057

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EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC047478
• PAN:AAECR2608A

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by **6th February 2019**; failing which the offer shall stand withdrawn.

Sathisha, we take great pleasure in welcoming you to our Organization and sincerely hope that your period of serve with us will be long, pleasant and of mutual benefit.

Sincerely,

For **Regalix India Private Ltd**

Shanta Sarkar

Shanta Sarkar
Associate Director– Human Resources

I **Sathisha G S**, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or befcre **February 7th, 2019.**

Date: _____ Signed: _____

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EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U7220CKA2008PTC067478
• PAN:AAECR2608A

Annexure I

Please submit 2 copies each of the below mentioned documents on your date of joining:

- Semester Marks Cards for all courses pursued (full time / distance learning).
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining).
- Last 3 months pays.
- Copy of your Passport with any valid Visa / Work permit.
- PAN Card copy, UAN card, Aadhar card and 2 Passport size photograph.

***Please note: Aadhaar No. and PAN No. has become mandatory as per new Government regulation for creation of your PF Account and UAN Number.**
Employment confirmation is subjected to submission of Aadhaar No. and PAN No.

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BENGALURU – 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Annexure II -Salary Break – Up

Salary Break Up Sheet		
CTC	300,000	
Particulars	Annual	Per Month
Salary		
Basic	120,000	10,000
HRA	48,000	4,000
Special Allowance	111,828	9,319
Employer Retiral Benefits (Part of CTC)		
Employer PF Contribution	14,400	1,200
Gratuity	5,772	481
Deductions		
Profession Tax	2,400	200
PF Contribution Employee	14,400	1,200
Gross Pay	279,828	23,319
Net Pay(Take Home)	263,028	21,919
CTC	300,000	25,000

* Net salary is subject to declaration towards investments & other eligible deductions under IT provisions.
* FBP components are available for tax exemption.
* Insurance covering self, spouse and children up to Rs.5,00,000/- per annum.
* Payment of gratuity will be in accordance with the provisions of the Payment of Gratuity Act.
* Any perquisites/allowance/incentive/ bonus paid above the CTC will be taxable.

*****

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

Regd. Office:
Intel Technology India Pvt. Ltd.
#23-56P, Outer Ring Road
Devarabeesanahalli, Varthur Hobli
Bellandur Post
Bangalore 560 103, India
CIN: U85110KA1997PTC021606

Tel: +91-80-2605 3000
Fax: +91-80-2605 6190
www.intel.com

08-Mar-19

Ramya M
IND

Dear Ramya,

Congratulations! You have successfully made it through Intel's selection process and Intel is pleased to extend an offer of employment to you on the following terms and conditions.

Please note that this offer is made subject to the India Immigration Department approving your Work Permit/Visa authorization for employment with **Intel Technology India Pvt. Ltd**, if you are a foreign national or a non permanent resident of India, and the issue of a US government export license (if required).

1. APPOINTMENT

Position
You will be appointed as **SoC Design Engineer** to be based in **India, Bangalore**. You shall perform such duties as may from time to time be assigned to you and shall comply with all reasonable directions by the company.

Job Grade
Full-time, Exempt, Technical, Non Commission, Grade 5

2. COMMENCEMENT DATE
29-Jul-19
In the event that your actual commencement date is different from the above, the date recorded in Intel's HR System shall be regarded as final.

3. WORKING HOURS
Mondays to Fridays: 8:00 am - 5:00 pm *(Lunch: 1 hour 12:00 noon to 1:00 pm)*

4. PAY AND BENEFITS

Annual Base Pay Package
You will be paid total base pay of **Rs. 1,090,852** per annum. Attached is the detailed compensation sheet.

Private and

Confidential

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

Capgemini

CONSULTING. TECHNOLOGY OUTSOURCING



CHANDAN K GOWDA

ID :113097 _IN

Issuing Authority

Emergency No. 18002674001

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

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1959993 /279708,

03/11/2019,

Chandan K
39, 10th Cross, Rajeshwari Nagara, Laggere,
Bengaluru ,Karnataka,
India

Confidential

Dear Chandan K,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 03/15/2019 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

B) You will be required to work at the Company's offices in location Bangalore (SEZ premises)

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 240,003.00 (Rupees Two Lakh Forty Thousand and Three only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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

attached hereto.

J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn:	Head - Human Resources
Address:	Capgemini Technology Services India Limited, Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi Mumbai, Maharashtra 400708
Email:	hremployeeservices.in@capgemini.com

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Bengaluru - 560 057

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which

Candidate ID: 1734763 /242655,

Date of Joining: 11/16/2018,

Joining Location: Bangalore (SEZ premises)

Designation: Analyst,

Dear Namrata .,

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

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

Please report by 8:30 AM IST at Bangalore (SEZ premises) office, for joining formalities as per the address mentioned below:

Address

#158-162 (P) & 165 (P) – 170 (P),
EPIP Phase II, White field, Bengaluru -560066.

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

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
2.	Employment Documents: **Current Employment(Immediate Previous)** a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months c) Form 16 d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date **Previous Employment** Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day
3.	**Education Documents** a) 10 Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate(If applicable) e) Any other relevant certificate
4.	**Proof of identity/ Address** a) PAN Card b) AADHAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs i) Voters Id ii) Driving License iii) Ration card iv) Electricity Bills v) Gas card vi) Notarized Self Affidavit
5.	Passport size photographs(6 nos)
6.	**Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable)** a) Form 16/Form 26AS b) Bank statement for 6 months c) Shop License
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:
- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15 AM IST, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2013. All rights reserved by Capgemini.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1734763 /242655,

11/12/2018,

Namrata .
B2-209, Sumadhura Mathrushree Residency Near Thindlu Bus Stop, Thindlu,
Bengaluru ,Karnataka,
India

Confidential

Dear Namrata .,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini' or 'Company')** starting from **11/16/2018** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore (SEZ premises)**

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 240,001.00 (Rupees Two Lakh Forty Thousand and One only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Namrata .,

Analyst

Total Cost to Company (CTC). Rs.240,001.00

Monthly Components	Per Month	Annualized
Basic	Rs 9,364.00	Rs 112,368.00
House Rent Allowance	Rs. 4,682.00	Rs 56,184.00
Other Reimbursements & Allowances#	Rs. 1,124.00	Rs.13,488.00
Personal Allowance	Rs. 0.00	Rs. 0.00
Advance Statutory Bonus	Rs. 1,873.00	Rs. 22,476.00
Gross monthly salary	Rs.17,043.00	Rs. 204,516.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,124.00	Rs.13,488.00
Gratuity (accrual only)		Rs.5,400.00
Total Fixed Compensation		Rs.223,404.00
Total Cash Compensation		Rs. 223,404.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 6,877.00
Capgemini contribution to ESI		Rs.9,720.00
Total Cost to Company		Rs. 240,001.00

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.

Other Allowance & Reimbursements	Annualized
Telephone	19,800.00
LTA	60,000.00
Meal Coupons	24,000.00
Vehicle Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.

2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.

3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.

5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

++ Employee's contribution towards PF and ESI will be made from the monthly salary. If employee moves out of ESI coverage or account of his/her salary crossing the defined threshold, deduction of employer and employee's contribution would continue up to the ESI contribution cycle defined by law.

This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

D.) The following elements are incluced in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.

2. Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

3. ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

NOTE:

a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

E.) As an employee of the Company you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.

2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.

3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.

4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.

5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

F.) Probationary Period:

1. You will be on probation for period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment.The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

G.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

H.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:

   a. You will submit relevant documents as mandated by the Company.

   b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;

   c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;

   d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.

   e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.

   f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);

   g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and

   h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

   i. Your employment shall be subjected to the below-mentioned additional terms and conditions.

      a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 16-Nov-2018, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

      You fill the complete Back ground verification link given along with the welcome mail of the offer.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

I.) Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto.

J.) The Company's address for sending notice in relation to your employment is as below:

Kind Attn:	Head - Human Resources
Address:	Capgemini Technology Services India Limited, Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi Mumbai, Maharashtra 400708
Email:	hremployeeservices.in@capgemini.com

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen(15)days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Jaideep Chavan
Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter "Letter") and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

_____

Name: Namrata .

Date: 11/12/2018

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited ("**Capgemini**" or "**Company**") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements.

and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

a) one location to another; or

b) one team/department/account/function/Business Unit to another; or

c) one project/job to another; or

d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

a.) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;

b.) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

c.) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

d.) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at anytime during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Capgemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at anytime during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

a.) you are legally permitted to reside and be employed in India;

b.) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;

c.) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;

d.) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;

e.) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and

f.) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs customer information, works of authorship, intellectual property rights customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you;

b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;

c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;

d) prevent the unauthorized use, dissemination or publication of such Confidential Information;

e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;

f) not share such Confidential Information with any third party (specifically those person who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);

g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

a) was in your possession before receiving the same from the Company pursuant to this Letter;

b) is or becomes a matter of public knowledge through no fault of yours; or

c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively 'Developments') that:

a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;

b) results from tasks assigned to you by the Company; or

c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not apse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively 'Moral Rights'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During you employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist it may direct you to take appropriate action (s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

(i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

(i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months written notice or payment of gross salary in lieu thereof.

(ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

(iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.

(iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

(v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactments (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely

to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties.
This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter referred to as the"Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors,

nominees, assigns and administrators) as follows:

1.That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
b) payroll processing agencies for processing my payroll (including reimbursement claims),
c) law enforcement agencies,
d) to comply with a judicial/quasi judicial order,
e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
f) insurance companies for the purpose of group insurance, personal accident insurance etc.
g) service providers providing services for biometric access to office premises for monitoring attendance
h) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

a.) affiliates of the Company for administrative purposes and/or audit;
b.) clients/prospects in relation to any staff augmentation assignments.

3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6.I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information inCompany's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature
Date:

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383307555
Applicant ID - 3587773

22-Apr-2019

Pallavi Mazumder

Dear Pallavi,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : ishaan.ajay@icicibank.com

Telephone No. : 022-40087976

Yours sincerely,

Ishaan Ajay
HR Manager

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road
Vadodara 390 007, India.

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

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ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383807955
Applicant ID - 3587773

22-Apr-2019

Pallavi Mazumder

Dear Pallavi,

We are pleased to make you an offer of appointment as Deputy Manager (Band II) in ICICI Bank. You will be placed in PAYMENT SOLUTIONS at MUMBAI -ANDHERI (E)_CHANDIVALI.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join our Bank on 20-May-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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

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AmiT

Ace Micromatic Manufacturing Intelligence Technologies Pvt. Ltd.,



Deepak A Patil

Trainee

AceMicromatic

Group Company

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main

AceMicromatic Manufacturing Intelligence Technologies Pvt. Ltd.

(Formerly Pioneer Computing Technologies)

01st June 2019

Sharath S
No. 2, Honnasandra,
Nelamanagala,
Bangalore Rural - 562123

Dear Sharath,

We are pleased to offer you the position of a **"Application Engineer"** with AceMicromatic Manufacturing Intelligence Technologies Pvt Ltd ("A*m*IT"), with effect from **01st June 2019.**

During your employment, you will be bound by the terms of the corporate consultant/employee agreement. Please be advised that your offer of employment is contingent upon successful authentication of your education and other certificates.

- Compensation details are provided in a separate document.
- 3 months of compulsory notice period is required for resignation from this employment by the employee as per Corporate Employee Agreement.

We look forward to having you on board as we enter this exciting growth phase of our company and are confident you'll share in our success.

Best Regards,

For AceMicromatic Manufacturing Intelligence Technologies Pvt Ltd

Varalakshmi H M
(Senior Executive – HRAF)

ACCEPTED

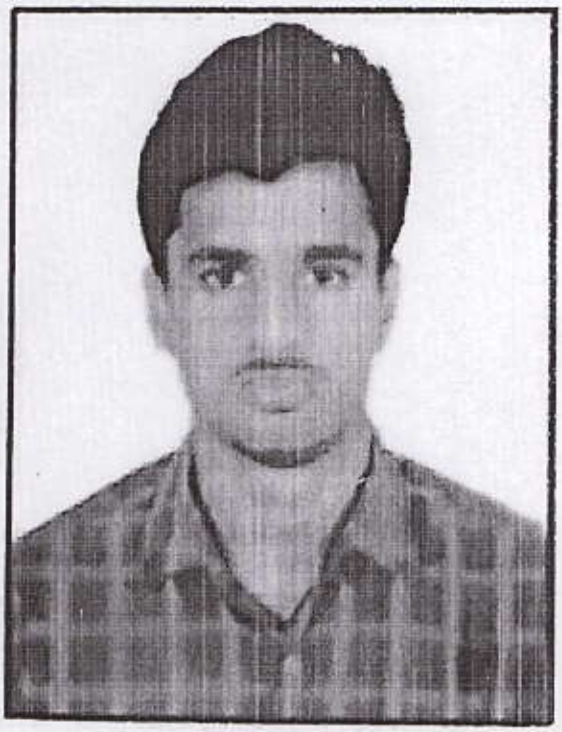
Sharath S

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

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AmiT

Ace Micromatic Manufacturing Intelligence Technologies Pvt. Ltd.,



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

Vipin Raj. R

Trainee

Ace Micromatic

Group Company

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AceMicromatic Manufacturing Intelligence Technologies Pvt. Ltd.

(Formerly Pioneer Computing Technologies)

13th June, 2019

Yuvaraj,
AmiT, Bangalore

Dear Yuvaraj,

We are pleased to offer you the role of an "Application Engineer" with AceMicromatic Manufacturing Intelligence Technologies Pvt Ltd ("AmiT") with effect from July 01st 2019.

During your employment, you will be bound by the terms of the corporate employee agreement. Please be advised that your offer of employment is contingent upon successful authentication of your past employment, education and compensation and other background checks.

All full-time employees of AmiT will be eligible for participating in corporate benefit plans, such as employee personal accident policy, medical insurance as per rules of the company.

AmiT has a strong *no-drugs*, *no-discrimination* and *no-harassment* policy. Drug-tests may be administered randomly; your acceptance of this offer indicates acceptance of corporate drug testing policies or other such programs that may be in place from time-to-time. Failure to comply with, or complete such testing successfully can result in automatic termination of your employment.

Employment is "at-will", and requires 3 months (90 days) compulsory notice from employee for resignation, or termination by employer, unless such termination is on grounds of ethical or disciplinary violations.

You may refer to the CTC worksheet (sent separately), for details about the fixed cash components of your offer.

We look forward to having you on board as we enter this exciting growth phase of our company, and are confident you'll share in our success.

Best Regards,

For AceMicromatic Manufacturing Intelligence Technologies Pvt Ltd

Madhusudan Kestur,
Director, AmiT

ACCEPTED

Yuvaraj

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

Indian Institute of Science
Bengaluru - 560012
www.iisc.ac.in



KAVYASHREE A

Project Assistant

Interdisciplinary Centre for Energy Research (ICER)

K00702

Registrar

Blood Group: B+ Valid Until*:31/07/2022

Address: NO 80 PARISHRAMA NILAYA SADASHIVAYA GARDEN HANUMANTHA SAGARA ROAD MADANAYAKANAHALLI, BENGALURU , Karnataka - 562123

Mobile No.: 8123190534

Emergency Contact No.: 9740444452

CN: 54511

If found unclaimed, please return to: The SECURITY OFFICE at Indian Institute of Science, Bengaluru - 560012
T: 080 - 22932400 / 2225

*or last date of employment, whichever is earlier

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14/5, Chikkasandra, Hesaraghatta Main Road
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TECHNO VISION
inspiring solutions...

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Bengaluru - 560 057

2016-17

Offer Letter

Name ABDUL RAZAK HS Date 20/4/17

Ref: FDE/2017/SE/A

I am writing to confirm your offer of a position at Techno Vision as a Site Engineer This position is offered subject to satisfactory reference and pre-employment checks and completion of the Twelve month probationary period during which time your performance will be reviewed.

After Completion of probationary period, you will be permanent and you will therefore be entitled to all staff benefits. Your starting date will be most probably in the month July 2017 Exact joining date will be informed in the month of May end. You will be paid at a rate of 2.0 LPA. Your salary will be paid directly into your bank account on the 10th of each month.

Following the initial probationary period, a progression and performance review will be conducted to asses' performance to date and to clarify or modify this arrangement, as the need may arise.

Company will take two tests, candidate must clear those tests to continue their goals sheet with the organization.

This arrangement may be terminated by either other party upon notice in writing to either party with notice that complies with employment standard for your province.

Kindly confirm your joining date in the month of may end by phone or mail , if you do not confirm your joining date before the end of May 2017 your offer will be withdrawn without any intimation

We are all looking forward to working with you and hope you will soon feel part of the team. If you have any questions, please contact me.

Yours sincerely
Manager

Received

2016-17

IBS
ICFAI Business School - Mumbai
Hiranandani Knowledge Park, Opp. Hiranandani Hospital, Off. Technology Street,
Hiranandani Gardens, Powai, Mumbai - 400 076, Maharashtra, India.
Tel: +91-22-40434343 Email: ibsmum@ibsindia.org, Website: www.ibsindia.org

pril 24, 2019
nroll.No: 19BSP3434
ls Kanishka
LAT NO-203,GHARAUNDA APPT
OAD NO-4,MAHESH NAGAR
ATNA-0
00024

ear Kanishka

ub: PGPM Program: The Class of 2021.

ongratulations and welcome to the Class of 2021. We appreciate your hard work, seriousness and keen interest in ursuing your aspirations and career goals through the PGPM program at IBS Business School, Mumbai.

IBS Business School Mumbai Campus -An Environment for growth

IBS Business School, Mumbai is an institution that believes in making learning a focused, fruitful and enjoyable experience for students. We hope that our students will take full advantage of what we have to offer and will train to be effective managers in the corporate world.

The beautiful sprawling campus of IBS Business School Mumbai is located at Hiranandani Knowledge Park, Hiranandani Gardens, Powai, Mumbai.

A Unique & Great Learning Opportunity

The PGPM Program at IBS Business School, Mumbai over the next two years will be a unique and great learning opportunity for you. Our alumni believe that the two years that they have spent at IBS Business School proved to be a great turning point in their life. The program is intensive and rigorous in its coverage, greatly benefiting the students during the two years of study, getting them to be placement ready. New vistas of knowledge open, new skill sets are acquired and the right attitude is developed. All these happen through a combination of learning processes like self-study, interaction with faculty and other students, group activities, participation in curricular, co-curricular and extra-curricular activities, hands-on experience through projects, internships and on-the-job training.

Contd...2

Contd...3

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

Provisional offer for Apprenticeship Training under the Apprenticeship (Amendment) Act, 1973.

4 messages

Nanjundaswamy <hrcld@bel.co.in> Thu, 9 Aug, 2018 at 11:21 AM
To: meghana4281996@gmail.com, yashwanth23081996@gmail.com

DEAR SIR/MADAM,

We are pleasure to inform that you have been selected for apprenticeship training . You are required to report to Human Resources (HR) Department of
Centre for Learning and Development (CLD), Bharat Electronics Limited, Jalahalli, Bangalore-560 013, 13-08-2018 at 8.00 AM with the following documents attached. Your training will commence from that day. In case if you do not report on that day we shall presume that you are not interested in this offer which will then be treated as cancelled.

NANJUNDASWAMY,
DY. MANAGER,
HR/CLD
BHARAT ELECTRONICS,
PH. 080-22195323

कागज़ के 3000 पन्नों के लिए एक पेड़ को काटा जाता है... पेड़ बचाएँ... पेड़ों का संरक्षण करें... हरियाली लाएँ... इस मेल का या इसकी किसी फाइल का प्रिंट तब तक न लें जब तक सचमुच ज़रूरत न हो !!!!

Every 3000 Sheets of paper costs us a tree.. Save trees... Conserve Trees. Don't print this email or any Files unless you really need to!!!!

Confidentiality Notice/गोपनीय सूचना

इस इलेक्ट्रॉनिक संदेश में शामिल जानकारी और इस संदेश के साथ दिया गया संलग्नक केवल प्रेषिती के अनन्य इस्तेमाल के लिए है और इसमें गोपनीय या विशेषाधिकार प्राप्त जानकारी शामिल हो सकती है । यदि आप आशयित प्राप्तकर्ता नहीं हैं, तो कृपया तुरंत भारत इलेक्ट्रॉनिक्स के प्रेषक को बताएँ या support@bel.co.in पर मेल द्वारा सूचित करें और इस संदेश की सभी प्रतियाँ और उसके साथ लगे संलग्नकों को नष्ट कर दें ।
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 confidential or privileged information. If you are not the intended recipient, please notify the sender at Bharat Electronics or support@bel.co.in immediately and destroy all copies of this message and any attachments.

GAPP OFFER LETTER.docx
16 KB

Nanjundaswamy <hrcld@bel.co.in> Thu, 9 Aug, 2018 at 11:35 AM
To: meghana4281996@gmail.com, yashwanth23081996@gmail.com

[Quoted text hidden]

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

GAPP OFFER LETTER.docx
16 KB

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meghana megha <meghana4281996@gmail.com>
To: Shashikumar.a.mcbz@gmail.com

Thu, 9 Aug, 2018 at 5:59 PM

[Quoted text hidden]

GAPP OFFER LETTER.docx
16 KB

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meghana megha <meghana4281996@gmail.com>
To: Shashikumar.a.mcbz@gmail.com

Thu, 9 Aug, 2018 at 5:59 PM

---------- Forwarded message ---------
From: Nanjundaswamy <hrcld@bel.co.in>
Date: Thu, Aug 9, 2018, 11:35 AM
Subject: Provisional offer for Apprenticeship Training under the Apprenticeship (Amendment) Act, 1973.
To: <meghana4281995@gmail.com>, <yashwanth23081996@gmail.com>

[Quoted text hidden]

GAPP OFFER LETTER.docx
16 KB

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

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

COSMONET

Ms. Neha P J
D/o Mr. Jayaprakash P V
#8, Sri Manjunatha Krupa,
15th cross Havanoor Extension,
Behind WTPS, Nagasandra post,
Bangalore - 560073

Date: 1st April, 2019

Dear Neha P J ,

Letter of Offer

With Reference to our discussions and subsequent interviews with you, we are happy to invite you to be part of **Cosmonet Solutions Pvt Ltd (CSPL)**. We look forward for a fulfilling relationship and are confident that with your skills, aptitude and dedication, we will mutually grow to record many great achievements.

We are pleased to appoint you as **"Software Engineer Trainee"**, at Bangalore. Your annual compensation will be **INR 249216 (Two lakh forty nine thousand two hundred and sixteen only)** (Which includes Total Gross Salary+ Employer's contribution to PF + Company's contribution to gratuity) the break- up of this is provided in **Annexure A**.

The attached Terms of Employment will govern your employment with **CSPL**. You are required to carefully read and understand these Terms of Employment as part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with **CSPL** is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To acknowledge your acceptance of this offer and employment with **CSPL**, please submit a copy of this letter, 'Annexure A' - Compensation, Annexure B - Declaration and the Terms of Employment, with your signature on each page. In addition, please provide all the documentation identified in **'ANNEXURE C'**.

This offer is contingent on us working together to determine an appropriate start date for your employment. Your joining date would be **1st April, 2019**.The terms of this letter and this offer are valid for fifteen (13) days from the date of this letter. If we do not receive the above annexure from you before the expiration of this period, this offer will be deemed to have been rejected by you.

You will be on probation for a period of **Six months** from the date of joining. Job confirmation scheduled at the end of probation period is subject to on - the- job performance. In case of resignation during your probation notice period from your side will be for two months. Final decision will be on management discretion.

You are governed by the following Rules and Regulations of the company, which you will adhere to.

1. Standard Conditions of Employment

(a) The Standard Conditions of Employment will relate to various matters relating to your working with the Company, including hours of work, holidays, leave, code of conduct, confidentiality policy etc.

(b) The Standard Conditions of Employment may be changed by the Company from time to time at the sole discretion of the Company and such changed Standard Conditions of Employment shall become applicable to you forthwith, upon receipt of notice of the same.

Cosmonet Solutions Pvt. Ltd
#638, Rajeshwari [illegible] 1st Floor,19th Cross, Ideal homes layout, Rajeswari Nagar,Bangalore- 560098
Tel: [illegible]80) 28607744 | Fax (91) (80) 26647744 | www.cosmonetsolutions.com
CIN: U30009KA1998PTC025648

Personal and Confidential

13.09.2019

From
John Cherian
enParadigm Performance Solutions Pvt Ltd.
604, The Summit Business Bay – Omkar
Andheri (East), Mumbai – 400 093

To
Rishav Mohan,

Subject: **Offer for employment at enParadigm Performance Solutions**

Dear Risha,

We are pleased to appoint you on the following terms and conditions:

1. Designation: Inside Sales Manager
2. Role Description
   - Own lead generation and execute effective outbound campaigns to senior business leaders in India.
   - Effective contact database management – data sourcing, contact qualification, classification, communication and updates.
   - Sell open workshops to CXOs, Head HRs, & L&D Heads, and get meetings for enParadigm consultants to showcase how enParadigm's programs can fulfill their learning needs.
   - Follow-up with customers via mail and via telephone to qualify inbound enquiries.
3. Probation Period: Your probation period will be 6 months from your date of joining.
4. Salary
   Your Annual Cost to Company is **INR 9 lakhs** as per the following breakup
   - **Annual Fixed Component:** You will receive a fixed pay of **INR 6,50,000** per annum..

Salary Component	Amount (INR)
Basic Pay	2,58,000
House Rent Allowance	1,29,000
Standard Allowance	50,000
Medical Insurance Reimbursement	5,000
LTA	36,000
Other Allowances	1,72,000
Total	**6,50,000**

Principal
Sapthagiri College of Engineerir
14/5, Chikkasandra, Hesaraghatta Main Rou
Bengaluru - 560 057

- **Variable Component:**
  - Your annual variable pay is **INR 2,50,000.** Your variable pay is based on the performance appraisal done by your manager on quarterly basis.

5. Your place of joining will be at our Bangalore office at 1660, 2nd floor, 27th Main, HSR 2nd Sector, Bangalore 560 102.

6. This job offer must be **accepted by Saturday, 14 Sep 2019,** by signing your acceptance at the end of this document and returning to us. You must report for work at the location specified by the Company on or before **Monday 21 October 2019.** If either of these two conditions is not met, the offer will stand automatically withdrawn.

7. Your services shall be terminable by either party giving the other two-month's notice. The Company may, however, reduce this notice period at its discretion by accepting two month's fixed salary in lieu thereof. You will not be eligible for notice period salary, if the company terminates your services during the probation period.

8. The work timings are from 9:00 am to 6:00 pm. You are also entitled to earned leave of 5 days per quarter and 10 National / festive holidays per year. You will be expected to put in the time and hard work required, and proactively take help and mentoring from your reporting manager to help achieve your targets.

9. Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

10. Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

11. You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or e-mailed to you or sent by courier / registered post to you at your address in India, as recorded with the Company.

12. You will abide by the Rules & Regulations and the General Business Principles of the Company, which are in force from time to time.

13. Breach of any of the terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

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

14. For clarifications or any other information kindly feel free to contact the undersigned.Thanking You

Yours Sincerely

enparadigm Performance Solutions Pvt. Ltd.
Director / Authorised Signatory

John Cherian
Executive Director
enParadigm Performance Solutions Pvt Ltd.

I agree to accept employment on the above terms and conditions.

I will report for duty on _____

Signed:..... .
Rishav Mohan

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main...
Bengaluru - 560 ...7

March 16, 2016

Name: Anubhav Kumar Gupta

College: Sapthagiri College of Engineering, Bangalore.

Anubhav Kumar Gupta
1SG12IS007
ISE, 2015-16

Dear Anubhav,

Sub: Internship

This is with reference to your interview with us on 10-Mar-16.

Upon assessment of your skills and competencies it is our pleasure to inform you that you have been selected as an "Intern". Accordingly, we offer you this opportunity to team with our company for a period of 4 months to complete your final semester training with us. Please note that this Internship is part of your academic requirement and the period of internship with us will not be considered as an employment.

You will be paid Rs. 8,000/- (Rupees Eight Thousand only) per month as stipend during this period. As an Intern, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, privilege leave, participation in the Employee Provident Fund or Employee State Insurance Schemes.

Details and scope of your training during this period will be provided to you on your first day of training. Upon successful completion of your training you will be required to submit a detailed report.

Your training period with our Company will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct" and "Non-Disclosure Agreement" of our company on the first day of training.

Your joining date will be intimated shortly.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same to us.

Yours Sincerely,
For i-exceed technology solutions pvt. ltd.

Vijaya Krishnan R
General Manager - HR

I have read and understood the terms and conditions of the above appointment order and I unconditionally accept the same without any reservations whatsoever.

(Candidate's Signature)
Date:

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

Regd Office: 2nd Floor, SJR Padukone Plaza, #51, 100 Feet Road, 2nd Block, Koramangala, Bangalore - 560 034, India
CIN No: U72900KA2011PTC058640, Ph: +91 80 6758 9555, Fax: +91 80 6758 9599
Email id: info@i-exceed.com, Website: www.i-exceed.com

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Aravind Y
1SG12IS010
ISE, 2016
(Off campus)

ALTEN CALSOFTLABS

APPOINTMENT ORDER

Ref No. 1682
06/09/2016

Mr. Aravind Y
S/O Mr. Yallappa R
#30, 1st Main,
Vijayananda Nagar,
Nandini Layout,
Bangalore-560096

Dear Aravind,

With reference to your application and the subsequent interview you had with Alten Calsoft Labs India, We have great pleasure in offering you an employment under the following terms and conditions:

TERMS AND CONDITIONS OF APPOINTMENT

1. **Employment Details:**
   a) Designation : Support Engineer – Trainee
   b) Joining Location : Bangalore
   c) Work Location : Bangalore – Client Location
   d) Date of Joining : 8th September 2016

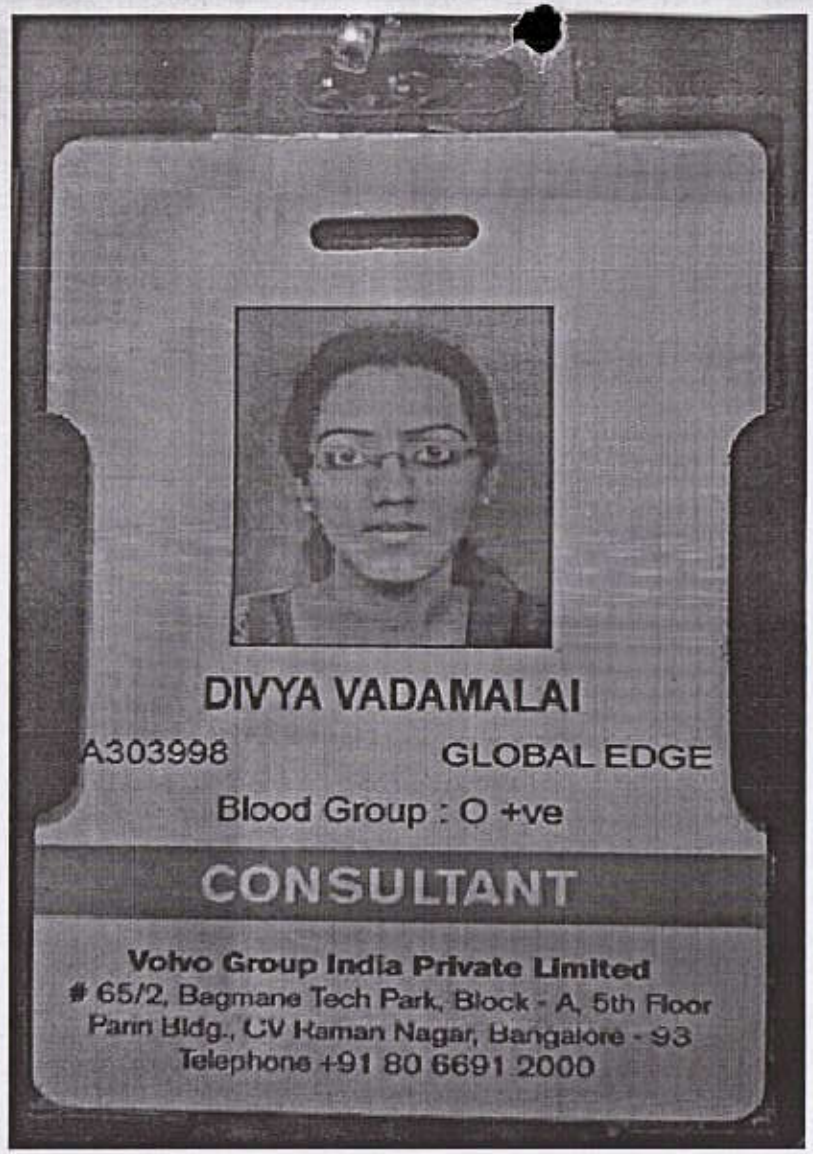
2. **Salary:**
Your annual salary will be ₹ 2,04,000/- (Rupees Two Lakhs Four Thousand Only) and will be structured as per the attached Annexure 1- Compensation Structure and Benefits. Other Perquisites & Benefits:
   a) Company will contribute 12% of your basic pay towards Employees Provident Fund.
   b) You will be eligible for Gratuity under the Payment of Gratuity Act, 1972.
   c) You will be covered under Personal Accident Insurance for a sum of ₹ 5 lakhs.
   d) You will be covered under Group Health Insurance for a sum of ₹ 5 lakhs.
   e) The Company's leave policies shall apply to your employment and may be modified by the Company at any time at its absolute discretion.

3. **Employment Conditions:**
This offer letter and your employment with the Company are subject to:
   a) Satisfactory results of a complete background and reference check carried out by the Company.
   b) You signing of Employment Agreement, Non-Disclosure & Non-Compete Agreement and the annexures annexed herewith. Please note that in the event it is found that you have not complied with these conditions, your employment can be terminated forthwith by the Company without any notice period or compensation and without any reasons thereof.

ALTEN CALSOFT LABS (INDIA) PRIVATE LIMITED
(Formerly known as Calsoft Labs (India) Private Limited)
Regd Office: 7th Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta Main Road, Bangalore - 560029, Karnataka, INDIA
Tel: +91 80 4054 3000 Fax: +91 80 4034 3111 | CIN: U72200KA2011PTC056402
www.altencalsoftlabs.com

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

1SG13CS091



DIVYA VADAMALAI

A303998 GLOBAL EDGE

Blood Group : O +ve

CONSULTANT

Volvo Group India Private Limited
65/2, Bagmane Tech Park, Block - A, 5th Floor
Parin Bldg., CV Raman Nagar, Bangalore - 93
Telephone +91 80 6691 2000

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

i-Source Infosystems Pvt. Ltd.

Head Office:
Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd,
Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008
www.isourceinfosystems.com

i-Source®

ISIPL/HR/2019/09/10527

Offer cum Appointment Letter

Mr. Madhusudhan K

Permanent Address:
No.12/7, 7th cross, 3rd block,
Near Ganesha Temple, Nandhini layout,
Bangalore 560096
Contact: +91 8792612312
Mail: ms96554@gmail.com

Dear Madhusudhan,

We are pleased to inform you that after careful consideration, we offer you the position of **"System Engineer"** in our company **"i-Source Infosystems Pvt. Ltd. Pune",** on the terms and conditions mutually discussed and agreed upon.

Joining Date: - You are requested to be ready to join us on **07th October 2019.** In case you fail to report for duty on the said date unless otherwise agreed in written the offer shall stand automatically withdrawn.

Probation & Confirmation: - You will be on probation for a period of **Six months** from the date of your joining the company. If in the opinion of the company's management you are found suitable at the end of this period, you will be confirmed in the appointed post or otherwise the probation period may be extended by a suitable period or your service terminated altogether. (Please note that the company's management will be the sole judge in this respect and the decision arrived at will be final and binding).

Details of your emoluments: - Your fix gross emoluments amount will be **Rs. 2,20,956 /- per annum.** The details of salary breakup have been mentioned below.

Job Location: - You will be at present posted at our **Bangalore Office,** but can be transferred anywhere, as may be deemed fit by the management. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies etc.

Regards,
i-Source Infosystems Pvt. Ltd.
Sudhindra Nagnobat
Chief Human Resource

Authorized Signatory

Mr. Madhusudhan K

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

i-Source Infosystems Pvt. Ltd.

Head Office:
Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd,
Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008
www.isourceinfosystems.com

i-Source®

ISIPL/HR/2019/09/10527

Notice Period: - It is hoped that our association will be of long duration. However, the same may be terminated by either party by giving 45 Days' notice or on payment of 45 Day's salary and fore-go of your experience certificate & Relieving letter in lieu thereof. The company also reserves the right to withhold 45 days' salary, experience and relieving letter in the event of resignation within 12 months of continuous services with us. This is in order to ensure minimal customer impact and also to cover for the time, effort and cost incurred on an employee by the client and/or by us.

Medical Examination: - You will have to get your medical examination done on genetic disorders, typical diseases and vision and hearing disorders from a valid medical practitioner.

On the day of your joining you are required to submit the following:

1. Educational Certificate - Photocopy
2. Documentary evidence - Date of Birth
3. Passport size colored Photographs – 3 no's
4. Address Proof - Photocopy
5. Certification (if any) - Photocopy
6. Ex-Employer - Relieving Paper Work
7. Last 3 months Salary Account Bank Statement
8. Last 2-month salary slips - Photocopy
9. PAN Card - Photocopy
10. Medical Certificate

Note:

- Kindly carry the Originals with you to verify the above documents.
- Please carry the copy of this Offer Letter on the day of your joining.

Please confirm that the above terms are acceptable to you and that you accept the Offer by signing a copy of this Offer letter.

We hope that our association will be long and mutually beneficial.
Best Wishes and All the Best.

Yours Truly,
For i-Source Infosystems Pvt. Ltd.

Sudhindra Rajanbat
Chief Human Resource

HR Department

I agree to accept employment on the terms and conditions in the above letter.
I shall be reporting for duty on …. /…../….. **Date: ……/…. /….**

Authorized Signatory **Mr. Madhusudhan K**

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

i-Source Infosystems Pvt. Ltd.

Head Office:
Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd,
Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra. 411008
www.isourceinfosystems.com

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Salary Details:

i-Source Infosystems Pvt. Ltd.	
Sanjeevan, S. No- 104/1+108/3/12, Bhuvaneshwar Co-Operative Society Ltd, Opp. Abhimanshree Society Gate No- 3, Aundh, Pune, Maharashtra, 411008	
Salary Paysheet	**D.O.**
Name: Madhusudhan K	**07/10/2019**
Basic Salary + DA	14393.00
Gross Salary	**14393.00**
Less:- P. F. Contribution	1733.00
Less: -E.S.I. Contribution	112.00
Take home	**12939.00**
Company contribution towards PF	1733.00
Company contribution towards ESI	434.00
Total CTC	17271.00
Total Effective Salary per month (CTC)	**18413.00**
Total Effective at the end of the Year (CTC)	**220956.00**

***You will be eligible for an annual bonus of Rs. 14,899/- and this has been added in the above CTC**

Note: The above stack up has been prepared keeping the current government compliances especially concerned with PF, ESIC, minimum wages act. Any change in these compliances may Change the above take home amount.

Kindly acknowledge acceptance of this offer letter within next 5 working days. Delay in acknowledging this offer letter might result in termination of the offer.

For any clarification revert on hrd@isourceinfosystems.com

Regards,
i-Source Infosystems Pvt. Ltd.
Pune-411 004
Sudhindra Jamdagnibat
Chief Human Resource

Authorized Signatory

Mr. Madhusudhan K

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

i-Source Infosystems Pvt. Ltd.

ORNNOVA

Origin Of Innovation

02nd May 2019

Letter of Confirmation

Emp Name: **Chetan Rao S**
Emp ID: **IND00106**

Dear **Chetan,**

With reference to your appointment letter dated on 03rd Dec 2018, Management is pleased to confirm your services w.e.f. **02nd May 2019**. During probation period, we found your services **"Satisfactory".** Other terms and conditions of your appointment will remain same.

We hope you will continue to put in good effort for the betterment of self and organization.

For **Ornnova Technologies India Pvt Ltd,**

ORNNOVA Technologies Pvt. Ltd. Bangalore

Ramyashree Sajjan
Human Resources

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

Asma Kousar
1SE13IS015
ISE, 2017





Strictly Private and Confidential

16-Oct-2019

Asma Kousar
C6280417
NO.736, pipeline road, Amruthar nagar, Yeswanthpur, Bangalore-560022

Subject: Offer of Employment ("Offer")

Dear Asma Kousar,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Accenture Technology Business in India, as per the below terms and conditions:

Role: **SW/App Technical Support Associate**
Career Level: **12**
Talent Segment-**Information Technology Operations**

Your joining location would be **Bengaluru**

Please refer to:
- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Career Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer. As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your date of joining. Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

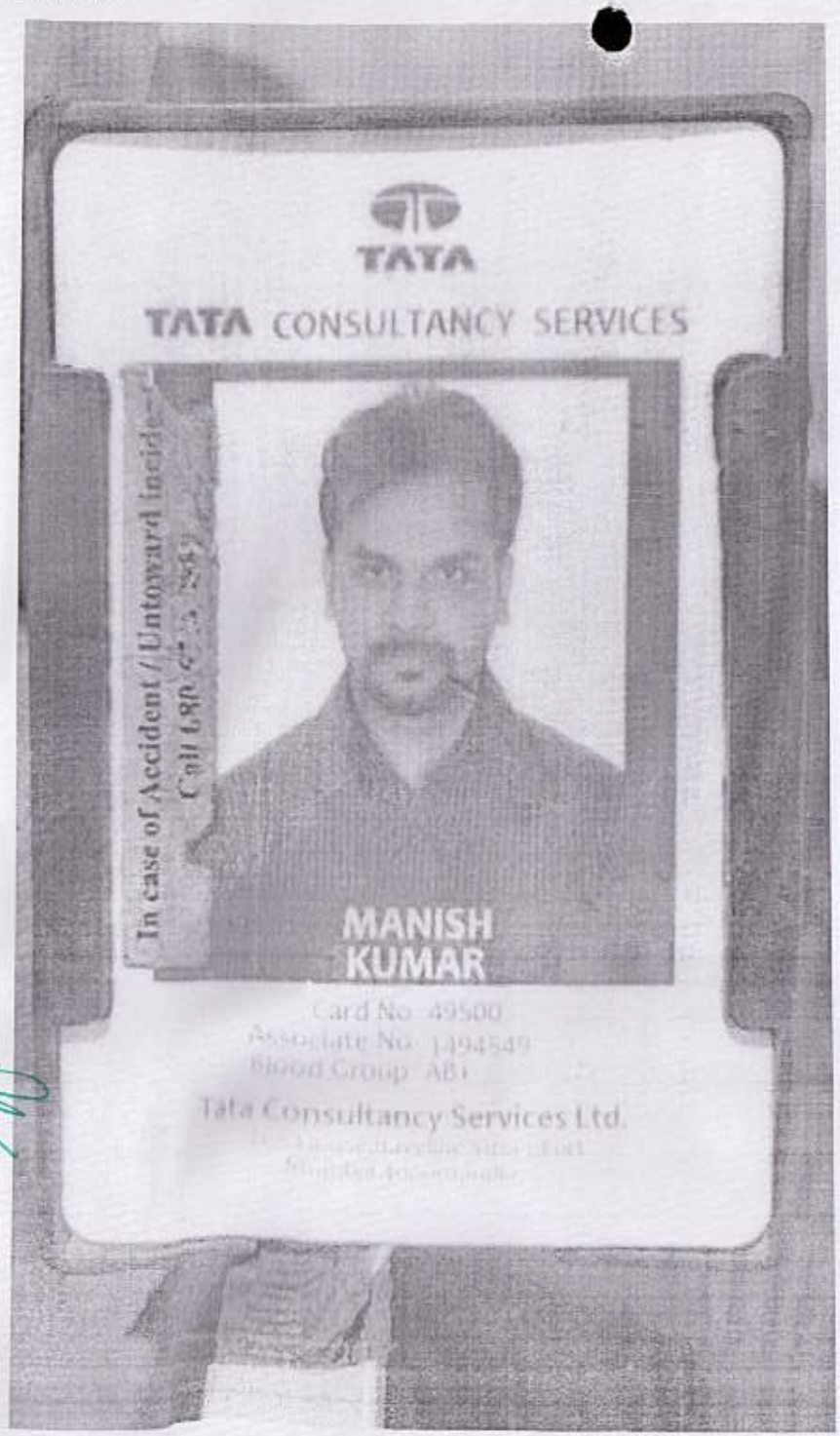
Reference Id: 009e315e-dea5-4e31-99b1-dad8aba3cb1d_1
Signed By: Mohan Sekhar

Acceptance and Commencement:

Based on discussion so far you have confirmed that you will be able to join the Company on **28-Nov-2019**. The terms of this letter and this Offer are valid for seven (7) days from the date of this letter. To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment System (www.myjobs.accenture.com) and entering your unique reference number. Alternatively, sign and return a copy of this letter to the Company at the following address:



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



Manish Kumar
1SE13IS049
ISE, 2017

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

Offer: Computer Consultancy
Ref: TCSL/DT20184288196/Bangalore
Date: 09/04/2018

Ms. Neha Kamath G
949,Sai Krupa ,Woc Road,Mahalakshmipuram7 Th Main, 2 Nc Stage,
Modi Hospital,
Bangalore-560086,
Karnataka.
Tel# 91-9164546549

Dear Neha Kamath G,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

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

TCS Confidential
TCSL/DT20184288196

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Conveyance Allowance**
   You will be eligible for a conveyance allowance of ₹**800/-** per month.

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

4. **Sundry Medical Reimbursement**
   You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹**6,000/-** per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.

Principal
Sapthagiri College of Engineering
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Bengaluru - 560 057

TATA CONSULTANCY SERVICES
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Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

5. **Personal Allowance**
You will be eligible for a monthly personal allowance of of **₹6,270/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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

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 Initial Learning 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.

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

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Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Bengaluru - 560 057

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

Principal
Sapthagiri College of Engineeri
14/5, Chikkasandra, Hesaraghatta Main Ro
Bangalun - 560 057

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

TATA

2. **Disclaimer**

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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 10 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 ILP 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.

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. **Service Agreement**
As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

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11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

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15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
  *There is no criminal offence registered/pending against you

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*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET

Annexure 1

Name	**Neha Kamath G**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

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

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Conveyance Allowance	800	9,600
Leave Travel Assistance	850	10,200
Sundry Medical Reimbursement	500	6,000
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK. 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- II- / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1935, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**
The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

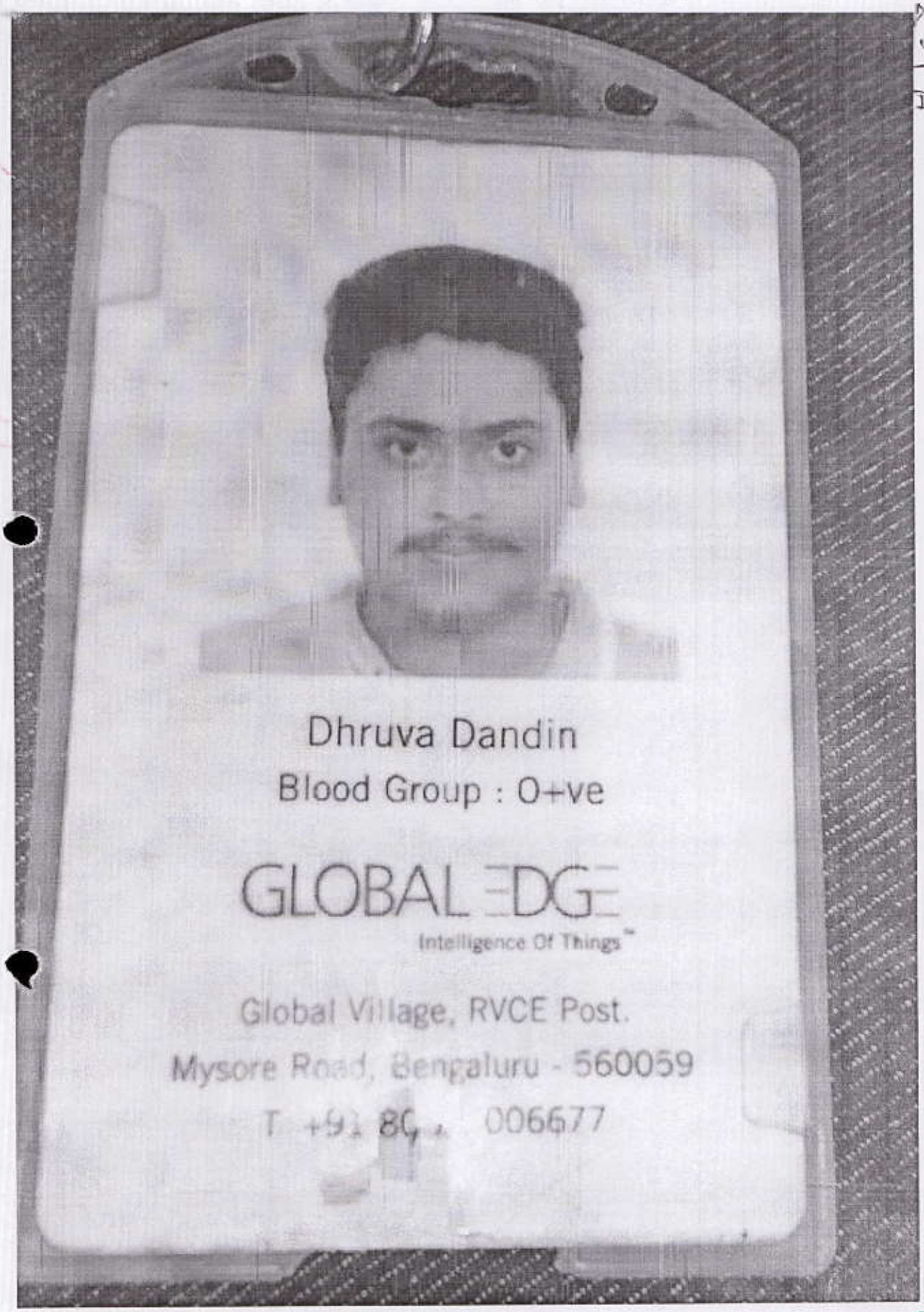
11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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27/07/2017

SAGAR S

D.no: 46, 3rd main road, Health Layout,

Annapoorneshvari Nagar, Bengaluru-91

Subject: Appointment for post of Research Associate

Dear Mr.Sagar S,

We are pleased to offer you, the position of **Research Associate** with Skanda Life Sciences Pvt Ltd, on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of **01/08/2017**

2. Job title

Your job title will be **Research Associate**, and you will report to Mr. Dr. Yogisha S [Director].

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at **Bengaluru, Karnataka**. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Leave/Holidays

- You are entitled to casual leave of 12 days.
- You are entitled to 12 working days of paid sick leave.
- The Company shall notify a list of declared holidays in the beginning of each year.

6. Nature of duties

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You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

7. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. Termination

- Your appointment can be terminated by the Company, without any reason, by giving you not less than 1 month prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
- You may terminate your employment with the Company, without any cause, by giving no less than 3 months prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.
- The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.
- On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients business affairs.

9. Confidential Information

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- During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.
- You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- At no time, will you remove any Confidential Information from the office without permission.
- Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

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Skanda Life Sciences Pvt. Ltd

DSIR recognized in –house R&D

10. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Dr. Yogisha S

Director

27/07/2017

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Divya S B
1SG13IS027
2016-17, ISE

Ref: DigAge:HR:44:2016-17
Date: 1st October, 2016

Sub: OFFER LETTER

Dear Divya S.B,

This is with reference to the interview you had with us. We are pleased to offer you the appointment in Digital Age Strategies Pvt. Ltd., on the following terms and conditions:

1. APPOINTMENT & PROBATION

You shall be appointed as probationary VA & PT Auditor for various ongoing projects with effect from 3rd October, 2016. You will be on probation for 12 Months and will be confirmed on regular service on completion of probationary period subject to satisfactory performance

You will be based at our Bangalore Office and will be working at various offices/organizations as per our requirements. Your services are transferable to any location and also you may be required to work on other clients' site for various projects.

The offer is subject to your acceptance and submission of the following:

1. Certified copies of all certificates pertaining to age proof, Educational qualifications etc.,
2. Proof of identification viz., PAN card/Driving License/Passport etc., (Preferably copy of Passport if available)
3. Two Passport Size photographs.
4. Previous employment certificate, relieving letter etc., if any
5. Two references from respectable persons not related to you.

2. COMPENSATION

2.1 Your compensation will be as per the sheet attached herewith.
2.2 Reviews will be done on completion probation and are based on work performance increases are therefore granted on merits.

3. WORKING HOURS AND LEAVE

3.1 Normal working hours as determined by the Company or as per the Client's working hours or as stipulated by the client
3.2 You shall be eligible for one day leave per month on completion of minimum one month work. The accumulation and availing of such leaves will be at the discretion of the Management, Client or their Supervisor/Manager.
3.3 You are entitled for weekly off which need not necessarily be on a Sunday, such weekly off-day will be determined by the Management or client.
3.4 Availing leave on Loss of pay without any valid reasons will affect the performance

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5.8 You shall not make copies or duplicates of confidential or sensitive property or material including, but not limited, to keys, access cards, diskettes, email, data on electronic media or in any other electronic form, photographs or such proprietary information relating to the Company's / Client's business. You will follow all company policies of the organization including IT Security Policies.

5.9 The Identification/access cards laptops & other materials issued to you shall be kept safely and returned to the company/client when not in use and before relief.

5.10 You will not disclose company confidential documents to any unauthorised person or third party without specific permission of the Management. This Confidentiality condition will prevail even after leaving the organization.

6. CODE OF CONDUCT

You shall dutifully observe the Company's and Client's code of conduct, which shall form an integral part of this contract.

If you agree to all the above-mentioned terms and conditions, we request you to confirm your acceptance of this offer and date of joining by returning to us the duplicate of this letter duly signed by you.

Yours faithfully,

For Digital Age Strategies Pvt. Ltd.

Authorized Signatory

DIGITAL AGE STRATEGIES PVT. LTD. BANGALORE

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Letter No. Dig Age: HR:44:2016-17 Date : 1st October, 2016

Payment details during Probationary Period:	
Basic:	7,000.00
Additional Allowance:	1,500.00
Conveyance allowance:	1,500.00
Total Monthly Compensation:	10,000.00
Per Annum(CTC):	1,20,000.00

Further, in case of Loss of Pay, deduction will be made on proportionate basis on all the above pay and allowances.

If leave is taken preceding or succeeding a holiday, all the days will be treated as leave/LCP including the holidays.

For Digital Age Strategies Pvt. Ltd.

Authorized Signatory

Divya S.B
Accepted

DIGITAL AGE STRATEGIES PVT. LTD. BANGALORE

*****

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TEKsystems Global Services

TEKsystems Global Services Pvt. Ltd.
Commerce@Mantri, Level3, # 12/1, N S Palya
Bannerghatta Road, Bangalore 560 076
+91. 80. 3070 5002 T
+91. 80. 4124 4630 Fax
TEKsystems.com

BLR/2018/OFE-238

Saumya Saloni
1SG13IS096
2016-17, ISE

5th January, 2018

OFFER FOR EMPLOYMENT

Ms. Saumya Saloni
Jyothi Pg, 24th Cross, 2nd Main,
Rajajinagar, Bangalore – 560010.

Dear Saumya,

With reference to the discussions that we had with you, we are pleased to appoint you as **Trainee Engineer** in TEKsystems Global Services. Your place of posting will be **Bangalore.**

Your Annual Total Compensation (CTC) will be **INR 3,00,000/- Lakh**. The break-up is mentioned below.

Your appointment will be governed by the terms and conditions of employment presented in appointment letter.

Your compensation is highly confidential and if the need arises, you may discuss it only with Recruiter/HR/Finance Manager/Reporting Manager.

We request you to join us on or before **8th January, 2018.**

You would be on Probation for a period of **6 months** from the date of joining after which based on satisfactory performance, your position will be confirmed. There will be no changes to your compensation upon confirmation.

By signing this offer acceptance, you are agreeing to be on the rolls of TEKsystems Global Services for a minimum duration of **2 years** from the date of confirmation of your probation. In the unfortunate event of you wanting to separate from the company either during the probation period or before 2 years from the date of confirmation, you will be required to compensate for the induction/ training/ on-boarding costs incurred by TEKsystems Global Services which amounts to a total of **One Lakh Rupees.**

Please note that this offer for appointment is subject to satisfactory professional reference checks.

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TEKsystems
Global Services

TEKsystems Global Services Pvt. Ltd.
Commerce@Mantri, Level3, # 12/1, N S Palya
Bannerghatta Road, Bangalore 560 076
+91. 80. 3070 5002 T
+91. 80. 4124 4630 Fax
TEKsystems.com

At the time of joining, Please submit the following documents, after acceptance of the offer for the reference check.

1. Signed copy of Offer Letter.
2. Photocopy of Passport, Training certificates, mark sheets in support of your Educational qualifications from 10th grade till highest degree.
3. Relieving letter or Resignation acceptance letter from your previous employer, Offer/Appointment Letter, Last drawn Pay slips, revised salary certificates.
4. Experience Certificate from all the Previous Employers.
5. Soft copy of your photo with plain/white background.
6. Copy of Pan Card.
7. Form 16 of the previous company till the last working month, Tax Savings declaration form (Investment Plan) (If Any).
8. Contact Details of reporting Manager and HR Manager.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us including the required documents & Details for Reference Check.

Yours sincerely,
For TEKsystems Global Services (P) Ltd

Srivatsa Hullahalli Nagarajaiah
Sr. Manager Recruiting

I accept the offer on the terms and conditions and shall report to work on.....

Name: **Saumya Saloni** Signature:
Date:

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TESSOLVE

A HERO ELECTRONIX VENTURE

16th October 2018

Ms. Veena Ravi
Design Engineer
Emp ID: 3089

Dear Veena Ravi,

Further to our offer of appointment and based on the review of your performance, we are pleased to confirm you in the services of the Company with effect from **17th October 2018.**

Your other Terms and Conditions of the Service remains unchanged.

With Best Wishes,

For Tessolve Semiconductor Pvt Ltd.,

Rajakumar D
Vice President - Operations

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SLK SOFTWARE
Administrative Office: 8th Floor, MFAR Manyata Tech Park Greenheart-IV,
Manyata Embassy Business Park, Outer Ring Road,
Bengaluru-560045,
T +91 80 4180 5721 / 6690 4721
F +91 80 4050 1921

SLK

Date: 07-10-2016

Full Name: Shivashree N

Dear Shivashree,

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

We have pleasure in offering to hire you to the position of a "**Trainee – Software**", subject to the terms of this offer.

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

- Rs.2,40,000/- (Rupees Two Lakh Forty Thousand only) per annum.
- Your Compensation will be reviewed after 12 months completion of your joining, based on your performance.

You will be required to sign an agreement to serve the company for a period of 2 years from the date of joining.

The date of joining will be subject to your successful completion of your course without any backlogs and obtaining the certification on the technical training agreed with SLK. The date of joining will be confirmed to you at a later date, based on the business requirements of the Company.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical tests at the laboratory identified in the reference letter. The medical reference letter will be mailed to you along with the joining date confirmation letter.

Your employment is subject to a satisfactory verification of your identity, address, previous employment(s), education qualification and certification on the technical training. You will be given a detailed appointment order after the verification of the same.

Yours sincerely,

Authorized Signatory

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

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

Signature: _____ Date: 07-10-2016

(SHIVASHREE N)

KARVY InnoTech

HRD/LOE/1453/50046160
23-January-2019

Mr. Ravi K
Kalagere Post, Bharamasagara Hobli,
Chitradurga TQ (&) D.

LETTER OF SERVICE ENGAGEMENT

Dear Ravi K,

Further to our discussions with you, we are pleased to offer you a job opportunity with us. The terms and conditions of your job offer have been detailed below.

Position Offered:	Senior Associate
Gross Remuneration:	INR 15929/- per month
Date of Joining:	23-January-2019
Reporting Time for joining:	10:00 A.M.
Regional Location:	Chitradurga
Place of Work:	Chitradurga
Reporting Manager:	Mr. Ajeeth Kumar P R

This Letter of Service Engagement letter is extended based on your technical proficiency, qualification, skills, work related experience that you have declared to possess as per the information or documents furnished by you.

By accepting this Letter of Service Engagement, you hereby authorize **KARVY INNOTECH** (hereinafter referred to as the 'Company') or any external agency instructed by the Company to verify your educational, employment antecedents, conduct or other particulars and make any other background checks prior to your date of joining the Company and/or signing of 'Letter of Service Engagement' or thereafter and waive your confidentiality, data protection or privacy rights, if any, to the extent mentioned in this Letter of Service Engagement.

We trust that you have provided to the Company, correct declaration & have not willfully suppressed any material information. If you have, the Company reserves the right to terminate your services or revoke this Letter of Service Engagement with immediate effect without any notice or payment forthwith. Please note that you are required to inform the Company if there are any agreements, oral or written, which you have entered into previously.

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Please return the signed copy of the Letter of Service Engagement to the undersigned, indicating your acceptance, no later than 5 days from the issuance date. The acceptance of this Letter of Service Engagement will not result in any contract or obligation or liability upon the Company.

Any request for change in your joining date must be sent to **Mr. Ajeeth Kumar P R** at least 5 working days prior to your original date of joining. We have specific, planned weekly joining days; hence you are requested to report for joining at the informed time failing which we will have to defer your joining date.

In case you need any clarifications regarding your job, salary, or any policy, please connect with **Mr. Ajeeth Kumar P R** In the light of the above, you are requested to submit all **Mandatory Documents** as stated in **Annexure- B**.

GENERAL TERMS & CONDITIONS

1. Your engagement duration shall be from **23-January-2019** till **31-January-2020.**
2. During your engagement period you shall be entitled to a remuneration of **INR 15929/-** per month. For details, please refer Annexure-A appended to this letter.
3. Statutory benefits such as Provident Fund (PF) & Employee State Insurance (ESI) shall apply and its deductions shall be made from your remuneration accordingly.
4. You will be required to submit your educational certificates such as school / degree / diploma certificate / mark sheet (including school certificate as evidence to prove your date of birth), passport size photograph, address proof etc.
5. You have been allowed as an Associate on the presumption that the particulars furnished by you in your application, and resume are correct. In case, the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, the engagement with the company will stand terminated / cancelled without any notice.
6. Your engagement and its continuance is subject to the requirement being found, you are remaining physically and mentally fit, and as such is certified by a qualified registered medical practitioner authorized by the company. The opinion of the qualified doctor nominated by the company shall be final and binding on you.
7. During your engagement with the company, you will be liable to get transferred or deputed to any of the offices / departments, manufacturing units of the company, Associates / Subsidiary / Group Companies, whether existing or to be setup / acquired anywhere in India, on similar terms and conditions of engagement.
8. During your engagement with the company, you will be governed by the service rules & regulations of the company in force or as introduced or amended from time to time. You will be governed by Company's policies and rules regarding Corporate Governance, misconduct, indiscipline and other matters.
9. You are required not to divulge, communicate or pass on any information in any aspect of the company to any one not employed by the company. Indulgence in such activity shall render you liable for termination with immediate effect notwithstanding any other terms mentioned in this engagement letter including the fixed period of engagement.

   All clauses mentioned in Confidentiality & Non-Disclosure agreement shall apply to you during your services with the company & select clauses shall also apply, post separation from the Company.
10. You are required to deal with the company's money, material, equipment, document and any other property with utmost honesty and professional ethics, if you are found guilty at any point of time of moral turpitude or dishonesty in dealing with the property of the company or of theft or of misappropriation regardless of the value involved, your engagement shall be terminated with immediate effect notwithstanding any other terms & conditions mentioned in this letter.

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11. You are required not to engage yourself in any other gainful commercial employment, business or activity, part time or full time, directly or indirectly simultaneously as long as you are engaged with **KARVY INNOTECH** or engage yourself directly or indirectly in any other profitable business connected with the dealing or activity of the company in any way. Any action to the contrary shall render your engagement liable for termination notwithstanding any other condition in this letter.
12. Every tool, equipment, machine materials which you would use, shall always be treated as in trust with you and any damage except normal wear and tear, caused to any of these things shall be treated as breach of trust on your part rendering you liable for such action.
13. Your engagement as Associate will not give you any right of appointment or lien for any permanent employment in the company.
14. Your engagement is liable to be terminated without assigning any reason. In the event of your resignation or termination of engagement, either side will have to give **one month's** notice or remuneration in lieu thereof.
15. The company will expect you to work with high standard of initiative, efficiency, loyalty & economy.
16. You will be required to sign a "CODE OF CONDUCT" Any breach in the opinion of management of any of the provisions of the "Code of Conduct", would render your services liable for termination with immediate effect notwithstanding any other conditions in the engagement letter.

You are requested to report to **Mr. Ajeeth Kumar P R** at **KARVY INNOTECH IMS, Chitradurga.**

Please read the document carefully and return one signed copy of the 'Engagement Letter' & 'Code of Conduct' (to be sent separately) in acceptance to the same.

You may ask the Human Resources Manager, any questions pertaining to the Engagement Letter'.

Yours sincerely,

For **KARVY INNOTECH**

Alok Ranjan
HR Head – KARVY INNOTECH

Accepted

_____
Ravi K

Principal
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Annexure – A

Breakup of Salary Remuneration

Name of Associate	:	Ravi K
Position Id	:	50046160
Désignation	:	Senior Associate
Location	:	Chitradurga
Effective Date	:	23-January-2019

Particulars	Entitlement PM (INR)	Entitlement PA (INR)
A – Salary		
Basic pay (Basic + VDA)	14704	176448
Bonus	1225	14700
Total Salary	**15929**	**191148**
B – Benefits		
Employer's Contribution to PF		21174
Employer's Contribution to ESI		8381
Total Benefits		**29555**
Variable Pay		**0**
Cost to Company (A+B)		**220703**

Notes:

- Income Tax will be deducted at source if applicable as per Income Tax rules.
- As per applicable statutory rules / policies of the Company.
- Compensation related information is strictly confidential. It should not be shared with anyone other than your reporting manager.

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Annexure B

List of Mandatory Documents

- You are requested to submit the below mentioned mandatory documents, failing which your joining will not be done with the Company. You are requested to carry original copies of these documents on your day of joining.

a. Documents to be submitted within 5 days of receiving the Letter of Engagement

- All education passing certificates and degrees (front and back page)along with mark sheet
- Date of Birth Certificate/ Proof
- Experience / Relieving certificate from last employers (if applicable)
- Salary slips for past 4 months (if applicable)
- Copy of resignation letter submitted with current company

b. Documents to be submitted at the time of joining

- 5 passport size colored photographs
- Relieving letter from immediate previous company
- Signed copy of Letter of Service Engagement(Signature require on all pages)
- Cancelled cheque of Nationalized Bank

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QUALITAS TECHNOLOGIES

1007, S.M. Complex, 43rd Main Road
Ideal Homes Township
R.R.Nagar, Bangalore - 560 098
Karnataka, India

Tel: +91 (80) 2860 2688
Fax: +91 (80) 2860 3213
Web: http://www.qualitastech.com
Email: info@qualitastech.com

16-08-2017

Eshwar M
#46, 1st Main, 2nd Cross, Hegganahalli
Vishwaneedam (PO), Bangalore 560091
Karnataka, India.

Dear Eshwar,

Sub: Offer of Employment

With reference to your application and subsequent interviews with us at our offices we are pleased to offer you the position of Jr. Application Engineer in our organization. You will be reporting to the General Manager of the company on the following terms and conditions

Date of Joining: You will join us no later than Sept 1st 2017.

Salary: Your Monthly Salary would be **Rs. 12,000 (Rupees Twelve Thousand only)**

Place/Transfer: Your present place of work will be at Place, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for duration of 6 months. Further based on your performance, your services will be confirmed with the company in written after six months. After confirmation of employment and depending on demonstrated growth you will be eligible for additional benefits such as an increment in salary, sales incentives, profit sharing bonus and other benefits that are enjoyed by confirmed full time employees.

During the probation period your services can be terminated within 1 days notice and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on 15 days. Should you choose to resign from your present position; you are required to provide 15 days' notice during probation and 45 days as a confirmed full time employee.

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

16/8/2017

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Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

Term Commitment: You will commit to working with Qualitas for a minimum period of 18 months from the date of joining. If you choose to resign before this term expires your training costs of Rs. 45,000 (Rupees Forty Five Thousand only) or after 6 months the entire salary and the above said amount will have to be paid as dues to the company as compensation for costs incurred.

1) You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

2) You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patents & Trade Mark, Customers and Leads and Company's Human assets profile. You will be bound by this term for up to 2 years from the date of termination/resignation from Qualitas.

3) You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4) Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5) If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account

16/8/17

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of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6) This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

Please sign and return to the uncersigned the duplicate copy of this letter signifying your acceptance.

Congratulations and we hope to welcome you to the Qualitas family and look forward to a fruitful collaboration.

With best wishes,

X 16/8/2017

Raghava Kashyap
Managing Director

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Acceptance

Name: Eshwar M

Designation Jr Application Engineer

I agree to accept employment on the terms and conditions above mentioned.

Place : Bangalore **Name :** Eshwar.M

Date : 16/8/2017 **Sign :** Eshwar.M

Document Security

- 10th SSLC Certificate (Document No: 028215) for Register No. 20110857935

16/8/2017

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EDEL®
SENSOR SWITCHES

EDEL SMART DEVICES Pvt Ltd
B312, Block 2, KSSIDC Complex
Electronics City, Bangalore 560100
India, Ph 080 41657909
email: info@edel-iot.com
www.edel-iot.com

Ref : EDE_/HR/023

Date 9th –Sept- 2019

Sub: Offer cum Appointment Letter

To
SHRUTHI.B

This is with reference to your application and subsequent test / Interviews you had with us, we are pleased to offer you employment in our organization as a Trainee Embedded Software Engineer. Your place of posting will be at Bangalore. You will join us on or before 18th September 2019

You will receive a monthly gross compensation (including Basic and allowances) of INR 12,000/- per month (INR Twelve Thousand per month) . Disbursement shall be as per the prevailing rules and guidelines.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization.

Please review, acknowledge and accept the offer cum appointment letter with annexures including "Terms & Conditions of Employment". These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

You are required to submit any one original and photo copies of the documents enlisted below on your date of joining as part of joining compliance.

Required Documents

1. Class 10 (or equivalent) Marks Sheet/s
2. Class 12 (or equivalent) Marks Sheet/s
3. Graduation Marks Sheet/s
4. Final Graduation Degree Certificate
5. Mandatory KYC required
6. Bank Details in your name

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

EDEL®
SENSOR SWITCHES

EDEL SMART DEVICES Pvt Ltd
B312, Block 2, KSSIDC Complex
Electronics City, Bangalore 560100
India, Ph 080 41657909
email: info@edel-iot.com
www.edel-iot.com

Leave
You will be eligible for 10 working days of earned leave on a prorated, annually during your probation and for 1st and 2nd year of your service.

TERMINATION
For a period of three (3) months following the termination of my employment with EDEL for any reason, you will not:
a. accept any Offer of Employment from any Customer, where you had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with EDEL SMART DEVICES

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure I and you being declared medically fit by authorized Medical Officer.

We wish you a long successful association with us.

Sincerely yours,

Nataraj. B.C

Authorized Signatory

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

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www.edel-iot.com

Ref : EDEL/HR/023

Date 9th –Sept- 2019

Sub: Offer cum Appointment Letter

To
SHRUTHI.B

This is with reference to your application and subsequent test / Interviews you had with us, we are pleased to offer you employment in our organization as a Trainee Embedded Software Engineer. Your place of posting will be at Bangalore. You will join us on or before 18th September 2019

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Ref : EDEL/HR/023

Date 9th –Sept- 2019

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Ref : EDEL/HR/023

Date 9th –Sept- 2019

Sub: Offer cum Appointment Letter

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SHRUTHI.B

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Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure I and you being declared medically fit by authorized Medical Officer.

We wish you a long successful association with us.

Sincerely yours,

Authorized Signatory

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

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

AK AEROTEK SOFTWARE CENTRE PVT LTD

AKS / 3010 / 402 / 302

17 October 2017

Mr. Mahadeva N
No. 10, 2nd Main
3rd Cross, Pattegarapalya
Bangalore 560 079

Dear Mr. Mahadeva,

I am pleased to inform you that you have been selected to work as a **Trainee Software Engineer** in our Company. The terms and conditions of your employment were explained to you by the General Manager – Projects during the course of your post – interview discussions with him today.

You are requested to join our Company on 23 October 2017 at our location as indicated in this letter. Appended below is a list of documents to be produced by you on the date of joining.

Please confirm the date of your joining duty at our Company.

Yours sincerely,
for AK Aerotek Software Centre Pvt Ltd.

Dinesh Rao
General Manager – Projects

Documents to be Produced :

1. Medical Fitness Certificate
2. Name and addresses of two responsible referees who will vouch for you.
3. Four copies of your recent passport size photographs.
4. Post card Size photographs with parents – 2 Nos.
5. Blood Group details
6. All Educational Certificates in (original) starting from 10th class onwards.
7. One Xerox copies of the Educational Certificates
8. Passport Copy
9. PAN Card Copy
10. Address Proof – Aadhar Card

REDMI NOTE 7S
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BUSINESS SOLUIONS INTERNATIONAL

GOVT OF INDIA REGD

NSIC ISO 9001:2008

MSME MICRO

04th Oct 2019

Ms. M Shrilakshmi
D/o Munivenkatappa
Dhanojipalya Nelamangala
Bangalore Rural-562123

Dear Sir,

Sub: Offer of Appointment

With reference to your application for a suitable job & further interviews held, we are pleased to inform you that you have been selected for the post of "**Engineer**". You will be deputed from **Business Solutions International** to work in the premises of M/S Aeronautical Development Agency (ADA), Ministry of Defence, and Government of India. As a prerequisite from ADA, you are requested to bring **Police Verification Certificate (From the Rank of Superintendent of Police)** along with address verification of your background from your local police station. Appointment letter will be issued after successful submission of police verification certificate as well as verification of all your original documents.

Please do the needful at the earliest

Thanking You.

For Business Solutions International,

Authorized Signatory

BUSINESS SOLUTIONS INTERNATIONAL

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

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Dear Kruthika R,

Congratulations!!!

This has reference to the interviews / discussions you had with us. Subject to the terms and conditions mentioned below, we are pleased to inform you that you are provisionally selected in our organization. The appointment letter will be handed over to you on the day of joining.

This offer is contingent upon the satisfactory completion of the following pre-employment requirements:

- Academic qualifications to meet the following scores:
  - 80% in 10th
  - 80% in 12th
  - 70% or Equivalent CGPA in Bachelor's / Master's
  - Should have cleared all subjects in Bachelor's / Master's course in single attempt in each of the semesters. There should not be any backlog in any of the semesters.
- Verification of all your original documents / certificates.
- Execution of an employment / non-compete / confidentiality agreement and other documents, as applicable on your date of joining.

In event, any of the above pre-employment requirements are not met, Tata Elxsi Limited reserves the right to withdraw this offer or terminate your appointment immediately, without any liability to Tata Elxsi Limited.

Your date of joining will be 30th November, 2017 at Bangalore. Joining, Training and Work location would be Bangalore.

Cancidates from outstation need to make their own arrangements for accommodation.

The details of the salary, joining location and other required information are as below:

Venue:
Tata Elxsi
TPB Road, Whitefield
Bangalore-560048

Contact Person: Rekha Y / Landline : 08022979662

Reporting Time : 9:00 AM

Salary details are given below.

Name	**Kruthika R**
Level	**D**
Designation	**Engineer**
Location	**Bangalore**
	Amount in INR
Basic	7,000
House Rent Allowance	3,500
Flexible Benefit Plan*	14,840
Statutory Bonus	1,400
Monthly Salary	**26,740**

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

BIESSEINDIA

Ref. No: A194/2018
Date : Nov 17, 2018

To,

Mr. Girish B.S.
S/o Shivakumar,
Bennegere, Yelekyathanahalli (Post),
Sompura (Hobali), Nelamanagala (Tq).
Bengaluru Rural - 562111

Contact Number: 9611578300

Dear Girish,

Subject: Engaging Graduate Apprentice as per the Apprenticeship Act

This has reference to your application dated November 13th, 2018 for Apprenticeship in our company and the subsequent interactions you had with us.

We are pleased to inform you that you have been selected as **"Graduate Apprentice Trainee"** under the Apprentice Act, 1961 on the following terms and conditions:

1. Your training will commence with effect from **November 19th, 2018** and ends on **November 18th, 2019.**
2. The training will be provided in the Biesse Units located in Bengaluru/Bengaluru Rural. In order to give you wider exposures, during training, you may be transferred to any other section or department in the same Company or you may be transferred to any other Company (existing or which may be set up in future) under the same management anywhere in the country.
3. During the period of training, you will be paid a sum of **Rs. 13,000/-** (Rupees Thirteen Thousand Only) per month as Stipend.
4. During the period of training, you will follow the instructions of the Officer-in-charge, maintain the details of your training and submit training completion reports on a monthly basis to the Training Coordinator.
5. On successful completion of 1 year Apprenticeship training you will be paid one-time amount of ***INR.* 15,000/-** as **"Training Completion Bonus".**
6. Un-authorized absence will be viewed seriously and subject to termination of your contract.
7. You are required to follow the safety norms without fail.
8. You and your family will be given coverage under the "Group Mediclaim Policy (Hospitalisation Benefit)" as per company's terms & conditions. The coverage is applicable for you and your dependent parents only.

DECLARATION: I HAVE READ & UNDERSTOOD THE ABOVE TERMS AND CONDITIONS AND AGREE TO ABIDE BY THEM

Signature & Date
19/11/2018

Biesse Manufacturing Co. Pvt. Ltd.
CIN : U29299KA2008PTC035415

Head Office :
Survey No. 52, Hp. 46B, Jakkasandra Village
Sondekoppa Road, Nelamangala Taluk
Bengaluru Rural District - 562 123, INDIA.
Ph. : +91 80 49469800
Fax : +91 80 49469810 / 855
email : info@biesseindia.com
website : www.biesse.com

Makali Unit :
Survey No. 28/1 and 28/2
Nagarur Village, Huskur Road
Dasarlapura Hobli, Bengaluru
North Taluk - 562 123
INDIA.
Tel. : +91 80 49469700
Fax : +91 80 49469723

Mumbai Branch Office :
No. 602, Ruby Crescent
Business Boulevard
Chakraworty Ashok Road
Ashok Nagar, Kandivali
(East), Mumbai - 400 101
Maharashtra, INDIA.
Ph. : +91 2228875618
Fax : +91 2228875623

Delhi Branch Office :
E-19, First Floor
Sector 3
Noida - 201 301
Uttar Pradesh
INDIA.
Ph. : +91 120 428 0661/2
Fax : +91 120 428 0663

SGS

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

BIESSEINDIA

Ref. No: A194/2018
Date : Nov 17, 2018

9. You will be given coverage under the "Group Personal Accident Insurance" scheme as per company policy.

10. You are requested to report for training on or before **November 19th, 2018** at 08:30 A.M.

11. You will undergo all kinds of Tests / Exams – written, oral or practical during training.

12. You are required to bring the following documents at the time of reporting:

    a) 4 Passport size photos
    b) Address Proof Photo ID card
    c) Photo copy of SSLC and Provisional Certificate of Diploma or Graduation
    d) Declaration Form

We hope that you will utilize this opportunity and make a success of your training at BIESSE Manufacturing Company Private Limited.

We wish you a happy learning.

Yours faithfully,

For BIESSE Manufacturing Company Private Limited,

SHEKHAR GN.
GENERAL MANAGER – HR & ER

DECLARATION: I HAVE READ & UNDERSTOOD THE ABOVE TERMS AND CONDITIONS AND AGREE TO ABIDE BY THEM

Signature & Date
19/11/2018

Biesse Manufacturing Co. Pvt. Ltd.
CIN : U29299KA2006PTC038415

Head Office :
Survey No. 22, No. 469, Jakkasandra Village
Sondekoppa Road, Nelamangala Taluk
Bengaluru Rural District - 562 123, INDIA.
Ph. : +91 80 49489800
Fax : +91 80 49489810 / 855
email : info@biesseindia.com
website : www.biesse.com

Makali Unit :
Survey No. 28/1 and 28/2
Nagarur Village, Huskur Road
Dasanapura Hobli, Bengaluru
North Taluk - 562 123
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Delhi Branch Office :
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Noida - 201 301
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Ph. : +91 120 428 0661/2
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Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road,
Bangaluru - 560 057

BIESSE



Girish BS

A194
Assembly

Blood Group O+ve

Biesse Manufacturing Co. Pvt. Ltd.
Survey No. 28/1 & 28/2,
Nagarur Village, Dasanapura Hobli,
Bangalore North Taluk -562 123
Tel. : +91 80 49489700
www.biessemanufacturing.com

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

Legato

Employment Agreement

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

December 23rd, 2019
Arvind Kumar Mandal
Bangalore

Dear Arvind,

Congratulations! Welcome to Legato Health Technologies LLP ("Legato").

The purpose of this employment agreement ("**Agreement**") is to confirm the terms and conditions of our offer of employment to you. Your employment will be subject to the terms and conditions contained herein and in addition, will be governed in accordance with key employment and related policies of Legato.

1. **Date of Commencement/ Job Title**

(a) Your employment with Legato shall commence on *December 23rd, 2019* as **Benefit Analyst Assoc**, based out of **Bangalore- Manyata Tech Park / Bangalore - RGA Tech Park.**

(b) Legato reserves the right to re-designate or revise your position or work description or work location at any time without stating any reason by a written notice to you.

(c) Legato has the sole discretion to modify the nature of your duties and powers as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by Legato at any time.

(d) The nature of your employment will be "at will" and no fixed period of employment in Legato is applicable to you. You or Legato may terminate your employment as per the provisions contained herein.

(e) Your employment with Legato is conditioned on the satisfactory clearance of background check(s) conducted on you. In the event Legato is not satisfied with the results of the background check(s), Legato will be entitled to terminate your employment forthwith.

(f) Legato may at any time transfer, second, depute or assign your services to any affiliated companies, successor in interest or other division/branch of Legato as it may deem necessary solely at the discretion of Legato and for such period of time that Legato deems appropriate.

2. **Full Time Employment**

(a) You will be a full time employee of Legato and you shall devote yourself exclusively to the business of Legato. You will not engage yourself anywhere in any work, profession, trade, employment or commercial activity (other than normally acceptable personal investment activity), in any capacity either honorary or otherwise, whether part-time or full-time, directly or indirectly or whether during or outside office hours or within or outside the office premises, whilst in the services of Legato.

[expleo]

Date: 07-Nov-19
Ref: ETI/HR/Offer/Anil Kumar N

Subject: Offer to the post of Trainee Engineer

Dear Anil Kumar N,

Subsequent to your interview with us, we are pleased to offer you the post of **Trainee Engineer** with Expleo Technologies India Pvt Ltd.; your appointment will be effective from the date of joining which shall be as soon as possible but not later than **11-Nov-19**. You are required to confirm your acceptance latest by **07-Nov-19**; failing which, this offer will stand automatically withdrawn. Your cost to the Company will be **Rs 2,50,000/-** (Rupees Two Lakhs Fifty Thousand Only) per annum at the time of joining.

You will be on probation for a period of six months, during which the company will monitor your progress at work. The company reserves the sole discretion to terminate your services with two months' notice, during this period. On successful completion of probation, you will be confirmed to the company's regular roles and your cost to the company will be **Rs. 3,00,000/-** (Rupees Three Lakhs Only) per annum.

On confirmation and thereafter, your services shall be terminable by either party by providing three months' notice or remuneration in lieu thereof. During the intermediate notice period (during probation or after confirmation), no leave can be availed (except for health reasons, to be supported with a medical certificate) & If the Reporting Manager:

- Agrees to relieve you early, then any accumulated Casual and/or Earned Leave shall be adjusted against the remaining notice period; OR
- Requires engaging you till the end of the notice period without having you avail the accumulated Casual and/or Earned leave, then the accumulated Casual and/or Earned leave shall be compensated during final settlement.

You are required to sign:

- An Information Security and Non-Disclosure agreement - this agreement is to protect the interest of the company by maintaining confidentiality of all information, which may be accessible to you in the course of your work.
- A Service Agreement – the Employee is required to undergo specialized technical training for meeting the business requirements. Expleo intends to impart the specialized technical training to the Employee by spending considerable amount of money, time and resources.

This offer is subject to following conditions:

- Successful completion of your medical checkup.
- Validation of your credentials against original documents.

You are requested to report for duty at 09.30 AM at the following address:
Expleo Technologies India Pvt Ltd.,
2nd Floor, Xylem, Plot no 4 & 4A, Dyavasandra Industrial Area,
Mahadevapura Post, Whitefield Road, Bangalore – 560048, Contact No – 080 - 40367000

Contact person: Triveni Talukdar
On the date of your reporting, you need to submit the following documents:

- Proof of your qualification, past employment records and all other claims made by you to the satisfaction of the company.
- 2 photographs.
- Copy of your Passport

For Expleo Technologies India Pvt Ltd.,

Joydeep C
Vice President- People Services

Kindly sign as a token of acceptance before 07-Nov-19.
I hereby accept the offer.
Signature _____
Name _____
Date _____

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

primenumbers

OFFER LETTER FOR INTERNSHIP

To Whoever it may concern,

We "Primenumbers Technologies Pvt Ltd" are excited and glad to offer an internship position to **Mohit Kumar Singh.**
He would be joining the **Business Development Team** for our flagship/upcoming products, starting **25th June, 2018.**

His stipend for the internship will be ₹10000 per month.

His timings in office are expected to be 10:00 AM to 6:30 PM Monday to Saturday.

Regards,
Gaurav Bhati
(Director)
Primenumbers Technologies Private Limited

Mohit

27/03/2018

Mohit Kumar Singh

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

1SG13BT007
(16-17)

Congratulations! Offer from QuintilesIMS

1 message

Menaka Ramaiah <Menaka.Ramaiah@quintiles.com> Tue, 12 Sep, 2017 at 12:07 PM
To: atom2csk@gmail.com <atom2csk@gmail.com>

Dear Chetan,

Congratulations.

On behalf of QuintilesIMS, we are pleased to extend an offer of employment for you to join our global team.

QuintilesIMS's talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.

Your annual cost to company is as per the attached document.

As a new employee, your first six months of employment will be a probationary period.

We look forward to your acceptance of this offer and confirmation on date of joining.

Post acceptance you will receive a system generated offer and a link from Taleo to complete the onboarding

Link is valid for a period of 48 hours and it is necessary to complete all onboarding tasks to ensure a smooth integration with our systems.

We request you to share the following details:

a) Signed copy of conflict of interest (Attached):

b) Copy Pan Card:

c) Date of Birth:

d) Father's Name:

e) Communication address to reflect in offer letter:

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

This offer is contingent on the completion of a reference check verifying your professional and educational background.

We look forward to receiving your written acceptance to join our team. We are excited to welcome you to QuintilesIMS – where you will have great opportunities to advance your career while making a difference in patient health.

Please join us to move healthcare forward. Together.

1SG13EC073

Floor 3rd Block, 1st & 2nd Floor,
Prestige Blue Chip Park, Dairy Circle,
Bengaluru-560029, India
www.fiserv.com

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August 02, 2018

Priya B U

Dear **Priya**,

Subsequent to our discussions with you, we are pleased to offer you an appointment with **Fiserv India Private Ltd** ("**Company**") as **Quality Assurance Engineering, Trainee**. Your appointment with the Company shall be governed by the terms and conditions as set forth in this letter and Annexures.

If you wish to accept our offer of employment based on the terms and conditions of employment contained herein, please acknowledge your acceptance of this offer by electronically signing this agreement and submitting it back to the Company within 5 days. Our offer shall automatically lapse unless you submit your acceptance within the prescribed time.

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without the Company's prior written consent. Your salary and benefits are confidential and you should refrain from discussing it with other employees of the Company.

If you have any questions in relation to this offer, please contact your respective Recruiter.

Sincerely,
Mamta Sharma
VP, HR, India

Acceptance

I hereby accept the terms and conditions of this offer for employment with **Fiserv India Private Ltd** and agree to join on such date as may be communicated to me by the Company. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

By selecting the **"E-sign by Adobe Sign"** button, you are signing this Agreement electronically. The parties agree that the electronic signature of a party to this Agreement shall be as valid as an original signature of such party and shall be effective to bind such party to this Agreement. By selecting **"E-sign by Adobe Sign"** you consent to be legally bound by this Agreement's terms and conditions and the attached annexures. You further agree that your use of a key pad, mouse or other device to select an item, button, icon or similar act/action, or in accessing or making any transaction regarding any agreement, acknowledgement, consent terms, disclosures or conditions constitutes your signature (hereafter referred to as "E-Signature"), acceptance and agreement as if actually signed by you in writing. You also agree that no certification authority or other third party verification is necessary to validate your E-Signature and that the lack of such certification or third party verification will not in any way affect the enforceability of your E-Signature or any resulting contract between you and the Company.

Mamta Sharma
VP, HR, India

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

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TERMS AND CONDITIONS OF EMPLOYMENT

*For the purpose of this Section, you shall be referred to as the "**Employee**".*

1. PRE-CONDITIONS TO EMPLOYMENT

The Employee agrees that his/her appointment with the Company is contingent on the successful clearance of a background check to the Company's satisfaction. The Employee shall submit the completed Employment Verification Form along with all mandatory documents within 5 days of acceptance of this offer. Please refer to **Annexure C** for specific details.

The Employee agrees that as a pre-condition to employment, the Employee shall be required to undergo a drug test in the Company authorized hospital, and obtain a satisfactory report at least 4 days before the Joining Date (defined below). A Drug Test Authorization letter with details of the venue is attached to this letter.

The Employee agrees that his/her appointment with the Company is contingent on his/her acknowledgement of acceptance of Fiserv's Confidentiality Agreement which is attached as **Annexure A**.

2. STATE OF FACTS

The Employee agrees that this offer for employment is made based on the Employee's technical proficiency / qualification / skills / experience that the Employee has declared to possess as per the information / documents provided by the Employee, and that by accepting this offer, the Employee specifically authorizes the Company or any external agency instructed by the Company to verify the Employee's educational, employment antecedents, conduct and to make any other background checks prior to the Employee's date of joining the Company or thereafter. The Employee shall extend full co-operation (if asked for) during such verification without any protest or demur. If any of the statements / particulars furnished are found to be false, misleading, incorrect or unethical, the Company shall have the right to terminate this offer of employment without any notice / payment forthwith and the Employee shall be considered to have committed a breach of this letter.

3. APPOINTMENT

The Employee's employment as **Quality Assurance Engineering, Trainee** with the Company will be effective on **22 Aug, 2018** (**"Joining Date"**) and the Employee will be required to report to our office at **Bengaluru - GS** (3rd Block, 1st & 2nd Floor,Dairy CircleBengaluru- 560029) on that day to complete joining formalities.

4. DUTIES AND RESPONSIBILITIES

The Employee shall be required to perform all duties and functions as required by the Company from time to time. The Employee agrees to devote his/her full time and attention to the business, to the best of his/her skills and abilities and to promote the interests and welfare of the Company.

5. DUTY HOURS

The Employee's duty hours shall be as advised by superiors from time to time but shall not be less than 45 hours

Mamta Sharma
VP, HR, India

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a week. It is expressly agreed that if the Employee fails to perform the work according to the scheduled working hours or resorts to stoppage of work, whether alone, or with others, the Employee shall be entitled to receive salary only in proportion to the working hours during which the Employee has actually performed work. Overtime rates (if any) shall be in accordance with the Company Policy as prescribed from time to time.

6. COMPENSATION AND BENEFITS

The Employee's total all-inclusive annual gross compensation on a Cost to Company (CTC) basis will be **INR/-293,174**. The Employee's salary, payable on a monthly basis, shall include the basic salary and various allowances which may be claimed in compliance with and subject to limits under, the applicable tax laws and Company's policies and practices. Please refer to **Annexure B** for details with respect to your compensation and benefits.

All payments by the Company shall be subject to statutory deductions and contributions (including tax withholdings). The Employee agrees that the salary and terms of employment may be amended from time to time at the sole discretion of the Company.

If authorised to do so, the Employee may incur reasonable expenses for furthering the Company's business, including expenses for entertainment, travel, and similar items. The Company shall reimburse the Employee for business expenses after the Employee has presented an itemized account of expenditures, in accordance with Company Policy.

7. DRUG FREE WORKPLACE

All employees are prohibited from manufacturing, distributing, dispensing, possessing, selling, purchasing, using or being under the influence of alcohol, inhalants or any illegal drugs on Company premises (including in any vehicles on Company premises), while in Company-provided vehicles at any time or location, or while conducting Company business off Company premises. The Company reserves the right to discipline employees who violate this Policy, up to and including termination of employment, based on the facts and circumstances of the case and to have drug tests conducted to ensure that the Employee is not using / under the influence of illegal drugs.

8. MEDICAL EXAMINATIONS

The Company reserves the right to conduct medical examinations anytime during the term of employment of the Employee, and if there are concerns about the fitness of the Employee, the Company may take appropriate action as may be necessary in the opinion of the Company, including termination of the Employee's employment.

9. COMPANY POLICIES

The Employee agrees and undertakes that the Employee shall be bound by all the policies and procedures of the Company (including those contained in the employee handbook, standing orders, if any), as may be drafted, revised, amended and/or updated from time to time by the Company, at its sole discretion. The Employee shall also abide by all other rules and regulations of the Company as communicated by the Company that are applicable to the Employee, as may be changed from time to time at the Employer's discretion.

10. SENSITIVE AND PERSONAL DATA

The Company may, in connection with the Employee's employment, collect sensitive personal data or information ("**SPDI**") relating to the Employee. Such SPDI may be collected from the Employee and some limited SPDI may be recorded directly or indirectly by internal security systems or by other means. By accepting the offer of

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employment, the Employee expressly consents to the following: (i) the collection, use, processing and storage of the Employee's SPDI; (ii) the transfer worldwide of the Employee's SPDI held by the Company to other employees and offices of the Company's worldwide organisation and to third parties where disclosure to such third parties is required in the normal course of business or by law; (iii) that the Employee shall have read and understood the Company's Privacy Policy, as and when implemented, in relation to the collection, processing, use, storage and transfer of SPDI and that the Employee agrees to the terms thereof; (iv) use of the Employee's personal images and voices in marketing material, videos, etc.; and (v) treating any personal data to which the Employee has access in the course of employment strictly in accordance with Company policies and procedures and not use any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to the Employee.

11. NOTICE PERIOD

Either party may terminate employment by serving a written notice of **60 days** (or more, as per your level at the time of relieving, as per Company policy) ("**Notice Period**").. Alternatively, the Company may terminate the Employee's employment with immediate effect, upon giving the Employee salary in lieu of notice or pro-rated salary for the balance Notice Period in case the Employee has been permitted to work during the Notice Period. In case the Employee has given a notice to resign from services, the Employee is expected and required to diligently serve the entire Notice Period. The Employee's resignation must be accepted by the Company prior commencement of the Notice Period. In case, an Employee has signed the surety / service agreement with Company then the terms & conditions mentioned in the surety / service agreement will supersede the notice period clause of the employment agreement.

12. TERMINATION FOR CAUSE

12.1 Notwithstanding anything mentioned in Clause 11 above, the Company may terminate the Employee's employment with immediate effect by a notice in writing (without payment in lieu of notice) in the event of any of the following:

12.1.1 Misconduct

12.1.2 False or Incorrect Information: The Employee acknowledges that

- If any statements, particulars or documents furnished by the Employee before or at the time of joining are found to be false, misleading, incorrect or unethical, or
- If the Employee does not co-operate or does not successfully undergo the drug test,

12.1.3 Unacceptable Performance: The Employee agrees that any proven deliberate or willful non-performance or poor performance of work by the Employee may result in termination of employment as per Company policy.

12.2 The Employee's employment shall automatically terminate upon Employee's disablement or death.

12.3 Liability: The Parties hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Company shall not exceed Employee's fifteen (15) days' salary and statutory benefits for every year of service, in case the Company does not re-instate the Employee.

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12.4 Waiver and Release of Claims Letter: Upon termination of Employee's employment with the Company for any reason, the Company may require the Employee to sign a Separation and Release Agreement with the Company at no additional consideration or payment.

13. TRANSFERABILITY

The Employee can be transferred temporarily or permanently anywhere in India or abroad to any of the Company's existing / future establishments or at client location depending on the exigencies of the work on the same terms and conditions of appointment.

14. SERVICE AGREEMENTS

If the Employee is offered and the Employee accepts any onsite project or specialized training, whether in India or abroad, the Employee shall be required to enter into a Service Agreement or any such Agreement, which the Company may decide. The Employee shall be required to reimburse the Company of training and other expenses incurred by the Company, as indicated in the Services Agreement or such other Agreement, should the Employee terminate employment within the Commitment Term (as defined under such Agreement). The said Service Agreement shall be a binding contract.

15. COVENANT NOT TO COMPETE AND NON-SOLICITATION

The Employee hereby acknowledges that if the Employee were to compete with the Company in the services, which the Employee provides through the Company, it could cause serious harm and injury to the business relationships and business of the Company. Therefore, the Employee agrees that during the tenure of the Employee's employment, the Employee shall not in any way:

- directly or indirectly compete with the Company; or
- directly or indirectly, either alone, or in conjunction with any other person or entity, solicit, induce or recruit any employee of the Company to leave the employment of the Company for any reason including, but not limited to, being employed by the Employee or another company or a Client.

"Client," for purposes of this Agreement, means any person or entity for whom or which the Employee performs services while being compensated by the Company even if such person or entity has not directly contracted with the Company for the Employee's services. The term Client also includes affiliates of any Client as defined in the preceding sentence.

16. EMPLOYEE'S INABILITY TO CONTRACT FOR EMPLOYER

Notwithstanding anything contained in this Agreement to the contrary, the Employee shall not have the right to make any contracts or commitments for or on behalf of the Company without first obtaining express written consent from the Company. The Employee shall also not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

17. RELEVANT LAW

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Even though the Company may send the Employee overseas for onsite work, this Agreement, and the Annexures shall be subject to the law of India.

18. DISPUTES RESOLUTION

In the event of any dispute or difference arising between the parties hereto, in connection with this letter including any question relating to its existence, validity, interpretation or legal effect, the same shall be referred to and finally resolved by arbitration in accordance with the Arbitration Rules of the Mumbai Centre for International Arbitration,(" **MCIA Rules**"), which rules are deemed to be incorporated by reference in this clause. The seat of arbitration shall be at New Delhi. The Tribunal shall consist of one arbitrator. The language governing the arbitration shall be English.

19. REMEDIES

The parties recognize that irreparable injury will result to the Company, its business, and its property in the event of breach of this Agreement by the Employee, including specifically Clauses 4, 5, 6, 7 and 8 hereof, and that the Company shall have no adequate remedy at law for the breach or threatened breach of such provisions.

The Employee hereby agrees that in the event of any breach, or threatened breach, the Company shall be entitled, in addition to any other remedies and damages available, to an injunction to restrain such breach or threatened breach thereof by the Employee, or the Employee's partners, agents, servants, employers, and employees, and any other persons acting for or with the Employee, and to preliminarily and permanently enjoin and prevent the Employee from threatening to or engaging directly or indirectly in any activities prohibited by any portion of these restrictive covenants and non-disclosure provisions. The Employee agrees to pay any and all reasonable attorney fees incurred by the Company in enforcing any covenant contained in this Agreement, in addition to all other rights or remedies to which the Company is entitled, which includes the right of the Company to seek reimbursement for any money damages sustained by the Company.

20. MISCELLANEOUS

- During the term of employment and at all times thereafter, Employee will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.
- Any waiver by either party hereto of any breach of any kind or character whatsoever by the other party, whether such waiver be direct or implied, shall not be construed as a continuing waiver of or consent to any subsequent breach of this Agreement on the part of the other party.
- The headings used in this Agreement are inserted for reference purposes only and shall not be deemed to limit or affect in any way the meaning or interpretation of any of the terms or provisions of this Agreement.
- The provisions of this Agreement are severable, and should any provisions hereof be invalid, void, voidable, or unenforceable, it shall not affect any other portion or provision of this Agreement.

21. INDEMNIFICATION

The Employee shall indemnify and hold the Company harmless from and against any and all damages, loss, injury or liability for a claim of damage, loss or injury to person or property caused by or resulting from any of the Employee's act or omission to the Company, agents, principals or its employees or representatives which

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constitutes a breach of the terms of the Employee's employment or negligent performance of the Employee's duties as expected from the Employee while in employment of the Company.

Annexure A

CONFIDENTIALITY AGREEMENT

In consideration of my employment at Fiserv, Inc. and/or its affiliates ("Fiserv") or my continued employment at w ll by Fiserv, and the payment to me of the salary or other compensation that I receive during my employment, I agree as follows:

1. I will not, without Fiserv's prior written permission, disclose to anyone outside of Fiserv or use in any other way, either during or after my employment, any Fiserv confidential information or material, or any information or material received in confidence from third parties by Fiserv. I understand the unauthorized use of recording devices to record or disseminate confidential or trade secret information is strictly prohibited. "Recording device" means any device that is capable of capturing or recording sounds or images, including, but not limited to, cameras, camcorders, video devices, camera or video enabled cell phones, cassette recorders, and digital voice or image recorders. PDAs, MP3 and DVD devices, laptop computers, and other devices are included if they are equipped with any device or technology that has the capability to record images or sounds. If I leave Fiserv's employ, I will return all Fiserv property in my possession, including all confidential information and other proprietary material such as software, code, drawings, notebooks, reports, Developments, and customer lists.

2. I will not disclose to Fiserv any information or material that is confidential to others, or use such information in its business, or cause it to be used.

3. I will comply, and do all things necessary for Fiserv to comply, with the laws and regulations of all governments under which Fiserv does business, and with the provisions of contracts between any such government or its contractors and Fiserv that relate to intellectual property or to the safeguarding of confidential information or material.

4. I hereby assign to Fiserv my entire right, title, and interest in any idea, invention, design of a useful article (whether the design is ornamental or otherwise), computer program and related documentation, and other work of authorship (collectively, "Developments"), hereafter made or conceived solely or jointly by me, or created wholly or in part by me, whether or not such Developments are patentable, copyrightable, or susceptible to other forms of protection. These Developments will relate to the actual or anticipated Fiserv business or research and development, and shall include any Development that may be suggested by me or result from any task assigned to me or work performed by me for or on Fiserv's behalf.
The above provisions concerning assignment of Developments apply only while I am employed by Fiserv in an executive, managerial, product or technical planning, technical, research, programming, or engineering capacity (including without limitation, development, product, manufacturing, systems, consulting, support, and field testing).
Excluded are any Developments that I cannot assign to Fiserv because of my prior agreement with {{propertyName1_es_:signer1}} , effective until {{propertyName2_es_:signer1}}

I acknowledge that the copyright and any other intellectual property right in designs, computer programs, and related documentation, and works of authorship, created within the scope of my employment, directly or indirectly, belong to Fiserv by operation of law.

If this is not applicable, enter "n/a."

Mamta Sharma
VP, HR, India

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5. In connection with any Developments assigned by Section 4 above, I will promptly: (a) disclose completely all facts regarding them to Fiserv; and (b) on Fiserv's request, execute a specific assignment of title to Fiserv, and do anything else reasonably necessary to enable Fiserv to secure a patent, copyright, or other form of protection related thereto.

6. Fiserv and their licensees (direct and indirect) are not required to designate me as author of any design, computer program, or related documentation, or other work of authorship assigned in Section 4 above when distributed publicly or otherwise, nor to make any distribution thereof. I waive and release, to the extent permitted by law, all my rights to the foregoing.

7. I have identified below all Developments not assigned by Section 4 above in which I have any right, title, or interest, and that were previously made or conceived solely or jointly by me, or written wholly or in part by me, but neither published nor filed in any patent office.

If I do not have any to identify, I have written "none" on this line: {{propertyName3_es_:signer1}} (It is in your interest to establish that any of the above were made, conceived, or written before your employment by Fiserv. You should not disclose them in detail, but identify them only by the titles and dates of documents describing them. If you wish Fiserv to consider any of these items, you may contact the Fiserv Legal Department, which will provide you with instructions for submitting them to Fiserv.)

8. I acknowledge Fiserv is entitled to an accounting and repayment of all profits, compensation, commission, and benefits that I directly or indirectly realize in connection with any breach of this Agreement; such remedy shall be in addition to and not limit Fiserv's right to injunctive relief under this Agreement in the event of any breach or threatened breach by you, directly or indirectly.

9. The term "affiliates" as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Fiserv, Inc.

10. I agree not to engage in any activity that creates a conflict of interest with Fiserv's interests or interferes with my compliance with this Agreement.

11. This is my entire agreement with Fiserv relating to the subject matter hereof, and it supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements by or with Fiserv. I acknowledge receipt of a copy of this Agreement.

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

Mamta Sharma
VP, HR, India

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Annexure B (INR)

Part (a) - Annual

Basic: **180,000**
House Rent Allowance: **31,200**
Special Allowance: **0**
Conveyance Allowance: **0**
Statutory Bonus: **41,160**
Total - Part (a) : **252,360**

Part (b) - Annual
Employer Contribution of Provident Fund: **21,600**
Employer Contribution of ESIC:**0**

Gross Salary Annual : **273,960**

Total Compensation: **273,960**

Retiral & Benefits
Gratuity **:8,654**
Meal Credit Value **: 10,560**

Total Cost tc Company : **293,174**

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BENEFITS

The Company will provide you with benefits as part of its standard employee benefits package and in accordance with Company policy applicable for your level.

Mamta Sharma
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Wellness Related:

a. Group Mediclaim Insurance – The policy covers the Employee, the Employee's spouse and maximum of two children. Total coverage available per family is up to **INR 400,000** per annum for hospitalization expenses (in India). 100% of the medical insurance premium and service charges will be borne by the Company. This policy also provides the optional benefit of covering the dependent parents, though this requires an additional contribution from the Employee. The Employee can also choose the option of increased insurance cover by contributing an additional premium.

b. Group Personal Accident Insurance – The Company extends accident insurance coverage to all permanent employees. This is an annual policy, which covers unfortunate loss of life or physical injury caused to an employee due to accident. The sum insured as per the policy is based on the grade/ level of the employee. *In addition, the company also offers overseas mediclaim benefits to all employees and their family members traveling abroad.*

c. Policy on Group Term Life Insurance – The Company extends term life insurance coverage to all its permanent employees. This is an annual policy that covers unfortunate loss of life or critical illness, by providing insurance cover. The sum insured as per the policy is based on the grade/ level of the employee.

d. Non-Smoking Policy - The Company assures a smoke free environment for its employees, and thus prohibits smoking in the work place. The entire office is declared as 'No-Smoking Zone'.

Retiral Related:

a. Gratuity – An employee is eligible for Gratuity, after completion of continuous service of five years, as per the Payment of Gratuity Act, 1972. It is computed at the rate of 15 days' wages based on rate of wages last drawn for every completed year of service.

b. Provident Fund – The benefit of Provident Fund is extended under the Employees Provident Fund Scheme. The rate of contribution is in accordance with PF guidelines.

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ANNEXURE C

Mamta Sharma
VP, HR, India

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Following documents are required to be uploaded on the Sterling portal for background check initiation:

1. Application form signed by the applicant (Employment Verification Form- EVF)

2. ID Proof: Any one of the following: Pan Card (Mandatory) / Voter Id/ Driving License/ Passport

3. Address Proof (matching present residence address mentioned in EVF)**: ANY of the following**

- Copy of Ration Card or Passport or Pan card or Driving license or voter id or Adhaar card
- Utility Bill (Recent bill either is the name of self or parents or spouse)
- Notarized Rent agreement
- Nationalize bank account passbook (Current Address)
- Notarized affidavit
- Other

4. Educational documents:

- Final year mark sheet & Degree copy of the highest qualification completed

5. Employment documents (Last 5 year or last 2 employments whichever is higher)

- Appointment letter/ latest month salary slip of current employment
- Relieving letter /experience letter of all other employments

For Joining:

Self-attested copies of the following documents are required to be submitted on the DOJ:

The following documents are required on the DOJ

1. One original Government ID proof example Passport, Aadhar, Driving Licence etc.

2. Duly filled PF & Gratuity Form (Can be downloaded from your Workday Inbox) to be submitted to Finance

3. Two passport size photographs

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Mamta Sharma
VP, HR, India

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CIN - U72900DL2002PTC115638

Cerium SYSTEMS

OFFER CONFIRMATION LETTER

Mr.Vishwajithv Bharadwaj
Bangalore

Date: 13th February, 2018

Dear Vishwajithv,

We are pleased to offer you employment with **Cerium Systems Private Limited** in the capacity of "**Project Engineer**" with effect from **15th February'18**

Your total annual CTC will be INR 3,10,000.

All the terms and conditions of your Employment will be in accordance with the Employment agreement and other information that you will be required to sign on the date of joining.

We are certain that you will find a career with Cerium Systems to be challenging and rewarding. We feel that your skills and background will be valuable assets to our company, and look forward to working with you.
If you have any queries, feel free to contact us.

For **Cerium Systems Private Limited**

Team HR

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

THOMSON REUTERS

PRIVATE AND CONFIDENTIAL

November 26, 2018

Minakshi Kumari
Bangalore

Dear Minakshi,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Trainee Software Engineer- F&R** role.

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entity whose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. **Commencement Date**

   a. Your employment with the Company commences on **November 28, 2018.**

2. **Initial Position, Work Description, Title Use and Work Base**

   a. Your work base at commencement of your employment will be **Bangalore**. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.

   b. The Company reserves the right to re-designate or revise your Position or work description at any time by a written notice to you.

   c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity whether through the ownership of voting securities, by contract, or otherwise

   d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes for benefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

3. **Remuneration**

   a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

   b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time.Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee (Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.

   c. The Company may at its sole discretion from time to time review your remuneration, normally once annually. Where the Company agrees to revise your remuneration, you will be notified of it in writing. Until the Company notifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

4. **Probation**

a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment of proportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.

c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. **Statutory Benefits**

a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailed in the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time

6. **Leave**

a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment".

7. **Information Provided By You, Reference Checks, Background Checks**

a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.

b. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).

c. The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.

d. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment

8. **Code of Conduct**

a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standards of ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you as to how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy of the acknowledgement form at the end of the Code and return it to your local Human Resources department.

b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. **Changes to the Terms and Conditions of Employment Applying To You**

a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it will be necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees

b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are made to the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereof from time to time.

10. **Confidentiality**

a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.

b. You will keep confidential the Confidential Information and not use it for any purpose other than the performance of your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.

c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. **Intellectual Property Rights**

a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights in the works created by you in accordance with the form attached to this letter as Annexure IV.

12. **Termination**

a. Without limiting clause 4, the Company may at any time terminate your employment:

i. Without cause by giving you prior written notice of at least **60 days (Notice Period)** or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements;

ii. With immediate effect without any compensation by a written notice to you if:

A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment

B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violations of any Policies (defined below) or have been grossly negligent or reckless in your conduct;

The Company at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 9 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interests should your employment continue.

iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;

v. By a written notice, where in the event your appointment is made subject to your passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and

vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).

b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least **60 days.**

c. In the event of a notice for termination or notice of resignation being served in accordance with this Letter, notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at its sole option and discretion, to place you on garden leave from the date of the notice of termination or resignation until the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties. You may not be engaged or employed by or take up any office or partnership in any other company, firm or business, or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. **Company Policies**

a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key current Policies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies

b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may from time to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agree that the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies. You agree to be bound by all such changes.

14. **Notice Pay Reimbursement (if applicable).**

Where the Company reimburses to you any amount that you have to (or have had to) pay to your previous employer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that:

a. You are responsible to properly account for and pay any applicable statutory taxes or levies on such payment;

b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.

c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged to pay you at the time of settling your dues following cessation of employment.

15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. **General**

a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of your employment contract.

b. Where you wish to give notice to the Company you must send it to the Company's office located at the place where your manager is based with a copy to Human Resource team supporting your function. You agree that where we need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of the last known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.

c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.

Please return to us a copy of this letter duly signed by you as a token of your acceptance of employment with us on the terms and conditions set out in this letter (and the other relevant documents).

We are excited about the many ways you will have opportunities to contribute to the success of the Company and look forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch with the Talent Acquisition team member with whom you have been connected with.

Yours faithfully

For Thomson Reuters International Services Private Limited

Catriona Mackness
Head of HR Operations, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and further agree that (a) it contains the terms of my employment with the Company including those set out in Annexure I to this letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Minakshi Kumari
Trainee Software Engineer- F&R

Annexure I - Total Rewards (A + B + C + D)

Name : Minakshi Kumari | **Title : Trainee Software Engineer- F&R**
Reporting Manager : Ramamurthy Bangareshwara | **Department : Financial and Risk**

A - Base Pay (Total Fixed Pay)

Particulars/Components (Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	180,000
Flexible Pay (per annum)	248,400
Provident Fund (12% Basic Salary) (per annum)	21,600
Base Pay (Total Fixed Pay)	**450,000**

B - Variable Pay

Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Variable Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company
- This is a discretionary bonus plan based on Individual performance and Company performance with a payout of **8.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount INR **36,000** (An indicative amount only) on a full year basis
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be in lieu of bonus based on profits payable under the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

C - Statutory Benefit

Gratuity:
Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.
Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies.

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 50,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)*
Employee's Group Personal accicent insurance Policy (GPA):	Insurance covers disability (permanent and partial) due to accident .
Employees Depository Linked Insurance (EDLI)	Flat Sum Insured: INR. 601,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

For **Thomson Reuters International Services Private Limited**

Catriona Mackness
Head of HR Operations, India

ACKNOWLEDGED AND AGREED

Minakshi Kumari
Date: November 26, 2018

*Please refer the Flexi pay document to understand the terms & conditions

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part.

For **Thomson Reuters International Services Private Limited**

Catriona Mackness
Head of HR Operations, India
Date: November 26, 2018

ACKNOWLEDGED AND AGREED

Minakshi Kumari
Trainee Software Engineer- F&R
Date: November 26, 2018

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).
- 3 Passport Size Photographs in White background.

Annexure III

CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS REGARDING COMPENSATION AND BENEFITS AND GENERAL EMPLOYMENT TERMS

I **Minakshi Kumari**, hereby confirm that I acknowledge having received a copy of and agree to the contents of the following memorandum:

(a) Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at **https://thehub.thomsonreuters.com**, and I further understand that it is my responsibility to check for any modifications or amendments to the memorandum mentioned above from time to time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with them as are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature : .....

Name : Minakshi Kumari

Title : Trainee Software Engineer- F&R

Date : November 26, 2018

Annexure IV

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Intellectual Property related Undertaking

By this undertaking **(Undertaking)**, I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I:
   i. Will promptly make full and complete disclosure about the Intellectual Property to the Company; and
   ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.

   The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere in the world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.
2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including without limitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.
3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due or will accrue to me in consideration of the rights granted by me under this Undertaking.
4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive any such rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.
5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

ACKNOWLEDGED AND AGREED

Signature : .....

Name : Minakshi Kumari

Date : November 26, 2018

Diya systems

Smart Minds Smart Solutions

CMMI Level 3 Assessed Company

ISO 9001:2008 Certified

ISO 18001

ISO 14001

CIN No. U72200TN2002PTC052139

Dear Nikhil,

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: 13/11/17

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All education al qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5
- Stamp size photo- 1

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to vani.s@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

Thanks & Regards

Srinivas Bhat

Senior Manager-Human Resources

Note: You are eligible for a salary hike of 25% after successful completion of your two months training program

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

JUSPAY

Offer cum Employment Agreement

Dear Gaurav Ranjan,

August 31, 2018

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with Juspay Technologies Private Limited ("Juspay" or "Company"). It is my pleasure to extend the following offer of employment ("Offer") to you on behalf of Juspay. If you accept this Offer you will be designated as **"Technical Product Analyst"** and you will join us at our Bangalore office.

This Offer will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. Your employment with the Company will also be governed by the policies, rules and guidelines of the Company as may be formulated by the Company from time to time.

The overall CTC offered to you is **INR 4,00,000 per Annum (Four Lakhs Only)**. Detailed break up available in the Agreement a copy of which has been annexed as Annexure 1 hereto.

This Offer with Juspay is subject to the successful verification of information provided by you.

By accepting this Offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions;
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company;
3. Juspay is not liable for any past dues owed by you as part of termination of any previous employments;
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

This Offer will be valid for 1 weeks from the date of this letter. If this Offer is acceptable to you, please convey your acceptance to the Company by (a) email or telephone; and (b) providing a signed copy of this Offer letter by post or email. If we do not hear back from you within a period of 2 weeks from the date of this Offer, this Offer will be deemed to be cancelled and we are not obliged to hold the position open for you.

If you accept this Offer you are required to join on **September 03,2018 ("Joining Date")**. It is clarified that your joining will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. If you are unable to report on the Joining Date you are requested to inform the Company in writing of the delay.

The following documents are required to be produced at the time of joining of the Company. Please provide originals and self-attested Xerox copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers;
2. Salary slip or salary certificate from most recent employer;
3. Experience Certificate from all previous employers;

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

Juspay Technologies Private Limited
CIN: U74900KA2012PTC098522

Regd. Office:Stallion Business Center, No.: 444, 3rd & 4th Floor, 18th Main, 6th Block,
Koramangala, Bengaluru, Karnataka - India - 560095.
Tel: +91 - 080 - 40959660 Email ID: info@juspay.in www.juspay.in
Branch Office: 817, Girija Building, Ganapathi Temple Road, 8th Block, Koramangala, Bengaluru 560095

TRAVEL TRIANGLE

Holiday Triangle Travel Pvt. Ltd.
Corp Office :
3rd & 4th Floor, Dynamic House,
Plot No-29, Sector 18, Gurugram-122015

Landline : +91-0120-4545612
Email : customercare@traveltriangle.com

Offer & Letter of Appointment

Date: **14th Dec 2018**

Dear **Archit Saurya**

Address: Naya tola, Hajipur, vaishali, Bihar - 844101

Congratulations! Welcome to Travel Triangle!

Subsequent to our discussion, we are pleased to offer you an appointment with Travel Triangle as **"Travel Consultant"**.

1. This Offer Letter is being issued subject to the following terms:
   a. You shall join the company on or before **18th Dec 2018.**
   b. Accuracy of the testimonials and information provided by you.
   c. Your being free from any contractual restrictions preventing you from accepting this offer or starting work on above mentioned date.
   d. Successful background and reference check.

2. You shall be based in **Gurugram** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.

3. As an employee of the company, you will receive an annual CTC (Cost to the Company) as mentioned in **Annexure I** attached herewith.

You are requested to report at 10:00am at below mentioned address on the day of your joining.

4th Floor, Plot no-29, Dynamic House, Maruti Industrial Area, Sector 18, Gurugram- 122001

We at Travel Triangle trust that your knowledge, skills and experience will be among our most valuable assets and we look forward to welcome you on board.

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

Holiday Triangle Travel Pvt. Ltd.
Corp Office :
3rd & 4th Floor, Dynamic House,
Plot No-29, Sector 18, Gurugram-122015

Landline : +91-0120-4545612
Email : customercare@traveltriangle.com

Annexure I

We offer you a starting compensat on at an annual rate of **2,31,000** payable over twelve (12) months.

The break-up of your annual CTC is given below:

Holiday Triangle Travel Private Limited		
Plot Number-29,Dynamic House,Sector-18, Gurgaon-122001		
Break-Up of CTC - Archit Saurya		
Component A	**Monthly**	**Annually**
Basic	16,650	199,800
Bonus	1,600	19,200
Total Fixed Compensation	**18,250**	**219,000**
Component B		
Employer Contribution to ESI	867	10,404
Employee Contribution to ESI	319	3,828
Employer Contribution to LWF	20	240
Employee Contribution to LWF	10	120
Total Deduction	**1,216**	**14,592**
Component C		
Performance Linked Pay - Monthly	1,000	12,000
Total CTC	**19,250**	**231,000**

- Please note that all information regarding remuneration is confidential and should not be discussed.
- TDS, PF and ESIC or any other statutory liabilities (if any) be falling within your salary structure would be liable for deduction as per the statutory norms.
- For Non ESI Employees: In addition to the above Cost To Company, the company also provides Mediclaim Insurance for Self or Self, Spouse and Children. For unmarried employees, the cover is up to Rs. 3 lakhs per year, and for families, it is up to Rs. 5 lakhs per year.
- The Company may, at any time, review and/or restructure the Compensation Package.

Should you accept this job offer, as per company policy you'll be eligible to receive the following beginning on your hire date:

Probation

You shall be on probation for a period of 2 months which may be extended during or at the expiry for the said probation period at the discretion of the management depending upon your performance. During the period of probation, the deemed fit.

While in probation, you shall not avail any leave(s) other than Sick Leave(s) subject to submission of relative medical documents thereafter.

You shall get confirmed into the company by default unless you receive a communication on confirmation extension.

Holiday Triangle Travel Pvt. Ltd.
Corp Office :
3rd & 4th Floor, Dynamic House,
Plot No-29, Sector 18, Gurugram-122015

Landline : +91-0120-4545612
Email : customercare@traveltriangle.com

Appraisal & Eligibility

Review for appraisal will happen every year during appraisal cycle as per policy and you will be provided appraisals basis your performance and conduct.

Appointment is terminable either by the management by giving 7 days' notice or by payment of salary in lieu thereof OR vice-versa, which the management may accept or deny depending upon the criticality of assignment/work etc. as depending on your performance.

With best wishes & looking forward to having you with us.

Yours sincerely,



Aditya Chakravarty Human Resources

TRAVELTRIANGLE.COM

ANNEXURE 'A' (TO APPOINTMENT LETTER)

Holiday Triangle Travel Pvt. Ltd.
Corp Office :
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Landline : +91-0120-4545612
Email : customercare@traveltriangle.com

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. DUTIES AND RESPONSIBLITIES

- You will devote your entire time to work of the company and will not undertake any direct/indirect work or business, honorary or remunerator except with the written permission from the Management, in each case.
- You will not reveal in writing or orally or otherwise particulars of details of Technology / Operations/Services, Technical know-how, Security arrangements, Administration and/or Organization matters, etc. pertaining to the Company.
- Such confidential information is a valuable proprietary right of the company and includes all, drawings, plans, notes, memos, printed documents, etc.
- You are required to deal with company's assets such as money, hardware, material and documents with utmost honesty and professional ethics. If you are found guilty at any point of time of moral turpitude or of dishonesty in dealing with company's material, documents or indulged in theft or misappropriations regardless of the value involved, your services would be summarily terminated with immediate effect notwithstanding any other terms and conditions mentioned in the appointment letter.
- All works such as development modifications, improvisation, in the form of programs, studies, report manuals, product etc. carried out for the company, in India or/and abroad, with your direct involvement shall be the property of the Company and you shall not have any claims on the same whatsoever of any kind.
- On completion of your assignment or on your resignation, you will immediately give to the company all the tools, accessories, documents, specifications, books or any other article(s) of whatsoever nature in your custody, care or charge and obtain clearance certificate form the relevant person/office/department on production of which alone your dues if any, will be settled by the company.
- Company reserves the right, at any time during your employment, with reasonable notice, to require you to undertake any reasonable, alternative duties which are within your capabilities.

2. TRANSFERS

- You are liable to be transferred to any of our establishments as and when required by the management.
- Your services may also be transferred to any associate, sister concern or subsidiaries of the company whether at present existing or which may be set up in future at any time and at any place in India or abroad. On such posting you will be governed by the terms and conditions of service applicable to your category of staff employed in that unit/organization.

3. HOURS OF WORK AND PAID HOLIDAYS

- You will observe the working hours as assigned to you by your Department Head and the holidays as normally observed by the Department / Location you are assigned to.

4. ABSENCE FOR REGULAR EMPLOYEES

Holiday Triangle Travel Pvt. Ltd.
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You may be absent from work for various reasons. You are governed by the paid holidays of your work location during your tenure of service with the Company. However, all leaves would require mandatory pre-approval.

5. ANNUAL LEAVE ENTITLEMENT

Annual Leave entitlement is accrued as per companies leave policy and the same will be calculated from the date of joining. Annual leave entitlement shall be subject to change as per Company's policy framed from time to time. Accumulation will generally be permitted as per the Company policy in force from time to time. Leave will be calculated as per calendar year which is from 1st January to 31st December.

6. MEDICAL FITNESS

You are required to maintain yourself in state of medical, physical and mental fitness during the tenure of your service with us; failing which management can take any action as deemed appropriate.

7. RETIREMENT AGE

Your age of retirement in the Company is 60 years.

8. TERMINATION OF SERVICE

- On satisfactory completion of the probation, your services are liable to be terminated from either side on minimum one-month notice or salary in lieu thereof.
- At the time of leaving, you need to ensure that all your current responsibilities have been completed and successfully handed over in accordance to the companies' policies. However the company may accept or deny the receipt of payment of salary in lieu of notice depending upon the criticality of assignment/work etc. as deemed fit.

9. ABANDONMENT OF SERVICE

If you absent yourself without sanctioned leave for a continuous period of eight days or more, you shall be deemed to have abandoned the employment of your own independent violation and shall cease to be in the employment of the company forthwith thereafter.

10. MISCONDUCT

If you are found guilty on misconduct/fraud/moral turpitude during your service with us, you will be subject to disciplinary action including suspension or termination, as the management may deem fit.

11. FALSE INFORMATION

At any stage, during the tenure of your service, if it is found that any particulars or details furnished by you are incorrect or if you are found to have willfully suppressed any material information and/or this contract of service has been obtained by misrepresentation of facts, your services will be terminated without any notice or compensation.

12. INDEMNIFICATION

You will indemnify and always keep indemnified Company and its directors, employees, officers, associates, from all claims, costs, liabi ities, obligations and consequences of whatsoever nature, as a resultant from your misdeed, misconduct, negligence, misuse of internet and other facilities as provided by Company to you, false representations to any third party(s) or person(s) or any other and further act and deed which is not governed by the Company's policies and terms and conditions.

13. CHANGES TC TERMS AND CONDITIONS OF EMPLOYMENT

Company reserves the right to change Terms and Conditions of Employment, including changes that may be required to comply with tax, employment and other legislation, or as a consequence of changes to administration procedures. Substantial changes will be discussed and agreed with you, individually, prior to implementation. Minor changes will be notified to you through any mode of communication.

You warrant that:

- In accepting this appointment and performing your obligations and services under it, you confirm that you are not and will not be in breach of obligations under any other employment or appointment and that you are free from any contractual restrictions.
- All relevant exit terms and conditions of your previous employer have been complied with prior to accepting this offer or starting work on the above mentioned date.
- You will, prior to accepting this appointment, intimate to the Company any external education and training courses being undertaken by you.
- You will, prior to accepting this appointment, disclose to the Company any prior medical history or illness which could affect your work in the Company. You are required to undergo pre-employment medical check-up as per the requirement of the company.
- You will abide by the policies and practices of the Company during your tenure of employment with the Company.

- Your appointment that is based on the information & document supplied by you in your application for employment will be treated as null or void if in the opinion of the Company, a material error is discovered and/or due to non-disclosure of relevant information about you to the Company.

At the time of your joining, you are required to bring the originals and submit a copy of each of the following Testimonials:

A. Educational Qualification

a) SSC / Class XII

b) Graduation – degree certificate and marks cards of all years / semesters

c) Post Graduat on – deg ee certificate and marks cards of all years / semesters

B. Work Experience

a) Appointment letter of your current employer

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b) Experience & relieving certificates of your current and all your previous employers. c) Latest original pay slip and Form 16

C. In addition, you are required to submit the following:

a) 2 passport size photographs in color

b) Copy of Work Permit (in the case of Expatriates)

c) Proof of identity (Aadhar Card & PAN card – both Mandatory)

d) Proof of address in respect of residence where you have stayed for the longest duration in the last 7 years (e.g.: any utility bill – electricity, telephone, credit card).

e) 1 Family photograph for ESIC formalities

If you have any questions regarding the conditions of your offer, please feel free to contact, Nisha ali @ 9205140632.

The letter of offer is valid for two (2) days from the date hereof for conveying your acceptance.

We would request you to kindly send in your acceptance via email that you agree and accept this offer of employment together with the Terms and Conditions of Employment as set out within. That you also agree to sign the 'NonDisclosure' And 'Code of Practice' Agreement upon joining.

For Travel Triangle



(Aditya Chakravarty)

(Accepted By)

24-July-2017

Dear Kavyashree K T,

Congratulations! We are glad to offer you a position with **Lowe's Services India Private Limited (Lowe's India)**, on the following terms and conditions:

1. You will be designated as Associate Software Engineer, at our Bangalore location.

2. You are requested to join us on **17-August-2017 at 9 am.**

3. Your annual fixed compensation will be **Rs. 454,545/- per annum.** In addition, you would be eligible to participate in the Bonus Program as per the company policy. Your compensation at Lowe's India will be subject to deduction of taxes at source in accordance with the prevailing income tax regulations. The details of your compensation at Lowe's India are outlined in **ANNEXURE -A**

4. You shall serve a probationary period of **3** months from the date of joining. Upon satisfactory performance review by your manager, you shall be confirmed in the permanent establishment of the Company.

5. The Company reserves the right to either extend the probationary period or invoke termination of this contract in the event that your performance is not up to expectation.

6. Your employment would require you to adhere to the rules, regulations and guidelines issued by Lowe's India in relation to your personal and professional conduct.

7. Your employment is subject to successful background verification checks by Lowe's India. In the event the results of background verification are unsatisfactory, Lowe's India, at its sole discretion, may withdraw this offer of employment without further notice, including after the acceptance and signing of this offer.

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

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LOWE'S

ANNEXURE - A

Name	Kavyashree K T
Designation	Associate Software Engineer
Grade	L-3
Fixed Cost	454545
Variable Cost	10%

Salary Components	Amount Per Annum (Rs)	Amount Per Month (Rs)
Basic Salary	181818/-	15152/-
House Rent Allowance	72727/-	6061/-
Conveyance Allowance	19200/-	1600/-
Statutory Bonus	15145/-	1262/-
Special Allowance	143837/-	11986/-
PF Employers Contribution	21818/-	1818/-
FIXED COST TO COMPANY	**454545/-**	**37879/-**

BENEFITS

Gratuity	As per Payment of Gratuity Act, 1972
Group Medical Insurance	INR. 500000(Self, spouse and 2 children), out of this INR 300,000 is also available to cover your parents.
Group Accident Insurance	3 times of your Fixed salary.

Note:

Special Allowance - Flexible Compensation Plan(FCP) guidelines (eligible for Tax Exemption)	
Category:-	Max. eligibility as per IT guidelines
Leave Travel Allowance(LTA)	1 month Basic /Up to Rs.2,00,000/- per annum
	*2 journeys in a block of 4 years
Medical Bills	Max. Rs.15,000/- per annum
Telephone Bills	Max. Rs.30,000 per annum for 2 connections
Books & Periodicals	10% of Fixed pay
Car Maintenance / Fuel	Max. Rs.28,800/ - per annum., if car >1600CC
	Max. Rs.21,600/ - per annum, if car< 1600CC
Driver's Salary	Max. Rs.10,800/- p.a.

#Total Deductions: Professional Tax (PT); Tax Deducted at Source (TDS) if applicable.
PF - Employer and Employee contribution to be deducted from CTC.

Note 1	Basic Salary is at 40% of the Fixed CTC.
Note 2	HRA is at 40% of Basic Salary which is as per the Income Tax rules for Non Metro cities.
Note 3	PF is at 12% of Basic Salary which is mandatory as per the PF Act.
Note 4	You are eligible to participate in the Company's Annual Bonus Plan 2017-18. Your target bonus is 10 % of fixed pay and may range from 0% to 100%.This is payable on an annual basis, subject to company guidelines
Note 5	If Fuel/ Driver reimbursement option is chosen as part of the Flexible Compensation Plan, Conveyance Allowance will not be available.
Note 6	As per Payment of Bonus Act

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8. On your date of joining, please carry all your original documents, 4 photographs and 1 copies of educational certificates, offer letter & relieving documents of previous employers, address proof, PAN card, passport Aadhar card and the last three month's salary slips of most recent employment.

9. Notice period – Contract of employment with Lowe's Service India Private Ltd (Lowe's India) is terminable, by either parties giving two months' notice.

Please respond with your acceptance to this offer on **24-July-2017.** If we do not hear from you by the specified date, this offer will no longer be valid.

We are delighted to welcome you to Lowe's India and we wish you a long, successful career with us!

Sincerely,

Roopa

Roopa Rangaprasad
Senior Manager - Talent Acquisition
Lowe's Services India Private Limited

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FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 17-03-2017

Dear Priyanka M S,

We are pleased to offer you the position of Design Engineer at FIRST RESOURCE Company.

Your job will commence on 21-08-2017 and your starting salary will be 2.25 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 18-08-2017 prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of FIRST RESOURCE Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at FIRST RESOURCE Company.

If you have any questions of comments, please call me immediately.

Very truly yours,

17/03/17
Mr. Veerendra Kumar

Managing Director

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

riflexions
we make it count

November 05, 2016

Supreeth K.
#710, 'Shivani'
14th Cross, 1st Stage, 1st Phase
Chandra Layout
Bengaluru - 560072

Dear Supreeth,

This is with reference to your application and the subsequent interview you had with us.

We are pleased to extend our offer of employment and to welcome you as a member of our Company. We are very impressed with your accomplishments and believe you will make an excellent addition to our staff fraternity at Riflexions. We are pleased to offer you a position of **Software Engineer - Trainee** and you will be reporting to the Director, Projects and/or to whoscever the Company deems fit to be your supervisor.

We expect you to join no later than **17th July 2017.**

You will be based at our office in **"Bengaluru"**. You might however be required to travel and if required operate out of other offices in future should the need arise.

You will be on training during the initial two months of your joining. Your employment with **RIFLEXIONS** will be deemed to be confirmed after two months on successful completion of training period. This confirmation is subject to satisfactory performance of the training assignments. You will be re-designated as **Software Engineer** on confirmation.

Your Cost to the Company (CTC) will be **INR 2,50,000** (Rupees two lakh fifty thousand only) Per Annum. The salary annexure is attached for your reference.

You shall provide sixty (60) days written notice, if you decide to terminate your services with the company. Similarly, the company can terminate your services by providing sixty (60) days written notice. This will be mutually agreed between the employer and employee on a situational basis. However, the company reserves the right to immediate termination without notice, if the information provided by you during the selection process is found to be in-correct.

As a token of your acceptance of all the above mentioned terms and conditions, we request you to confirm your acceptance of this offer and also confirm to us your date of joining by a return email.

We are enthusiastic about your candidacy for this critical position here at Riflexions. We see you as an extremely important person to the phenomenal success of Riflexions Consulting Pvt. Ltd. Everyone who has had the opportunity of meeting you share this enthusiasm. As a result, we are eagerly looking forward to have you on board very soon.

Sincerely,
for **Riflexions Consulting P. LTD.**

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

Smitha Basavaraj
Director

SALARY ANNEXURE:

Employee Name	Supreeth K.		
Employee Designation	Software Engineer - Trainee	Effective From:	17th July 2017
		Per Annum (INR)	Per Month (INR)
Employee Gross Salary		250,000	20,833
Monthly Components		**Per Annum**	**Per Month**
Basic		100,000	8,333
House Rent Allowance		40,000	3,333
Children Education Allowance*		-	-
Transportation Allowance		19,200	1,600
LTA*		-	-
Medical Allowance		15,000	1,250
Special Allowance		63,800	5,317
Total		**238,000**	**19,833**
Variable Component		**Per Annum**	**Per Month**
Performance Linked Variable Pay			
Deferred Total		-	-
Retirement benefits		**Per Annum**	**Per Month**
Employer's Provident Fund Contribution		12,000	1,000
Gratuity Provision		-	-
Total		**12,000**	**1,000**
TOTAL GROSS SALARY		**250,000**	**20,833**

* LTA & Children Education Allowance can be claimed for tax exemption as per Income Tax Rules

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Preethi Sri B S,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Sales Engineer
Issue date: 03/02/2017
Joining Date: 22-08-2017
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesara[illegible] Main Road
Bengaluru - 560 057

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE: 14th Feb 2017

OFFER LETTER

Dear Shivashankar J P,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

Very truly yours,

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

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091

DATE: 14th Feb 2017

OFFER LETTER

Dear Alan Alexander Thomas,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

Very truly yours,

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

Micromatic

MMT:BOM:HR:003:2018-19

27th Nov 2018

Mr. Manjunatha M
230, Opp. Thomas School,
4th Main, Maruthi Nagar,
Nelamangala, Bangalore Rural – 562123.

Subject: OFFER LETTER

Dear Mr. Manjunatha M,

We thank you for your interest in discussing an opportunity to be part of the **Micromatic Machine Tools Pvt. Ltd.**

Based on the discussion with you, we are pleased to offer you a position as **"Marketing Engineer"** You will be on a Probation period for six months from the date of joining. The annual compensation calculated on Cost to Company will be [redacted] r annum **(Excluding Bonus)**. Initially your place of posting will be **Bommasandra** location.

You are requested to join latest by _____.

As a part of the joining formalities, we request you to bring the original testimonials along with the photocopy of the following documents for our records:

1. Relieving Letter, Salary / Experience Certificates of Previous Employment
2. Copy of Resume.
3. Certificate of Educational Qualifications.
4. 10th or Matriculation Certificate for Date of Birth proof.
5. 3 Passport size photographs.
6. Aadhar Card & PAN card.

Pre-Employment medical checkup will be done by HR Department through authorized agency before joining.
Background verification will be done by HR Department through authorized agency after joining.

For further details please contact HR Coordinators.

We look forward to your joining the **Micromatic Machine Tools Team** and your valued contribution to the organization.

Yours sincerely,

For Micromatic Machine Tools Pvt. Ltd.,

Business Head

I ACCEPT

29/11/2018

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

AceMicromatic® Group Company

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Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road. Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE: 14th Feb 2017

OFFER LETTER

Dear Naveen K B,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum.**

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

Very truly yours,

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

MICROCHIP

Nisha Merta
Bangalore

Sep 20, 2017

Tel: (Cell) +91 9886660813

Dear Nisha

We are pleased to confirm the highlights of our employment offer to you. Please call me immediately at +91-80- 3090-4478, if you have any questions regarding this offer. This offer is open for your consideration until close of business on **Sep 21, 2017**

Your position will be **Trainee Engineer – Design** reporting to the **Team Lead** – IDC – **MCU08 Design**, in Bangalore. You will be a full time employee of Microchip Technology (India) Pvt. Ltd., Bangalore.

Your Total "Cost-to-Company" (CTC) (Total Annual Gross plus Retrials, Benefits, Incentives and Perquisites) will be **Rs. 6,00,000 (Rupees Six Lakh)** per annum.

The detailed breakup for all components of the salary is attached along with the offer letter. Your performance and compensation will be reviewed periodically, and you will be eligible for salary adjustments in the future based upon these performance reviews.

You will be on probation for a **period of 1 year,** which may be extended or reduced at the sole discretion of Management. During the period of probation, the appointment can be terminated either by the company or by yourself by giving 1 month written notice. On completion of this probation period of **1 year,** you will be deemed to be confirmed in the services of the Company, unless otherwise intimated in writing.

After confirmation, in case you wish to resign from the services of the company, the notice period is one month; any short notices will have to be paid by you to the company, during final settlement.

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

Contd...

TESSOLVE

A HERO ELECTRONIX VENTURE

21st February 2018

Rakesh M Peddi
Bangalore

Dear Rakesh,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **"Design Engineer"** as per the terms and conditions given below:

1. The salary and other emoluments and benefits are as per Annexure. The details pertaining to your appointment letter and salary are strictly confidential between you and the company and you should not discuss these details with anyone within or outside the company, except your Senior Manager or the HR in-charge.

2. You shall be on probation for a period of six months, with effect from the date of completion of the training period. Should your work be found satisfactory at the end of the period of probation, your appointment will be confirmed in writing. Unless so confirmed in writing, you shall continue to be on probation. The probation period is extendable at the sole discretion of the management.

3. From the date of joining, you will abide by the Provident Fund, Medical and LTA and Leave Rules, as applicable to you.

4. During the probationary period and after confirmation, your service will be terminable at the discretion of the company on giving ninety days of notice or on payment of ninety days pay in lieu of such notice. If you wish to resign from the services of the company during training /probation period and after confirmation, you will be abiding by the "Employee Service Agreement" do so by giving ninety days prior notice.

5. During the period of your employment with the company you shall not secure or try to secure any other employment, whether full time or part time, or engage in any commercial business or pursuit on your own account or as an agent for others. During your employment with the company, you shall not undertake any course or study without getting permission from the management.

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

6. During the period of your employment with the company you may be required to work on customer projects. If you were to resign from the services of the company, you shall not work for the same customer or customer's customer (for the projects handled within last one year) either directly as an employee/contractor or through another organization, for a period of six months from your separation from the company.

7. You shall not at any time, without the consent of the company, disclose, divulge or make public, except under legal obligation, by word of mouth or otherwise, details of manufacturing processes, technical know-how, security arrangements, administration, accounts of any other dealings of the company known to you in the course of your service or otherwise.

8. You shall abide by the Rules and Regulations of the company which are in force and / or which may be framed from time to time.

9. You shall be responsible for the safekeeping and return in good condition and order of all the company's property, which may be in your use, custody or charge.

10. You will work under the supervision of such officers, as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you to the best of your power, skill and ability in the best interests of the company.

11. You are required to maintain yourself in a state of medical/physical, mental fitness and ensure annual medical checkups. Any neglect on your part in this regard may render your service liable for termination with immediate effect.

12. If at any time in the opinion of the company, which shall be final, you become insolvent or are found guilty of dishonesty, disobedience, misappropriation, theft, fraud, disorderly behavior, negligence, indiscipline, absence from duty without permission, violation of any company policies or of any other conduct considered by the company as detrimental to its interests or of violation of one or more terms of this appointment, you would either be subject to strict disciplinary action or your services may be terminated without notice, based on the severity of the violation.

13. You are liable to be transferred to any place of business of the organization whether existing or acquired later on or from any one department to another or from one job to another as the management may consider it necessary in its discretion, from time to time without detriment to your status or emoluments.

14. You shall keep the company informed of any change in your residential address or any civil status.

15. The retirement age as per the company's policy is 60 years.

TESSOLVE

16. Your initial place of posting will be at **Bangalore**.

17. At the time of joining, you are requested to produce the original certificates in proof of (a) age, (b) Qualification, (c) Relieving Order from the present employer, if applicable (or) copy of your resignation letter to the previous employer.

18. In case your written acceptance of this offer is not received within 30 days of issue, this offer will be treated as withdrawn and cancelled, without any further reference to you.

19. In case you do not report for duty within 10 days of the joining date indicated by you in the duplicate copy of the letter, the offer will be treated as withdrawn and canceled, without any further reference to you.

20. Please sign and return the duplicate copy of this letter enclosed as a token of your acceptance of the above-mentioned terms and conditions and indicate your date of joining the company.

21. You are expected to work with Tessolve for a minimum period of three years from the date of joining. In conformance to this requirement, you are required to sign a Service agreement confirming your commitment for a minimum period of 3 (Three) years at Tessolve

We welcome you to **Tessolve** family and look forward to a long, successful and mutually beneficial association.

With Best Wishes

FOR TESSOLVE SEMICONDUCTOR PVT LTD

Rajakumar D
Vice President - Operations

I have read, understood and accept the above-mentioned terms and conditions and I will join duty on _____

Signature: Date:

TESSOLVE

Annexure - Emoluments & Benefits

Name: Rakesh M Peddi			
Designation: Design Engineer		*Grade:*	*T7*
Location: Bangalore		*Job Category:*	*Analog Design*
WEF: - 23-Feb-2018			
		Cost to Company	
		In Indian Rupees	
Salary		*Per Month*	*Per Annum*
Basic		10000.00	120000.00
HRA @ 50% of Basic		5000.00	60000.00
Conveyance allowance		1600.00	19200.00
Medical Allowance		1250.00	15000.00
Flexible Benefit Plan		6183.33	74200.00
Total (A)		**24033.33**	**288400.00**
Company Contribution (B)			
Provident Fund		1800.00	21600.00
Total (B)		**25833.33**	**310000.00**
Gratuity *		481.00	5772.00
Health & Personal Accident Insurance *		500.00	6000.00
Leave Benefits *		666.67	8000.00
Total Emoluments (A + B + C)		**27481.00**	**329772.00**

FOR TESSOLVE SEMICONDUCTOR PVT LTD

Rajakumar D
Vice President - Operations

Other Benefits

1) Medical Reimbursement:

This reimbursement will be provided on a monthly basis and bills need to be submitted to avail tax exemption at the end of the financial year.

2) (*) As per prevailing company policy

3) Confirmation:

After completing 6 months' probation period and confirmation based on performance review, the total emoluments will be revised at INR 372526/- (Three lakhs Seventy-Two Thousand Five Hundred Twenty-Six only) per annum.

4) You will be eligible for on-site reimbursement of Rs. 3000/- per month, when you are deputed to client place in Bangalore.

TESSOLVE

A HERO ELECTRONIX VENTURE

Non-disclosure and Non-compete Agreement

This Non-disclosure and Non-compete agreement is made effective as of 23rd February 2018 by and between M/s. Tessolve Semiconductor Pvt. Ltd. ("The Company") and Rakesh M Peddi ("The Employee").

The Employee and the Company has entered into an agreement providing for the Company's Employment of Employee (the "Employment Agreement") and deem it in their respective interests to enter into an agreement providing the obligation of non-disclosure and non-compete for the Employee.

In consideration of the mutual promises and agreements contained herein, and for other good and valuable consideration, the receipt of which is hereby acknowledged, the parties hereto agree as follows.

At all times while this agreement is in force and after its expiration or termination, the Employee agrees to use his / her best efforts to abide by the non-disclosure and non-compete terms of this agreement mentioned below.

a) The Employee agrees to refrain from disclosing the Company's customer lists, patents, trademarks, trade secrets, or other confidential material, and to take reasonable security measures to prevent accidental disclosure and industrial espionage.

b) In case of separation from the Company, the Employee agrees to not join the same customer or customer's customer (for the projects handled within last one year), either directly as an employee/contractor or through another organizat on, at least for a period of six months after separation from the Company.

c) In case of separation from the Company, the Employee agrees to not use the research done in the course of work done for the Company, at least for a period of six months after separation from the Company.

d) In case of vio at on of any of the above are proven or admitted, the Employee agrees to pay a sum of Rupees two lakhs as liquidated damages to the Company, and will also be liable for further prosecution by the Company.

IN WITNESS WHEREOF, M/s. Tessolve Semiconductor Pvt. Ltd. and the Emp oyee have signed this agreement.

[For M/s. Tessolve Semiconductor Pvt. Ltd.]
Date:

Rakesh M Peddi
Date:

APT

Tel -91-80-32953763
Fax -91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE: 14th Feb 2017

OFFER LETTER

Dear Ashish Biracar,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Quality Engineer"** in our organization. We take pleasure to inform you that your CTC will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

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

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mai advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE: 14th Feb 2017

OFFER LETTER

Dear Gautham N,

Subsequent to your successful interview with Advent Power Technologies: we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your CTC will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

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

S.R. TECHNOLOGIES

OFFER LETTER

Date: 15-02-2017

To
Kavya
SCE, Bangalore -560057

Dear Kavya,

We are pleased to offer you the position of Marketing Trainee at **S. R. Technologies, Bangalore**

Your job will commence on first week of September 2017 and your starting salary will be 2.7 Lakhs per annum.

Please report to the supervisor on prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of S. R. Technologies Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at **S.R. Technologies, Bangalore.**

If you have any questions of comments, please call me immediately.

Very truly yours,

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

S.R. TECHNOLOGIES Bangalore-91

#29,D Group Employees Layout,1st Block Lingadheeranahalli,Andhrahalli Main Road,
Bengaluru-560 091. INDIA E-mail:- srtechnoblr@gmail.com

TI2 TECHNOLOGIES
THINK. INNOVATE. IMPLEMENT

DATE: 16/03/2017

OFFER LETTER

Dear Srimoye Sanjay Pal,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your CTC will be **Rs.2.25 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **21-09-17,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B
CEO

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

TECHNOLOGIES BANGALORE-73

2, Sathya Shanthi Nilaya, 10th Cross, Baga agunte, Bangalore - 560073.
www.ti2technologies.com ti2technologies2@gmail.com
9901758006

TI2 TECHNOLOGIES
THINK. INNOVATE. IMPLEMENT

DATE: 16/03/2017

OFFER LETTER

Dear Pruthvi U,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your CTC will be **Rs.2.25 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **21-09-17,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

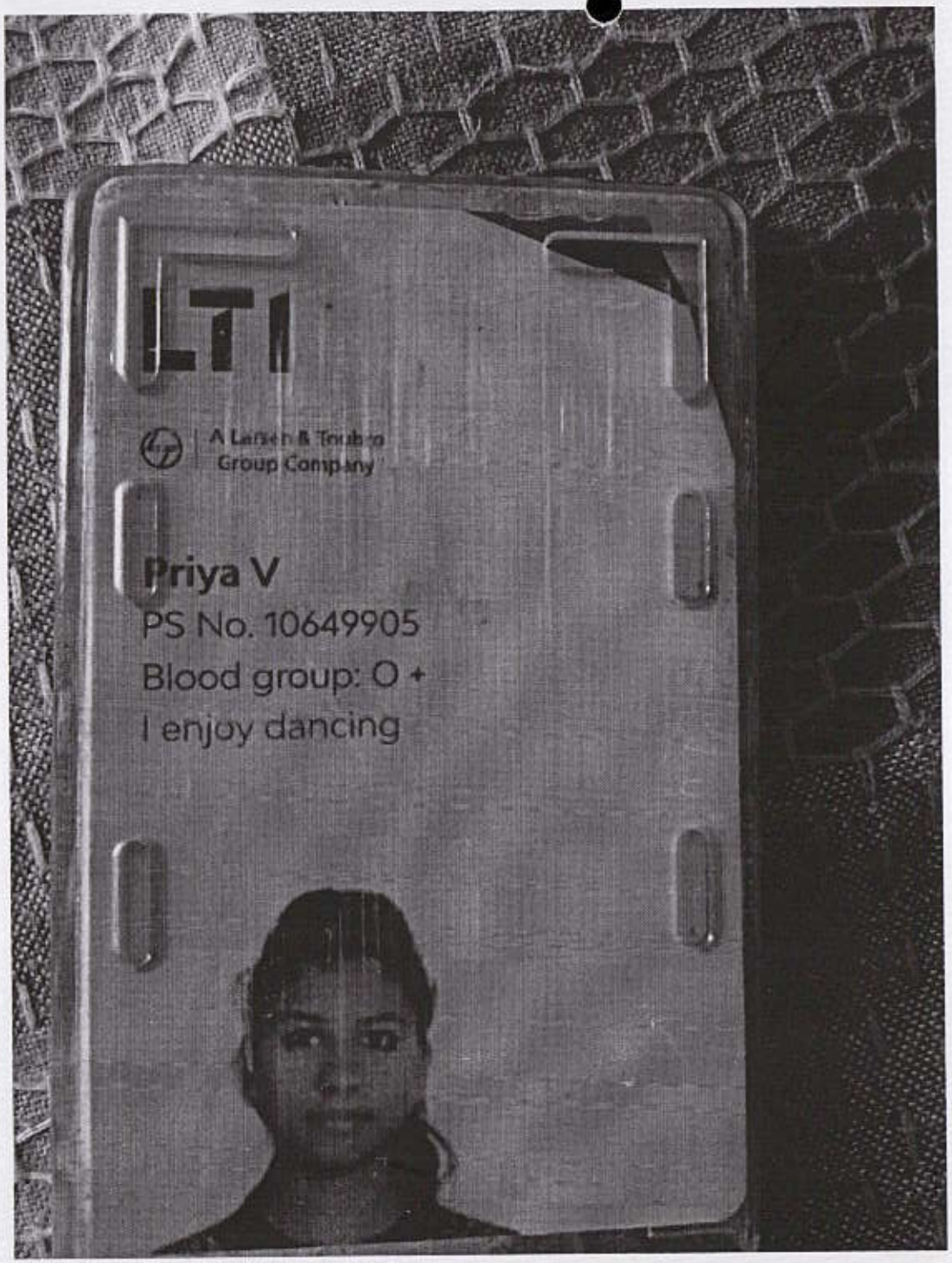
Very truly yours,

Mrs.Sushma B,
CEO

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

TI2 TECHNOLOGIES BANGALORE-73

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073
www.ti2technologies.com ti2technologies2@gmail.com
9901758006



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

SAPTHAGIRI College of Engineering Creating Tomorrow

Shobha I Hugar <shobhahugar@sapthagiri.edu.in>

Maintec offer letter

2 messages

Sushmitha Ramesh <sush2795@gmail.com> Sat, Jan 4, 2020 at 2:11 PM
To: shobhahugar@sapthagiri.edu.in

Hi mam,
This is all I have got from them.

---------- Forwarded message ---------
From: **Malathi.K** <malathi.k@maintec.in>
Date: Thu, 17 Aug 2017, 10:47
Subject: FW: One user has just filled Contact us form - Sapthagiri College of Engineering
To: <sush2795@gmail.com>
Cc: Khushboo K <khushboo.k@maintec.in>

Hi Sushmitha,

Please report at Maintec, Bangalore office on **Wednesday 18th August at 11 AM** without fail. Venue details as follows:

Venue:

MAINTEC TECHNOLOGIES PVT. LTD.

3M-215, East of NGEF, Outer Ring Road,

Kasturi Nagar, Bangalore – 560 043.

(Route Map attached for reference)

Date: 18-Aug-17

Time: 11.00 AM

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

Please carry the following documents at the time of reporting:

1. Educational Documents: 10th, 10+2, Degree and Master Degree (as applicable) – both originals & copies
2. Passport size Photographs: Six passport photographs to be attached
3. Address Proof
4. A copy of your Passport
5. A copy of your PAN card
6. A copy of your resume
7. A copy of this email

Do revert with your confirmation at the earliest.

Note: Candidates who do not submit Original Educational documents will not be enrolled for training.

Thanks & Regards,

Malathi Krishnan

Associate Manager - Staffing

MAINTEC TECHNOLOGIES PVT. LTD.

#204, Oxford House, Rustom Bagh Estate,
Old Airport Road, Bangalore-560 017.

Phone: 0091-80-42718000

Skype: malathikrishnan_mtpl| www.maintec.com

Description: Description: Description: Description: Description: Maintec logo(solid)

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This e-mail message, including any attachments, is for the sole use of the person to whom it has been sent, and may contain information that is confidential or legally protected. If you are not the intended recipient or have received this message in error, you are not authorized to copy, distribute, or otherwise use this message or its attachments. Please notify the sender immediately by return e-mail and permanently delete this message and any attachments. Although we have taken steps to ensure that this e-mail and attachments are free from any virus, we advise that in keeping with good computing practice the recipient should ensure they are actually virus free.

-----Original Message-----

From: sush2795@gmail.com [mailto:sush2795@gmail.com]

Sent: Monday, August 14, 2017 3:20 PM

To: sgupta@maintec.in

Subject: One user has just filled Contact us form

User details are as follows

Name :Sushmitha R

Email Address : sush2795@gmail.com

Subject :Regarding offer letter for campus drive conducted in Sapthagiri College of Engineering

message :Hello Madam/Sir, This mail is regarding campus drive conducted on 16th March 2017 in Sapthagiri College of Engineering, could you please let us know the status of the offer letter we were supposed to receive. I'm looking forward for an opportunity to work with Maintec organzation. Please do the needful. Thanks and reagrds, Sushmitha R

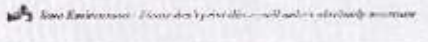
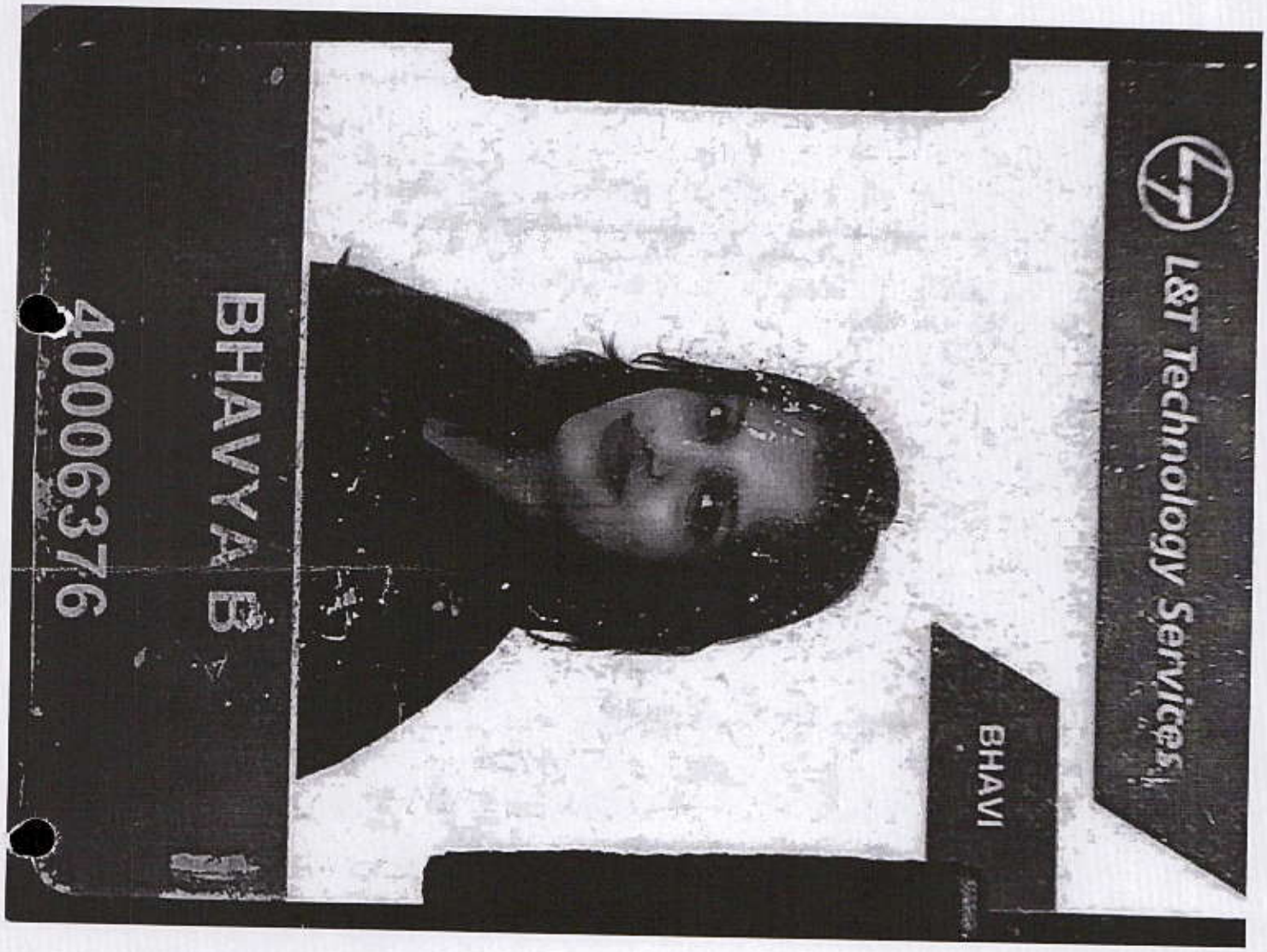


image006.png
6K

Shobha I Hugar <shobhahugar@sapthagiri.edu.in> Sat, Jan 4, 2020 at 2:14 PM
To: Sushmitha Ramesh <sush2795@gmail.com>

Thank u very much
[Quoted text hidden]

14-15
15-17



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

Scanned with CamSc

BT(230)

S.R. TECHNOLOGIES

OFFER LETTER

Date: 06-01-2017

To
Muzzamil Ahmed
SCE, Bangalore -560057

Dear Muzzamil Ahmed,

We are pleased to offer you the position of Sales Engineer at **S. R. Technologies, Bangalore**

Your job will commence on first week of June 2017 and your starting salary will be 2.7 Lakhs per annum.

Please report to the supervisor on prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of S. R. Technologies Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at **S.R. Technologies, Bangalore.**

If you have any questions of comments, please call me immediately.

Very truly yours,

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

SR TECHNOLOGIES Bangalore-91

#29,D Group Employees Layout,1st Block Lingadheeranahalli,Andhrahalli Main Road,
Bengaluru-560 091. INDIA E-mail:- srtechnoblr@gmail.com

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 39, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE: 14th Feb 2017

OFFER LETTER

Dear Premanth P Pednekar,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Quality Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

Very truly yours,

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

21st July 2017

To whomsoever it may concern

We are glad to inform that **Mr Hemanth R** from **Sapthagiri College of Engineering**, has successfully completed his educational internship at STEER Engineering India Pvt Ltd from 30th March 2017 - 30th June 2017.

During his internship, he was exposed to the various activities in Design & Development division. During the period his conduct was good.

For STEER Engineering Pvt. Ltd

Gireesh Jayaram

Manager-HR & IR

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

2016 - 17

STEER

STEER Engineering Private Limited

21st July 2017

To whomsoever it may concern

We are glad to inform that Mr Sudarshan P M from **Sapthagiri College of Engineering**, has successfully completed his educational internship at STEER Engineering India Pvt Ltd from 30th March 2017 - 30th June 2017.

During his internship, he was exposed to the various activities in Design & Development division. During the period his conduct was good.

For STEER Engineering Pvt. Ltd.

Gireesh Jayaram

Manager-HR & IR

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

#290,4th Main, 4th Phase Peenya Industrial Area, Bangalore - 560 058. India
Phone: +91 80 23723309 / 10, 42723300, Fax 91 80 23723307
E-mail : info@steerworld.com, Website: www.steerworld.com

21st July 2017

To whomsoever it may concern

We are glad to inform that **Mr Sathish G S** from **Sapthagiri College of Engineering**, has successfully completed his educational internship at STEER Engineering India Pvt Ltd from 30th March 2017 - 30th June 2017.

During his internship, he was exposed to the various activities in Design & Development division. During the period his conduct was good.

For STEER Engineering Pvt. Ltd.

Gireesh Jayaram

Manager-HR & IR

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

21st July 2017

To whomsoever it may concern

We are glad to inform that **Mr Vivek Kittali** from **Sapthagiri College of Engineering**, has successfully completed his educational internship at STEER Engineering India Pvt Ltd from 30th March 2017 - 30th June 2017.

During his internship, he was exposed to the various activities in Design & Development division. During the period his conduct was good.

For STEER Engineering Pvt. Ltd.

Gireesh Jayaram

Manager-HR & IR

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

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Niveda G,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Sales Engineer
Issue date: 03/02/2017
Joining Date: 22-08-2017
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

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

Address: 17, Basant Lal Murarka Road , 4th floor. Kolkata - 700007.

pinclick

19th May, 2017

Sub: Offer of employment by Pin Click

Dear Sumit Kumar Sinha,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of **"Property Advisor"**, *with effect from 19th June, 2017.* The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A.**

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	**Name**	**Sumit Kumar Sinha**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	19-June- 2017	
	C & B CATEGORY	**INR – Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	6,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	-	-
	Special Allowance	3,427	41,128
	Sub-Total I / Gross Pay	**18,013**	**2,16,160**
Benefits			
B	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
C	**Sub Total II**	**1,987**	**23,840**
Total A + C	**Cost to the Company**	**20,000**	**2,40,000**
Allowance	Rs 3000 of fuel reimbursement for on field employees only Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)		
Note: Performance Enhanced Incentives Is Target Based.			

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
2) Professional Tax to be deducted from the monthly Gross salary as applicable

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

pinclick

19th May, 2017

Sub: Offer of employment by Pin Click

Dear Mohan P,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of **"Property Advisor"**, *with effect from 19th June, 2017.* The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A.**

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	**Name**	**Mohan P**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	19-June- 2017	
	C & B CATEGORY	**INR – Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	6,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	-	-
	Special Allowance	3,427	41,128
	Sub-Total I / Gross Pay	**18,013**	**2,16,160**
Benefits			
B	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
C	**Sub Total II**	**1,987**	**23,840**
Total A + C	**Cost to the Company**	**20,000**	**2,40,000**
Allowance	Rs 3000 of fuel reimbursement for on field employees only Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)		
Note: Performance Enhanced Incentives Is Target Based.			

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
2) Professional Tax to be deducted from the monthly Gross salary as applicable

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

19th May, 2017

Sub: Offer of employment by Pin Click

Dear Yashashwini,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of **"Property Advisor"**, *with effect from 19th June, 2017.* The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A.**

ANNEXURE – A

CCMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	**Name**	**Yashashwini**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	19-June- 2017	
	C & B CATEGORY	**INR – Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	6,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	-	-
	Special Allowance	3,427	41,128
	Sub-Total I / Gross Pay	**18,013**	**2,16,160**
Benefits			
B	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
C	**Sub Total II**	**1,987**	**23,840**
Total A + C	**Cost to the Company**	**20,000**	**2,40,000**
Allowance	Rs 3000 of fuel reimbursement for on field employees only Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)		
Note: Performance Enhanced Incentives Is Target Based.			

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
2) Professional Tax to be deducted from the monthly Gross salary as applicable

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

pinclick

19th May, 2017

Sub: Offer of employment by Pin Click

Dear Ashwini N,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of **"Property Advisor"**, *with effect from 19th June, 2017.* The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A.**

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	**Name**	**Ashwini N**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	19-June-2017	
	C & B CATEGORY	**INR – Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	6,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	-	-
	Special Allowance	3,427	41,128
	Sub-Total I / Gross Pay	**18,013**	**2,16,160**
Benefits			
B	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
C	**Sub Total II**	**1,987**	**23,840**
Total A + C	**Cost to the Company**	**20,000**	**2,40,000**
Allowance	Rs 3000 of fuel reimbursement for on field employees only Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)		
Note: Performance Enhanced Incentives Is Target Based.			
1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable. 2) Professional Tax to be deducted from the monthly Gross salary as applicable			

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

pinclick

19th May, 2017

Sub: Offer of employment by Pin Click

Dear Kusuma B M,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of **"Property Advisor"**, *with effect from 19th June, 2017.* The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A.**

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	**Name**	**Kusuma B M**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	19-June- 2017	
	C & B CATEGORY	**INR – Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	6,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	-	-
	Special Allowance	3,427	41,128
	Sub-Total I / Gross Pay	**18,013**	**2,16,160**
Benefits			
B	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
C	**Sub Total II**	**1,987**	**23,840**
Total A + C	**Cost to the Company**	**20,000**	**2,40,000**
Allowance	Rs 3000 of fuel reimbursement for on field employees only Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)		
Note: Performance Enhanced Incentives Is Target Based.			

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
2) Professional Tax to be deducted from the monthly Gross salary as applicable

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

pinclick

19th May, 2017

Sub: Offer of employment by Pin Click

Dear Praveen Kumar L

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of **"Property Advisor"**, *with effect from 19th June, 2017.* The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	**Name**	**Praveen Kumar L**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	19-June- 2017	
	C & B CATEGORY	**INR – Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	6,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	-	-
	Special Allowance	3,427	41,128
	Sub-Total I / Gross Pay	**18,013**	**2,16,160**
Benefits			
B	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
C	**Sub Total II**	**1,987**	**23,840**
Total A + C	**Cost to the Company**	**20,000**	**2,40,000**
Allowance	Rs 3000 of fuel reimbursement for on field employees only Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)		
Note: Performance Enhanced Incentives Is Target Based.			

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
2) Professional Tax to be deducted from the monthly Gross salary as applicable

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

2013-17
(BT)

SRI SRINIVASA EDUCATIONAL & CHARITABLE TRUST (R)

SAPTHAGIRI COLLEGE OF ENGINEERING

(Affiliated to Visveswaraya Technological University, Belgum & Approved by AICTE - New Delhi)

No.SCE/ADM/766/ 01/2018 – 19

Date: 03 – 08 – 2019

To

Ms. Ruchitha .N. Kumar
No.C -1, Mallikarjuna Nilaya,
Chikkasandra,
Bengaluru -560057

Appointment Letter

With reference to your application and the subsequent discussion / interview you had with us, the Management is pleased to appoint you as Assistant Professor, in the Department of Bio - Technology at Sapthagiri College of Engineering, Bengaluru -57. The terms & conditions applicable to this appointment are as follows for your consideration and acceptance.

1. Your salary details will be issued at the time of reporting for the duty (annexure). Kindly note that all payments under this clause are subject to central and State taxes as applicable now or as amended by the respective governments from time to time in future.
2. You will be on probation for period of one year from the date of joining. At the end of the period of probation, you will be deemed to have confirmed on the job unless an order in writing is issued either terminating your service or extending the period.
3. You will not be eligible for any other benefits, allowance / leave of any kind (except CL & SL) during probationary period. You can avail CL & SL as per the policy of the Organization.
4. You are required to produce all originals for verification and an authentic Photostat copy of each of your originals certificates supporting your age, qualification, experience, latest salary certificate, promotion orders from the previous institution, PAN card, residential proof, Form No. 16 (TDS certificates) for current financial year, reliving certificate along with 4 passport and 2 stamps sized recent color photographs.
5. You will be at no time and under no circumstances, and without obtaining consent in writing from the Management, during your services, make known or divulge in any manner, whatsoever any information, including secret information, concerning technical processes, or any transactions, finances, business plans, etc. of the institution.
6. The duty hours of the Sapthagiri College of Engineering are from 8.30 am to 4.30 pm on all working days and every Saturday from 8.30 am to 12.30 pm must be strictly followed. In addition if the situation demands you must be present to carry out the responsibility beyond duty hours. You are required to undertake additional responsibilities assigned by the Principal, Administrative Officer, and Head of the Department.
7. You will be governed by the Service Rules of AICTE / Sapthagiri College of Engineering, Bengaluru. During your discharge of duties you shall be responsible to the Principal, Administrative Officer, and Head of the Department for all academic co – curricular, extracurricular and Administrative work of the college.

P.T.O

14/5, Chikkasandra, Hesaraghatta Main Road, Bangalore - 560 057, KARNATAKA.
Tel.: 2837 2800 / 01 /02 / 03, 2313 0583 Fax : 080-2837 2797, E-mail : principal@sapthagiri.edu.in
Web : www.sapthagiri.edu.in

Principal
Sapthagiri College of Engineering
14-1, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

https://mail.google.com/mail/u/1/#search/ruchithank%40sapthagiri.edu.in/FMfcgxwGDNMCkvZQsrnnbqGVCcrjmVjs?projector=1

8. This appointment is made on the understanding that the information given by you in your application is correct, true and complete. If it is found at any time that the information given by you in the application is not correct, untrue or incomplete, this appointment may be withdrawn before you join duty with us or your services may be terminated at any time after you have taken up employment with us.
9. It should be noted that your employment with us is full time and at no time should you engage yourself in any other work directly or indirectly, with any other organization or agency whether honorary or for remuneration without the prior permission in writing from the Management.
10. The Management shall have the right to recover the loss incurred of goods and property entrusted to you and the same may be recovered from (in) your salary.
11. The Management shall have the right to terminate the appointment without notice for any misconduct as specified in the service rules of the college. The assessment of management in respect of above mentioned grounds shall be final and conclusive.
12. Your service is liable to be terminated by giving One Month notice. If you desire to discontinue or resign from the service with us, you are required to give One Month notice or One Month salary in lieu of notice.
13. Professional tax and other statutory deductions will be made from your salary as applicable from time to time.
14. You are required to wear decent dress and identity card while on duty.
15. You are required to open Savings Bank Account in the State Bank of India on the day of your joining to College.
16. Your service shall be superannuated when you reach the age of 60 years unless otherwise extended in writing by the Management at their discretion. The date of birth given by you at the time of joining duty shall be final and binding for all purposes including for superannuation.
17. The appointment takes effect from the date of reporting for duty and you are expected to join as earliest as possible.

In case the above terms & conditions are acceptable to you, please return the duplicate copy of this letter duly signed as a token of your acceptance mentioning the date of your reporting to duty.

We hope to have a long and fruitful association with you.

Thanking you,

Yours Truly

For Sapthagiri College of Engineering
(Sri Srinivasa Educational & Charitable Trust)

I hereby acknowledge and agree to the terms and conditions of my employment as outlined herein above.

Full Name: RUCHITHA. N. KUMAR Place: BANGALORE

Signature: Ruchitha D.O.J: 03-05-19

2016-17

ZERODHA

Date: 20.07.2017

OFFER LETTER

Dear Jaikarthik J,

We are pleased to inform you that after careful consideration, Zerodha has decided to make you this offer of employment, this letter sets forth the terms of the offer, which on your acceptance will govern the terms and conditions for your employment.

Designation: **Sales Executive**
Location: **Bangalore**
Joining Date: **11.09.2017**

Your CTC would be **Rs. 1,80,000/- per annum plus incentives** as discussed consistent with the company's payroll practices. Please find the components of the CTC mentioned below.

You will be on probation period for the six months. Based on your performance your services will be confirmed with Zerodha in written after six months. During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

We look forward to your acceptance of this offer letter and to a mutually beneficial enduring relationship.

NOTE: If you fail to join us on the above mentioned date, this offer letter will be termed invalid. And also you will be forbidden from applying for any vacancies in Zerodha for the next six months.

With Best Wishes

Seema Patil

(Chief-Human Resources)

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

ZERODHA

Gross Salary	
Basic	7500
HRA	3750
Conveyance	0
Variable Pay	2850
Employer Contribution to PF	900
Total Gross CTC	**15000**

Deductions	
TDS	-
Provident Fund	-
Health Benefits	375
Professional tax	200

Note:

Under Variable pay, the allocation of amount and heads shall be as per Zerodha's policy.

Jaikarthik J.

#. 53/154, 4th Cross, JP Nagar 4th Phase, Opposite Clarence School, Bangalore 560078
Tel: 080-40402020, E: india@zerodha.com, W: www.zerodha.com

ZERODHA

16-17 (BT)
1SG13BT012
(India)

Date: 15.06.2017

OFFER LETTER

Dear Gowtham KV,

We are pleased to inform you that after careful consideration, Zerodha has decided to make you this offer of employment, this letter sets forth the terms of the offer, which on your acceptance will govern the terms and conditions for your employment.

Designation: **Sales Executive**
Location: **Bangalore**
Joining Date: **01.08.2017**

Your CTC would be **Rs. 1,80,000/- per annum plus incentives** as discussed consistent with the company's payroll practices. Please find the components of the CTC mentioned below.

You will be on probation period for the six months. Based on your performance your services will be confirmed with Zerodha in written after six months. During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

We look forward to your acceptance of this offer letter and to a mutually beneficial enduring relationship.

NOTE: If you fail to join us on the above mentioned date, this offer letter will be termed invalid. And also you will be forbidden from applying for any vacancies in Zerodha for the next six months.

With Best Wishes

Seema Patil

(Chief-Human Resources)

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

ZERODHA

Gross Salary	
Basic	7500
HRA	3750
Conveyance	0
Variable Pay	2850
Employer Contribution to FF	900
Total Gross CTC	**15000**

Deductions	
TDS	-
Provident Fund	-
Health Benefits	375
Professional tax	200

Note:

Under Variable pay, the allocation of amount and heads shall be as per Zerodha's policy.

Gowthami KV.

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+9 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Amogha**,

Congratulations!!!

With great pleasure, I extend the following employment offer to ycu

Position: Quality Engineer
Issue date: 03/02/2017
Joining Date: 22-08-2017
Salary: 2.5 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

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

Address: 17, Basant Lal Murarka Road , 4th floor. Kolkata - 700007.

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-984552900
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishweeedam Post, Bangalore-560 091.

DATE:14th Feb 2017

OFFER LETTER

Dear Abhimanyu Kumar,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization. We take pleasure to inform you that your CTC will be **Rs.2.5 lac per annum.**

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

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

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE:14th Feb 2017

OFFER LETTER

Dear Sachin S,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.5 lac per annum.**

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

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

S.R. TECHNOLOGIES

OFFER LETTER

Date: 15-02-2017

To
Bounesh P
SCE, Bangalore -560057

Dear Bounesh P,

We are pleased to offer you the position of Sales Engineer at **S. R. Technologies, Bangalore**

Your job will commence on first week of September 2017 and your starting salary will be 2.7 Lakhs per annum.

Please report to the supervisor on prior to your commencement of employment. You will be required to complete necessary payroll and personnel forms and your benefits package will be explained to you in detail Additionally, we require every employee of S. R. Technologies Company to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

We look forward to your arrival at **S.R. Technologies, Bangalore.**

If you have any questions of comments, please call me immediately.

Very truly yours,

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

#29,D Group Employees Layout,1st Block Lingadheeranahalli,Andhrahalli Main Road,
Bengaluru-560 091. INDIA. E-mail:- srtechnohr@gmail.com

TI2 TECHNOLOGIES

THINK INNOVATE IMPLEMENT

DATE: 16/03/2017

OFFER LETTER

Dear Swathi Chougala,

Subsequent to your successful interview with TI2 Technologies; we are pleased to offer you the position as **"Trainee Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **21-09-17,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,
CEO

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

TI2 TECHNOLOGIES BANGALORE-73

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073.
www.ti2technologies.com ti2technologies2@gmail.com
9901758006

mindse8
www.mindse8.com

+91 7980 326 055
info.mindse8@gmail.com

JOB OFFER LETTER

20th Feb 2017

Dear **Kalpana**,

Congratulations!

MINDSE8 is delighted to offer you the full-time job & the position of **"Trainee ENGINEER"**. You are requested to report directly to the manager on July 20th 2017.

The starting salary for this position is 3 lakh per annum. ***MINDSE8*** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once you report to the company.

Your employment with ***MINDSE8*** will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

Mchoudhary

MANOJ CHOUDHARY
Managing Director

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

mindse8
www.mindse8.com

+91 7980 326 055
info.mindse8@gmail.com

JOB OFFER LETTER

20th Feb 2017

Dear SOWMYA C,

Congratulations!

MINDSE8 is delighted to offer you the full-time job & the position of **"Trainee ENGINEER"**. You are requested to report directly to the manager on July 20th 2017.

The starting salary for this position is 3 lakh per annum. ***MINDSE8*** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once you report to the company.

Your employment with ***MINDSE8*** will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advanced notice. This letter is not a contract indicating employment terms or duration.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

MChoudhary

MANOJ CHOUDHARY
Managing Director

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

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091

DATE:14th Feb 2017

OFFER LETTER

Dear SHANTAPPA UTAGI,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.5 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

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

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE:14th Feb 2017

OFFER LETTER

Dear R SUSHMA,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Testing Engineer"** in our organization. We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum**.

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **05-08-16**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

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

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
E-mail:advent_tech@rediffmail.com

Advent Power Technologies

Shed No. 59, Karim Saheb Layout Main Road, Shrigandhanagar, Near Peenya 2nd Stage, Vishwaneedam Post, Bangalore-560 091.

DATE:14th Feb 2017

OFFER LETTER

Dear KANTHRAJ LV,

Subsequent to your successful interview with Advent Power Technologies; we are pleased to offer you the position as **"Design Engineer"** in our organization We take pleasure to inform you that your **CTC** will be **Rs.2.5 lac per annum.**

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You are requested to join us on or before **14-07-17**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

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

TARUN TECHNOLOGIES

Ref. TARUN/2016-17/55

Date 08/03/2017

OFFER LETTER

Dear Prabath G

We are pleased to offer you **full time** position of **Field Engineer** at **Tarun Technologies.**

We are selecting you on the basis of your performance in the interview. Given below are the details of benefits, compensation, terms, and condition of your job with Tarun Technologies.

We take pleasure to inform you that your **CTC** will be **Rs.2.25 lac per annum** .

You will be reporting to **Mr. Ravi Prasad** starting on **15/09/2017** at **Tarun Technologies..**

Mobile, Internet and Local Conveyance shall be paid out as per the company policy (only if applicable) after considering the role and nature of work.

You can call or email us for further information. We look forward to hearing from you.

Very truly yours,

Mr. Ravi Prasad,
CEO

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

CS Ravi Prasad.

No. 767, 14th Cross, 1st Phase, J.P. Nagar, Bangalore - 560 078. E-mail : raviprasadcs20@gmail.com