Mphasis
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APPS/1072'97/07706492/Bangalore/August/V0

PRIVATE AND CONFIDENTIAL

2 August 2018

Ankit Prakash
Room no 9 TULASI P G
980 4th Cross 10th Main
AGB Layout 3rd stage Hesarghatta

Karnataka Bangalore
India.

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

Dear Ankit Prakash,

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.

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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.

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ANNEXURE – 1

Name	**Ankit Prakash**
Band	**Band 5**
Level	**Level 1**
Title	**Trainee Associate Software Eng**
Total Compensation / CTC	180000
Band	Band 5
Level	Level 1
Salary Component	**Amount (in Rs./Month)**
Basic	4500
House Rent Allowance	2250
Leave Travel Allowance	NA
Special Allowance	2870
Ex-Gratia / Bonus*	1000
Total Fixed Cash	**13470**
Variable Pay	750
Provident Fund Contribution (PF)	540
Med claim Insurance Premium	240
Target Cost to Company	**15000**
Target Cost to Company (per annum)	**180000**

Note:

* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

** Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

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ANNEXURE - 2

TERMS OF EMPLOYMENT

Your employment at Mphasis Limited. ("The Company") will be governed by the Company's policies as modified from time to time. Copy of the present policy will be made available to you on your joining the Company. In particular and without prejudice to the foregoing statement, some of the more significant terms and conditions that govern your employment, subject to modifications from time to time, are detailed below.

1) **Hours of Work**
   1.1. A working day shall comprise of nine hours.
   1.2. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 a year, subject to applicable laws. The shift timings may change from time to time which you would be notified of in advance.
   1.3. At times you may be required to work beyond 8 working hours.
   1.4. Employees at the client site shall follow the working hours as applicable at client site.

2) **Place of Employment**
   2.1. During your employment with the company, you will be liable to be transferred or deputed to any of the offices, departments of the Company or its Associates, Subsidiaries or Group Companies, whether in India or abroad.
   2.2. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with the Company's policies prevalent at that time.

3) **Travel**
   You may be required to travel, whether in India or overseas, in connection with office work at short notice.

4) **Salary and Benefits**
   4.1. Salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, depending upon your performance during the year.
   4.2. Notwithstanding the provisions of Clause 4.1, you acknowledge that it is the Company policy to review the salary payable to its employees for successive financial years and such reviewed salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.
   4.3. In addition to salary, you shall also be entitled to receive other benefits as applicable under the Company policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you.
   4.4. The term 'financial year' denotes the period starting from 1st November to 31st of October of the following calendar year

5) **Relocation**
   You are eligible for relocation expenses reimbursement as per the company policy. In the event of your separation within 12 months of joining Mphasis, this amount has to be paid back to the company.

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6) **Group Insurance, Provident Fund and Gratuity**

6.1. From the month following the month of joining, the Company will provide you coverage under the following Policies at no cost to you up to the date of cessation of employment:

6.1.1. Group Mediclaim Policy (for all employees)

6.1.2. Group Gratuity- scheme (all employees)

7) **Leave Entitlement Policy**

As per the Company's existing Leave policy you will be entitled to twenty four working days of Privilege leave annually which is calculated at 2 days' for every month of completed service. This is an earned leave and included any other form of casual or medical leave.

8) **Termination**

8.1. Your employment with the Company is subject to termination on:

8.1.1. Two month's prior notice by either side

8.2. The Company reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period.

8.3. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the required notice period as stated in our Company's HR handbook. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

8.4. The Company shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:

8.4.1. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with the Company policies and code of conduct; or

8.4.2. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; or

8.4.3. You commit any breach of any of your duties or obligations under this agreement or the policies of the Company.

8.4.4. There is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the information provided by you.

In the event of termination under Clause 8.4.2, you shall not be entitled to any benefits whatsoever.

9) **Mode of Communication**

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

10) **Confidentiality**

10.1. You agree at all times during the term of your employment and thereafter (without limit of time);

10.1.1. To hold the Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and

10.1.2. Not to disclose or divulge the Confidential Information to any person or entity without written authorization of the Company.

10.1.3. You agree to return to Mphasis all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with Mphasis IT Services.

10.2. For the purposes of Clause 10.1, "Confidential Information" means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or

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written or in electronic format and whether marked confidential or not), including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.

10.3. You understand that retaining the confidential nature of the confidential information is of utmost importance to the business of the Company and in addition to the terms stipulated in this agreement herein you agree to execute a Non Disclosure Agreement with the company.

11) Intellectual Property

11.1. You agree that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not including but not limited to any invention, design, discovery or improvement, computer program, documentation confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this employment with the Company shall belong to the Company absolutely.

11.2. You agree, at the Company's expense, to provide, during and after this employment, all such assistance as the Company reasonably considers necessary, to secure the vesting of such rights in the Company or Terms of Employment with Mphasis (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957).

12) Data Privacy Compliance Policy

You consent to the terms and conditions of the Data Privacy Compliance Policy stated below: -

12.1. You consent to the processing of your personal data in accordance with the Company data privacy policy (the "Policy"), a copy of which can be obtained upon request;

12.2. In particular, you expressly consent to:

12.2.1. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Policy;

12.2.2. The transfer worldwide of personal data held about you by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.

12.3. The reference to information "about you" includes reference to information about third parties, such as spouse and children (if any), which are provided to the Company by you on their behalf. The reference to "sensitive personal Data" may be understood to include reference to the various categories of personal data identified by European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade

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union membership, physical or mental health, sexual life or criminal record.

12.4. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Policy and other Company policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

13) Non-Compete

You will certify to maintain Customer exclusivity and to this end, during the validity of this agreement and for a minimum of 2 years thereafter, you shall neither solicit business nor offer product/services and/or conduct any business, that directly competes with the kind of product/services that is offered by the Company to such client, either directly or indirectly with any of 'Mphasis' client or any third party exposed to you. In case you violate this provision, a minimum amount of Rs.3 lakhs shall be payable by you to Mphasis as damages.

14) Non Solicitation of Employees and Clients

You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether this cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:

(A) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, any employee of the Company; or

(B) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, the business of any client, customer, potential client, potential customer, person, or entity with whom Employee had dealings as an Employee of the Company for any purpose related in any manner to the business of the Company.

(C) You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.

15) Warranty

15.1. You warrant that your joining the Company will not violate any agreement to which you are or have been a party to.

15.2. You warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with the Company.

15.3. You warrant that you will comply with all Mphasis applicable policies and standards and shall perform your services in a manner consistent with the ethical and professional standards of Mphasis.

15.4. You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services

16) Indemnification

You agree to indemnify the Company for any losses or damages sustained by the Company caused by or related to your breach of any of the provisions contained in this Terms of Employment

17) Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily. The actual date of retirement

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shall be the last working day of the calendar month of your 60th birthday.

18) **General**

18.1. This agreement contains the entire agreement between the employee and Mphasis, and no alteration or variations of the terms of this agreement shall be valid unless made in writing and signed by both the parties here to. This agreements supersedes any prior agreements or understandings between the parties relating to the matter of proprietary rights and / or non disclosure

18.2. This agreement is made under and shall be construed according to the laws of India. Employee agrees to submit to the jurisdiction of the courts of Bangalore (Karnataka).

18.3. This agreement shall remain current and in force, irrespective of whether you are under employment of Mphasis or not.

18.4. Should any part of this agreement be declared illegal or unenforceable, the arties hereto will co-operate in all ways open to them to obtain substantially the same result or as much thereof as may be possible, including taking appropriate steps to amend, modify or alter this agreement. If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this agreement, or comprising an integral part of, or inseparable from the remainder of this agreement.

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Acknowledgement and Acceptance of Appointment with Mphasis

I, _____ have read and understood the above terms and conditions governing my employment with the company and hereby accept the above-mentioned appointment in totality.

I confirm my acceptance of the offer and shall report for work on _____ (Date).

Signature : _____

Name : _____

Date : _____

Place : _____

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Annexure - 3

At the time of joining Mphasis the following documents and information must be made available to us.

You are required to report to the HR department on your day of joining.

Office Address: **Tech Bay, PL Comp, Jeppu Ferry Road, Morgan's gate, Jeppu, Mangalore - 575001**

Reporting Time: **10.00 am**

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List of documents that need to be submitted at the time of joining, in order to complete your on boarding process.

Sl.No	Sl.No Documents
1	To process your salary - PAN card copy is mandatory, incase you do not have a PAN Card - apply for it online using the said URL https://tin.tin.nsdl.com/pan/index.html or apply on your day of joining at our helpdesk
2	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
3	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with marks sheets*
4	Your latest salary slip or salary certificate*
5	Experience proof - Relieving letter from previous employers (if previously employed)*. The relieving letter or resignation acceptance need to be submitted in original
6	Service certificate from present Employer
7	Form 16 or Taxable income statement duly certified by previous employer (Statement showing deductions and Taxable income with break up) till the last date of your employment with them along with PAN number if available.
8	5 Passport Size Photographs
9	Copy of passport (All sheets)
10	Copy of your updated resume
11	Joining kit duly filled in by you
12	Signed - Non Disclosure Agreement

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- *Originals need to be submitted. These original certificates will be returned to you after due verification.
- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- Being an ISO certified company, it is essential for you to submit these documents at the time of joining. We will not be able to process your records unless you submit all the documents mentioned above.
- It is mandatory for all Mphasis employees to possess a valid passport. Else, please apply for one. You are expected to have a valid passport within 60 days from the time you join Mphasis.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
    - DOB and Name of Father, Mother, Spouse, Child/ Children
    - Educational details with the passing year
    - Your past experience details with the exact years and role played to be mentioned.
    - Blood Group
    - 1 Passport size photograph of all your dependants
    - Your Citibank account number, if existing already.
    - Your PF account number with current employer
    - Your PAN number
    - Passport number, Place of issue, Date of issue, Validity: From and to date.

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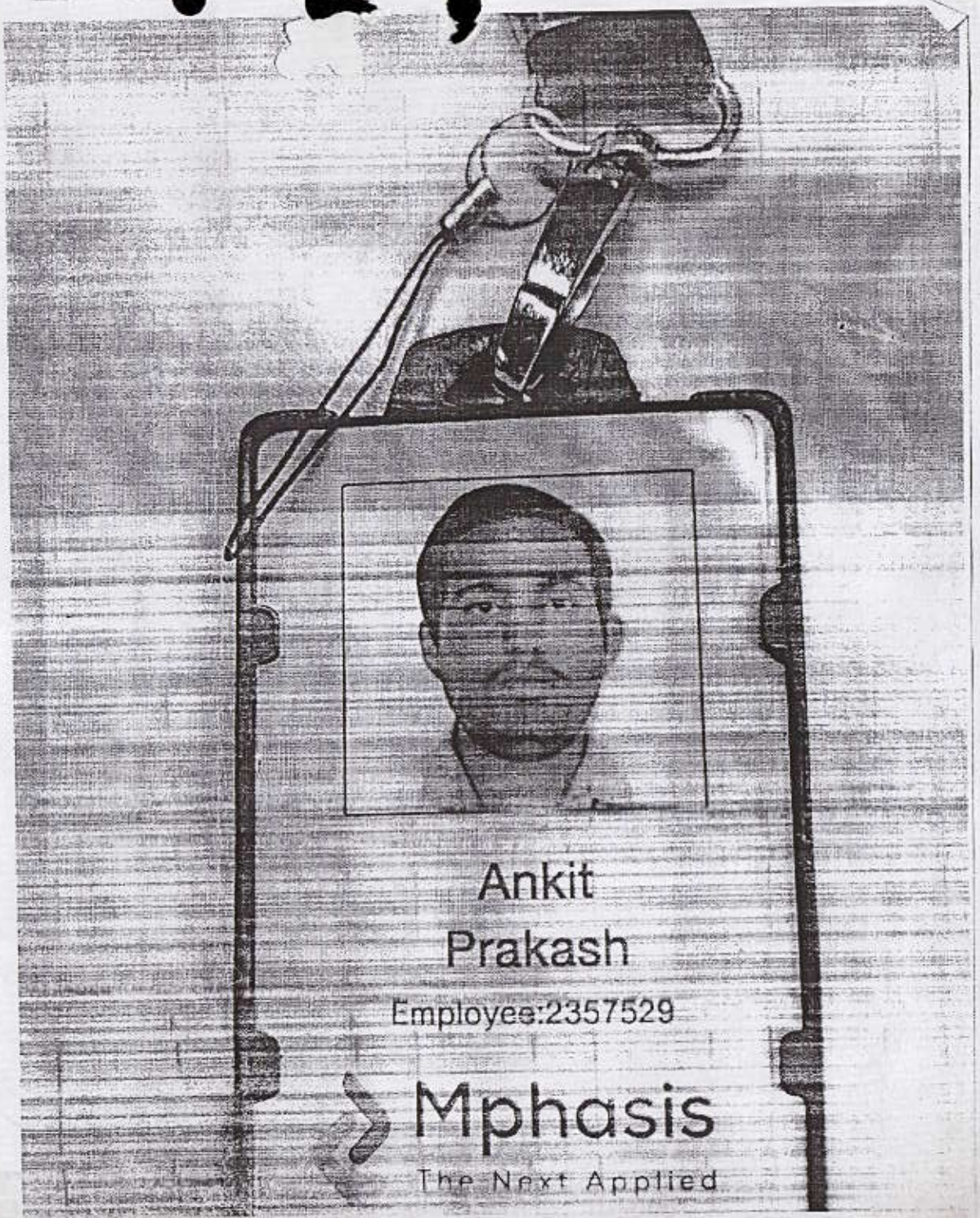
Digitally signed by SRIKANTH KARRA
Date: 2018.08.10 19:58:08 +05:30
Reason: Authenticating Service
Location: Bangalore



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S.R. TECHNOLOGIES

OFFER LETTER

Date: 23-02-2018

To
Roshan Pratap Singh
SCE, Bangalore -560057

Dear Roshan Pratap Singh,

We are pleased to offer you the position of Desktop Engineer at **S. R. Technologies, Bangalore**

Your job will commence on first week of August 2018and 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,

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OLOGIES
Bangalore-91
S/Ravindra.N

#29,D Group Employees Layout,1st Block Lingadheeranahalli,Andhrahalli Main Road,
Bengaluru-560 091. INDIA. E-mail:- srtechnoblr@gmail.com

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APPS/1069852/07706996/Pune/June/V0

PRIVATE AND CONFIDENTIAL

18 June 2018

Skanda C Kesarkar
Rajajinagar

Karnataka Bangalore
India.

Dear Skanda C Kesarkar,

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.

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- Your gross compensation will be revised to **INR 2,50,000/- (Rupees Two Lakhs Fifty Thousand Only)** per annum
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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 **23 July 2018** at **Pune**. 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.

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ANNEXURE – 1

Name	Skanda C Kesarkar
Band	Band 5
Level	Level 1
Title	Trainee Associate Software Eng
Total Compensation / CTC	180000
Band	Band 5
Level	Level 1
Salary Component	**Amount (in Rs./Month)**
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Medical Reimbursement	1250
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Target Cost to Company	**15000**
Target Cost to Company (per annum)	**180000**

Note:

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2.1. During your employment with the company, you will be liable to be transferred or deputed to any of the offices, departments of the Company or its Associates, Subsidiaries or Group Companies, whether in India or abroad.
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3) Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice.

4) Salary and Benefits

4.1. Salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, depending upon your performance during the year.
4.2. Notwithstanding the provisions of Clause 4.1, you acknowledge that it is the Company policy to review the salary payable to its employees for successive financial years and such reviewed salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.
4.3. In addition to salary, you shall also be entitled to receive other benefits as applicable under the Company policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you.
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You are eligible for relocation expenses reimbursement as per the company policy. In the event of your separation within 12 months of joining Mphasis, this amount has to be paid back to the company.

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6.1.1 Group Mediclaim Policy (for all employees)

6.1.2 Group Gratuity- scheme (all employees)

7) **Leave Entitlement Policy**

As per the Company's existing Leave policy you will be entitled to twenty four working days of Privilege leave annually which is calculated at 2 days' for every month of completed service. This is an earned leave and included any other form of casual or medical leave.

8) **Termination**

8.1. Your employment with the Company is subject to termination on:

8.1 1.Two month's prior notice by either side

8.2. The Company reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period.

8.3. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the required notice period as stated in our Company's HR handbook. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

8.4. The Company shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:

8.4 1.You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with the Company policies and code of conduct; or

8.4 2.You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; or

8.4.3.You commit any breach of any of your duties or obligations under this agreement or the policies of the Company.

8.4.4.There is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the information provided by you.

In the event of termination under Clause 8.4.2, you shall not be entitled to any benefits whatsoever.

9) **Mode of Communication**

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

10) **Confidentiality**

10.1. You agree at all times during the term of your employment and thereafter (without limit of time);

10.1.1 To hold the Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company and

10.1.2 Not to disclose or divulge the Confidential Information to any person or entity without written authorization of the Company.

10.1.3 You agree to return to Mphasis all proprietary information including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with Mphasis IT Services.

10.2. For the purposes of Clause 10.1, "Confidential Information" means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or

written or in electronic format and whether marked confidential or not), including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.

10.3. You understand that retaining the confidential nature of the confidential information is of utmost importance to the business of the Company and in addition to the terms stipulated in this agreement herein you agree to execute a Non Disclosure Agreement with the company.

11) Intellectual Property

11.1. You agree that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this employment with the Company shall belong to the Company absolutely.

11.2. You agree, at the Company's expense, to provide, during and after this employment, all such assistance as the Company reasonably considers necessary, to secure the vesting of such rights in the Company or Terms of Employment with Mphasis (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957).

12) Data Privacy Compliance Policy

You consent to the terms and conditions of the Data Privacy Compliance Policy stated below: –

12.1. You consent to the processing of your personal data in accordance with the Company data privacy policy (the "Policy"), a copy of which can be obtained upon request;

12.2. In particular, you expressly consent to:

12.2.1. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Policy;

12.2.2. The transfer worldwide of personal data held about you by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.

12.3. The reference to information "about you" includes reference to information about third parties, such as spouse and children (if any), which are provided to the Company by you on their behalf. The reference to "sensitive personal Data" may be understood to include reference to the various categories of personal data identified by European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade

union membership, physical or mental health, sexual life or criminal record.

12.4. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Policy and other Company policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

13) Non-Compete

You will certify to maintain Customer exclusivity and to this end, during the validity of this agreement and for a minimum of 2 years thereafter, you shall neither solicit business nor offer product/services and/or conduct any business, that directly competes with the kind of product/services that is offered by the Company to such client, either directly or indirectly with any of 'Mphasis' client or any third party exposed to you. In case you violate this provision, a minimum amount of Rs.3 lakhs shall be payable by you to Mphasis as damages.

14) Non Solicitation of Employees and Clients

You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether the cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:

(A) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, any employee of the Company; or

(B) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, the business of any client, customer, potential client, potential customer, person, or entity with whom Employee had dealings as an Employee of the Company for any purpose related in any manner to the business of the Company.

(C) You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.

15) Warranty

15.1. You warrant that your joining the Company will not violate any agreement to which you are or have been a party to.

15.2. You warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with the Company.

15.3. You warrant that you will comply with all Mphasis applicable policies and standards and shall perform your services in a manner consistent with the ethical and professional standards of Mphasis.

15.4. You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services

16) Indemnification

You agree to indemnify the Company for any losses or damages sustained by the Company caused by or related to your breach of any of the provisions contained in this Terms of Employment

17) Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily. The actual date of retirement

shall be the last working day of the calendar month of your 60th birthday.

18) General

18.1. This agreement contains the entire agreement between the employee and Mphasis, and no alteration or variations of the terms of this agreement shall be valid unless made in writing and signed by both the parties here to. This agreements supersedes any prior agreements or understandings between the parties relating to the matter of proprietary rights and / or non disclosure

18.2. This agreement is made under and shall be construed according to the laws of India. Employee agrees to submit to the jurisdiction of the courts of Bangalore (Karnataka).

18.3. This agreement shall remain current and in force, irrespective of whether you are under employment of Mphasis or not.

18.4. Should any part of this agreement be declared illegal or unenforceable, the arties hereto will co-operate in all ways open to them to obtain substantially the same result or as much thereof as may be possible, including taking appropriate steps to amend, modify or alter this agreement. If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this agreement, or comprising an integral part of, or inseparable from the remainder of this agreement.

Mphasis
The Next Applied

Acknowledgement and Acceptance of Appointment with Mphasis

I, _____ have read and understood the above terms and conditions governing my employment with the company and hereby accept the above-mentioned appointment in totality.

I confirm my acceptance of the offer and shall report for work on _____ (Date).

Signature : _____

Name : _____

Date : _____

Place : _____

Mphasis
The Next Applied

Annexure - 3

At the time of joining Mphasis the following documents and information must be made available to us.

You are required to report to the HR department on your day of joining.

Office Address: **Tech Bay, PL Comp, Jeppu Ferry Road, Morgan's gate, Jeppu, Mangalore - 575001**

Reporting Time: **10.00 am**

Mphasis
The Next Applied

List of documents that need to be submitted at the time of joining, in order to complete your on boarding process.

Sl.No	Sl.No Documents
1	To process your salary - PAN card copy is mandatory, incase you do not have a PAN Card - apply for it online using the said URL https://tin.tin.nsdl.com/pan/index.html or apply on your day of joining at our helpdesk
2	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
3	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with marks sheets*
4	Your latest salary slip or salary certificate*
5	Experience proof - Relieving letter from previous employers (if previously employed)*. The relieving letter or resignation acceptance need to be submitted in original
6	Service certificate from present Employer
7	Form 16 or Taxable income statement duly certified by previous employer (Statement showing deductions and Taxable income with break up) till the last date of your employment with them along with PAN number if available.
8	5 Passport Size Photographs
9	Copy of passport (All sheets)
10	Copy of your updated resume
11	Joining kit duly filled in by you
12	Signed - Non Disclosure Agreement

Mphasis
The Next Applied

- *Originals need to be submitted. These original certificates will be returned to you after due verification.
- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- Being an ISO certified company, it is essential for you to submit these documents at the time of joining. We will not be able to process your records unless you submit all the documents mentioned above
- It is mandatory for all Mphasis employees to possess a valid passport. Else, please apply for one. You are expected to have a valid passport within 60 days from the time you join Mphasis.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
    - DOB and Name of Father, Mother, Spouse, Child/ Children
    - Educational details with the passing year
    - Your past experience details with the exact years and role played to be mentioned.
    - Blood Group
    - 1 Passport size photograph of all your dependants
    - Your Citibank account number, if existing already.
    - Your PF account number with current employer
    - Your PAN number
    - Passport number, Place of issue, Date of issue, Validity: From and to date.

Digitally signed by SRIKANTH KARRA
Date: 2018.07.19 13:08:02 +05:30
Reason: Authenticating Service
Location: Bangalore

PRIME
www.primetutor.in

+91 98310 83815
info@primetutor.in

DATE: 08/02/2018

OFFER LETTER

Dear Karthik S H,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of **"Marketing Engineer "**, *with effect from* **September 3rd 2018, with the Annual CTC of Rs. 2.5 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to SRI.LOKNATH SONI, Director, on or before **September 3rd 2018**, 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 PRIME 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 PRIME.

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

Very truly yours,

Sri.LOKNATH SONI,
Director

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>

Fwd: 2018 Mphasis- Letter of Intent

1 message

ABHILASH K S <abhilashks.1996@gmail.com> Mon, Jun 22, 2020 at 11:26 AM
To: shobhahugar@sapthagiri.edu.in

Hello ma'am,
Please find the attachment of my offer letter from Mphasis

- Abhilash K S

---------- Forwarded message ---------
From: **campushires** <campushires@mphasis.com>
Date: Fri, Oct 13, 2017 at 1:04 PM
Subject: 2018 Mphasis- Letter of Intent
To: abhilashks.1996@gmail.com <abhilashks.1996@gmail.com>

Ref.No-MPCTH2018-0031

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

Dear Abhilash K S

College Name:Sapathagiri College of Engineering

Greetings from Mphasis !

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5**, **Level 1** with Mphasis 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. Incase 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 2017-18 hires anytime between June 1, 2018 to April 30, 2019.

For Mphasis

Vidyaranya K

Sr. Manager HR – Campus Hiring

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No.810, SriVari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

Date: 21/09/2017

Ref:2017/WEBHRD/008

Ms. Divya Vidaya.

No. 24, 3rd Main Road,

2nd Cross, Malleshwaram,

Bangalore - 562123

Dear Divya Vidaya,

We have pleasure in offering you appointment in our Company, in Development Department, as Junior Python Developer.

This offer of appointment is subject to satisfying the following:

a. Your written undertaking to join, not later than 30/09/2017
b. Certification of your medical fitness by certified Doctor.
c. Submission of all your necessary certificates and documents in respect of educational and professional qualifications proof of age and previous employment, as per the requirements of the Company.

This appointment will commence from the date on which you join the Company.

The terms and conditions of employment shall be as under:

1. You will receive the emoluments /allowances as per attached Annexure.

2. The Company may time to time, station you on deputation, lend or transfer your services to any Departments, Affiliates, Subsidiaries or Associate Companies, or Joint Venture Companies or in any other location in India/Abroad. Consequent to such transfers, you will be governed by the terms and conditions as applicable at place of posting.

3. You will be on probation for a period of **six months.** This probation period could be curtailed or extended at the discretion of the Company. However, completion of six months of probation does not entitle you or result in automatic confirmation of your employment, unless the Company confirms your employment in writing. During this period, your employment, may be terminated forthwith without notice and without assigning any reasons.

4. You will be entitled of Casual leave of 9 days and Sick leave of 3 days for a period of one year.

5. Company reserves right to modify or alter the working hours with in force from time to time

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Thirumenahalli, Hesaraghatta Main Road
Bengaluru - 560 057

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6. On satisfactory completion of period of probation, you will be confirmed in our service and on confirmation the Company will be entitled to terminate your services by giving 3 months written notice or 3months salary including allowances in the lieu of such notice. In the event of resignation from the services of the Company, you will be required to give the Company, 3 months written notice or forfeit, in lieu thereof, your salary, including allowances, for 3 months, or pro-rated for the period by which your notice falls short of 3 months.

7. So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and not divulge, disclose or make known to any unauthorised person within or outside the Company, nor will you unauthorizedly use any knowledge or information in respect of Web Development, designs, technical trade, non-technical details or business data (including process, architecture, technical know-how, customer information, business plans and like matters), which are necessarily confidential/ critical and have come to your knowledge and possession.

8. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorizedly through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorised person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after cessation of employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

9. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. you shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.

10. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/body corporate, etc. whether for gain, consideration or not.

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11. You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.

12. You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all areas, systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such formats as may be required by the Company, without expense to you, which in the judgement of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in IPRs.

13. The Company shall at all times have the right to access and monitor all emails created, sent / received or stored by you using Company facility, services and on Company system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all the times.

14. You shall endeavour to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.

15. You shall on ceasing to be the employee of the Company, forthwith return all Company properties, moveable or immoveable, including, without limitation, all the Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

16. Any expenses reimbursed or any payment made in addition to CTC for the employee will be recovered in the event you leave the organisation within 3 years of joining.

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17. You will be subject to all applicable laws of the land and rules, regulations and policies of the Company which may in force from time tc time

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above mentioned terms and conditions of employment, having read the terms and conditions and on joining you will abide by its perspective principles.

We wish you a long and fruitful career with **Manobhu Technology Pvt. Ltd.**

Thanking You,

Yours Sincerely,

For **Manobhu Technology Pvt. Ltd.**

Murali Manohar V

Managing Director

If the above are not satisfied /fulfilled on or before 30/09/2017, this letter of appointment will become null and void and will stand cancelled.

I hereby confirm my joining on 30/09/2017.

Accepted_____

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ANNEXURE

NAME	Divya Vidaya	
CTC	220000	
DIVISION	WEB	
DEPARTMENT	Development	
LOCATION	Bangalore	
HIERARCHY	Junior Python Developer	
	ANNUAL	MONTHLY
Basic	7500	625
Ad-hoc pay	97500	8125
Total Fixed [A]	105000	8750
Flexi pay [B]	84000	7000
Performance pay [C]	31000	
CTC [A+B+C]	220000	
GROSS PAY P.M		15750

Note: CTC does not include income tax deductions, other reimbursements

**Performance pay at your level is divided into business matrix(20%) and individual matrix(80%) and will be payed at financial year end.*

*** Performance pay is calculated at mean level for the purpose of CTC calculation. however you have an opportunity to earn a maximum performance pay based on your and company performance.*

Mean payment 31000 *Max Payment 62000*

ANY COMMITMENT MADE OTHER THAN THE ABOVE WILL BE VALID ONLY IF GIVEN IN WRITING BY THE UNDERSIGNED

MUGALI MANOHAR V
MANAGING DIRECTOR

DIVYA VIDAYA
I Accept

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NIIT

Strictly Confidential & Personal

Ref No. : HRO BANGALORE/HR-CLSM/00037337
Date : July 13, 2018

NIIT Limited
Infocity, A-24, Sector-34
Gurgaon 122 001, Haryana, India
Tel: +91 (124) 4916500
Fax: + 91 (124) 4916503
Email: info@niit.com

Registered Office:
8, Balaji Estate, First Floor
Guru Ravi Das Marg, Kalkaji
New Delhi 110 019, India
CIN: L74899DL1981PLC015865

www.niit.com

Mr. SUDEEP P TULPULE
3025, THIRD BLOCK, GROUND FLOOR, JANAPRIYA, BHARATH ENCLAVE
MAGADI MAIN ROAD
KARNATAKA 560091
India

Dear Mr. SUDEEP P TULPULE

SUB: APPOINTMENT LETTER

With reference to your application and the interview you had with us, we have pleasure in offering you employment in NIIT Limited on the terms and conditions listed below and in the following pages.

Base Unit	:	NIIT
Posted Unit	:	NIIT
Business	:	CAREER EDUCATION BUSINESS
IBU	:	OWN CENTRE BUSINESS
Designation	:	TRAINER
Place of Posting	:	Bangalore
Basic Salary	:	Rs. 7500 p.m.
Benefit Plan	:	Q

You will be entitled to benefits as per Company policies in force from time to time.

You are required to report to the Human Resources Organisation on July 13, 2018 failing which this offer will stand automatically withdrawn.

Please return the duplicate copy of this letter and all the following pages duly signed confirming your acceptance.

We look forward to your joining our team for a long and successful association.

With best wishes,

For NIIT Limited

SHAMA CHHIBBER
GENERAL MANAGER-HUMAN RESOURCES

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

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NIIT

OTHER TERMS AND CONDITIONS OF APPOINTMENT (Continued)

1. REPRESENTATIONS REGARDING QUALIFICATION AND EXPERIENCE

Your appointment is solely based on your representation regarding your qualification and experience, which the Company has relied upon. In case, at any point in time, your representation regarding your qualification and experience is found to be incorrect, you shall be liable for immediate termination without notice and without prejudice to all other rights of the Company. Further, you shall indemnify and hold the Company harmless from all cost, loss and damages that may have caused to the Company due to such misrepresentation. By signing this letter, you also irrevocably consent to the Company initiating all necessary background checks as may be required during the course of your employment, either by the Company or through any third party.

2. PROBATION/CONFIRMATION

a) You will initially be on probation for a period of one year that may be extended or reduced at the sole discretion of the Base Unit. During the period of probation, the appointment is terminable either by the Base Unit or by you by giving one month's notice or payment of gross salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

b) For computing the probation period your actual date of joining the first base unit shall be taken into consideration.

3. MEDICAL FITNESS & VERIFICATION OF PARTICULARS

Your appointment is subject to:

a) Your being declared (and remaining) medically fit by a Medical Officer or by a Doctor specified by the Base Unit. The Base/Posted Unit has the right to get you medically examined by any certified medical practitioner during the period of your service. In case, you are found medically unfit to continue with the job, you will lose your lien on the job.

b) Verification of the particulars mentioned in your application: In case these particulars are found false or unsatisfactory, your service would be liable for termination without any reason or notice thereof at any time.

4. DUTIES AND RESPONSIBILITIES

a) The Base/Posted Unit will expect you to work with a high standard of initiative, efficiency and economy.

b) You will devote your entire time to the work of the Base/Posted Unit and will not undertake any direct/indirect business or work; honorary or remuneratory except with the written permission of the Management in each case.

c) You shall not seek membership of any local or public bodies without first obtaining written permission from the Base/Posted Unit.

Signature _____ Date _____

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d) You shall not give out to anyone during the period of your service and even afterwards by word of mouth or otherwise, particulars or details of our manufacturing or other processes, technical know-how, security arrangements, administrative and/or organizational matter of confidential or secret nature, which may be your privilege to know by virtue of your being our employee.

e) You shall keep confidential all the information and material provided to you by NIIT or any of the Base Unit or posted unit or by its Clients concerning their affairs, to enable the Base/Posted Unit to perform the service. This excludes only such information as is already known to the public which also you will not release, use or disclose except with prior written permission of the concerned Unit. Your obligation to keep such information confidential shall survive even on termination or cancellation of the employment.

f) You will be responsible for the safe keeping and return in good condition and order of all the properties of the Base/Posted Unit, which may be in your use, custody, care or charge. For the loss of any property of the Base/Posted Unit in your possession, the Base/Posted Unit will have right to assess on its own basis and recover the damages of all such material from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

5. TERMINATION OF PERMANENT SERVICE

a) You will automatically retire from the service of the Base Unit on attaining the superannuating age of 58 years.

b) If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended either in Base/Posted Unit, you shall be considered as having voluntarily terminated your employment without giving any notice unless you i) return to work within eight days of the commencement of such absence; and ii) give an explanation to the satisfaction of the Base/Posted Unit regarding such absence.

c) Your services are liable to be terminated without any notice or salary in lieu thereof in the case of continued ill health.

d) Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct without being exhaustive and without prejudice to the general meaning of the term 'misconduct' in case of reasonable suspicion of misconduct, disloyalty, commission of any act involving moral turpitude, any act of indiscipline, inefficiency or lower performance as compared to other employees of your category.

e) On satisfactory completion of the probation and after your confirmation in writing, except for the reasons specifically mentioned in this appointment letter, your services are terminable either by the Base Unit or you by giving notice or payment of equivalent gross monthly salary in lieu thereof on either side. This will be based on your plan as on date of receipt of resignation or effective date of termination. The duration of notice period is as below :-

30 days	-	Benefit Plan EP/P
60 days	-	Benefit Plan EQ/Q & R
90 days	-	Benefit Plan S

Signature _____ Date _____

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f) In the event of your resignation from the services of the Company, if you fail to serve the complete notice period as required based on your benefit plan as illustrated above, the Company has the rights to with-hold your service certificate.

5. DEPUTATION

a) You can be deputed to any other Unit, referred to as the "Posted Unit" at the sole discretion of the Base Unit. The terms and conditions of your deputations shall be detailed in the deputation letter issued to you. During deputation you shall continue to be governed by the policies of the Base Unit from where you are deputed.

b) You can be assigned to any of the international locations/ geographies/ Subsidiaries/ SBUs/ JVs of NIIT during your employment. Some of these assignments may require you to sign separate 'Service Agreements'. You will be liable to sign such agreements and abide by their conditions as required. Provisions of such 'Service Agreements' may override some of the terms of this letter.

c) During deputation you shall maintain strict confidentiality of the manufacturing or other processes, technical know-how, security arrangements, administrative and organizational matters of confidential secret nature which may be provided to you or which you may gather during the deputation.

7. CHANGE/TRANSFER OF BASE UNIT

a) Your Base Unit can be changed at the sole discretion of the Management of your current Base Unit. In such an event you will be issued a fresh letter informing you of such change. Thereafter you shall be governed by the Service Rules and Regulations of the New Base Unit and the new Base Unit shall be your Legal Employer.

b) All benefits accrued but unutilized by you up to the date of change to which you are entitled can be availed from the new Base Unit. The continuation/accrual of any benefits accruing after the date of change will be governed by the policies of the new Base Unit.

c) You are entitled to certain schemes benefits which will be centrally administered by NIIT on behalf of the Base Unit. During the period of the administration of such schemes, the legal ownership of any movable and immovable property will remain with NIIT.

8. GENERAL

a) You will be governed by the Service Rules and Regulations including the conduct, discipline and appeal rules, administrative orders and any such other rules /orders of the Base Unit and Posted Unit, (in case of deputation), that may be in force from time to time. At all times the Base Unit shall be your Legal Employer.

b) You are appointed on the basis of your education and experience mentioned by you in your application /Personal Data Form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof.

c) Your age mentioned in the Matriculation/Higher Secondary Certificate will be the conclusive proof of your date of Birth.

d) You can be called to work on shift basis which may be scheduled across twenty-four (24) hours a day at the sole discretion of the management and as communicated to you from time to time.

_____ _____

Signature Date

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e) You will inform in writing to the Base unit any change of address within a week from the change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.

f) You will hand over the charge and the property and material of the Base Unit in your possession at the time of cessation of your employment with the Base Unit.

g) You will be liable to pay damages to the Base Unit for the loss caused by you directly or indirectly in addition to other legal remedies which may be required for violating any of the provisions of this letter and for this the Court at Delhi, India will have jurisdiction.

h) The designation assigned to you is subject to change depending upon work assignments from time to time.

i) During employment with the Base Unit you may be transferred to any of the Groups/ Organizations/ offices/ projects/ divisions/ departments/ units of the Base Unit existing or to be set up in any other location in India or abroad.

j) On the date of joining, please report at 9 AM sharp and ensure that you come prepare with the following:

a) Your copy of the appointment letter.

b) Copy of all your testimonials/educational certificates (10^{th} onwards)

c) Your permanent address proof i.e. passport, driving license, ration card

d) Three recent stamp-sized colour photographs.

e) Information of your blood group, PAN card/number.

f) Three Nominations (Name(s) & Date(s) of Birth) to be made for Mediclaim Policy.

g) If you have worked earlier or been working :

i) Relieving Letter/Experience Certificate from the previous employer.

ii) Salary certificate/Tax deduction at source statements/Total earnings of the Financial Year from the employer.

iii) Name of the Provident Fund Trust (in case it was a trust).

iv) Your Provident Fund and Family Pension Fund Account Numbers.

I have read and understood the terms and conditions of my appointment (Base Unit) stated above and in the earlier pages and hereby signify my acceptance of the same.

Signature : Date :

Name : Place :

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NIIT

Annual Targeted Compensation w.e.f. July 13, 2018

Name	:	SUDEEP P TULPULE	Applicant No. :	00037337
Department	:	CENTRE	Personnel Area :	Bengaluru-NIIT Ltd.

Benefit Plan	Q
Role	TRAINER
Designation	TRAINER

A. Monthly Salary

S#	Compensation Heads	Monthly Amount (INR)	Annualized (INR)
1.	Basic	7,500	90,000
2.	Flexibasket	15,170	182,040
	Total	22,670	272,040

B. Annual Benefit		10,800
1.	Provident Fund (company contribution)	2,160
2.	GTLI Premium	12,960
	Total	285,000
C. Total Annual Fixed Compensation		15,000
D. Performance Linked Incentive(on achievement of 100% goal)		300,000
E. Annualized on Target Compensation		

1. The Flexibasket includes the following :
   a) **House Rent Allowance (HRA)/Company Leased Accommodation (CLA):** The HRA/CLA allows you to avail Company Leased Accommodation or Individual lease. The maximum limit towards CLA/HRA is 50% of the Basic Salary. This limit can be redefined within the maximum limit of 50% of the Basic salary based on need, on or before the date of joining.
   b) **Leave Travel Allowance (LTA):** The LTA basket allows you to claim reimbursement against LTA expenses. The maximum limit that can be set for LTA basket monthly is upto Rs. 2,500/- pm based on your estimated usage.
   c) **Mobile Phone Usage Reimbursement:** A maximum of Rs. 3,000/- pm can be claimed as mobile phone usage reimbursement based on the limits to be specified by you on the basis of the estimated usage.
   d) **Internet Usage:** A maximum of Rs.1,500/- pm can be claimed against the internet usage against the internet connection at residence, based on your estimated usage.
   e) **Meal Vouchers:** Rs. 1,000/- or Rs. 2,000/- pm can be claimed towards Meal Vouchers.
   f) **Vehicle Expense Reimbursement (VER) :** Against fuel & maintenance towards self-owned car usage, vehicle expenses reimbursement up to a maximum of Rs. 1,800/- pm (for vehicles upto1600cc); Rs.2,400/- pm (for vehicles above1600 cc) can be claimed.
   g) The flexi basket consists of conveyance amount / transportation facility provided by the company for travel from home to office and back, if applicable.
2. **Corporate National Pension Scheme (NPS) :** NPS is a voluntary retirement savings scheme introduced by the Government of India. NIITians after enrollment into the scheme, can contribute an amount upto 10% of the Basic Salary earned , effective DOJ or 1st April 2013, whichever is later. The amount of contribution is exempt from Income Tax under Section 80CCD(2) of the Income Tax Act, 1968.
3. Group Term Life Insurance (GTLI) premium is towards the mandatory Life Cover against the unfortunate event of death of NIITian while in service. The coverage also includes identified Critical Diseases and Terminal Illness for self. The sum insured is 2 times of CTC or Rs.15,00,000 (whichever is higher). Please refer to the scheme document on iNIITian for details.
4. Performance Linked Incentive will be paid based on the Performance Linked Incentive policy applicable for the year 2018-2019.
5. **Benefits & Policies :** Modifications or revisions, if any to any of the existing Benefits & Policies applicable to you, shall be made available and communicated through the 'Benefits & Policies' link available on iNIITian.

Authorised Signatory

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14EC019

APPOINTMENT LETTER

July 13, 2018

Mr. Bharath K R
#234, 8Th Cross, 1St Block,
Hmt Layout, Nagasandra Post,
Bangalore- 560073
Karnataka

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

Dear **Bharath K R,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

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5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.

iii Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

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9. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.
Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

e. Your appointment will not be further processed and will be treated as withdrawn in the event:

   i. You fail to clear any remaining backlog examinations, and/or
   ii. You have not scored a minimum aggregate marks of 60% in your 10th Standard.
   iii. You have not scored a minimum aggregate marks of 60% in your 12th Standard or equivalent education.
   iv. For Graduates: You have not scored a minimum aggregate marks of 60% in your graduation.
   v. For Post Graduates: You have not scored a minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be provicing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs / Self-directed learning modules / MOOCs/ in-classroom learning / on-the-job training /Top Gear modules and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:
On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____

Name: _____
Signature: _____ Date: __/__/____
Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/___/_____ **Signature:.....**

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.
As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
c) Unauthorized disclosure or communication of UPSI.
d) Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

Name:

Date: __/__/____ **Signature**.....

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

ANNEXURE III

SALARY OFFER SHEET

Name : **Bharath K R**

Position : **Project Engineer** **Career Group: TRB - II**

a. You will be on training (classroom/on the job) for the first three months or end of training period whichever is later, from your date of joining. During the training period, you will receive a stipend of **Rs.18000** consolidated, without any other benefits. After satisfactory completion of the training you will receive your salary as given below.

COMPONENT	AMOUNT (INR)
Basic	10,667
HRA	5,334
Bonus	2,133
Wipro Benefits Plan (WBP)	4,753
Additional allowance	-
Total Fixed Cash	**22,887**
PF (Employer Contribution)	1,280
Gratuity	566
Total Fixed Compensation	**24,733**
Other Compensation Benefits	
Health benefit (Medical)	600
ESI	-
Variable Pay	
Target Variable Pay	1,334
Target Cost to Company per month	**26,667**
Total Cost to Company per annum	**3,20,004**

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

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b. Over and above these components, depending on your performance during the initial training program you will also be entitled to an Additional Allowance. Performance Category – 1 will comprise of the top 30% of the candidates and balance 70% will be placed in Performance Category-2. The total monthly gross hence will be as per the following table for different performance categories:

	TOTAL MONTHLY GROSS	TOTAL ANNUAL GROSS
Performance Category – 1	27500	330000
Performance Category – 2	26667	320000

b. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immed ate family or self marriage
c. Medical ass stance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/___/_____ **Signature:.....**

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/___/_____ **Signature:**.....

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ANNEXURE - V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Food Coupons:**

   An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. 12% of your Basic towards Provident Fund.

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

    * Rs. 240 - Contribution in case of single individual
    * Rs. 520 - Contribution in case you are married

    If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.
E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.
I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal instalments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000
Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000
In the unfortunate event of death on account of either accidents or natural causes your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance /Personal Accident
The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.
A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.
The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).
Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

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

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INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction

"EMERGE" a campus to corporate behavioral training program ensures that the fresher start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants to be deputed in projects.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

This module is conducted either in a structured classroom environment or as on-the-job learning based on the business requirement.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 300 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

14EC048

APPOINTMENT LETTER

March 13, 2018

Mr. Lokesh N
#34/20,1st Main 10th Cross,
Vigneshwaranagar, Sunkadakatte,
Bengaluru Urban - 560091

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

Dear **Lokesh N,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

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5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
   i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
   ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
   iii. Any existing employee to become associated with, or perform services of any type for any third party.
d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8.Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

9.General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
e. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

   i. Your failing to clear any remaining backlog papers, and/or
   ii. For 10th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 10th Standard.
   iii. For 12th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 12th Standard or equivalent education.
   iv. For Graduates: A. You are not being able to maintain minimum aggregate marks of 65% in your graduation. B. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

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11.NoticePeriod:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

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I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name: _____ Signature: _____

Date: __/__/____ Place: _____

ANNEXURE I

CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions) services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/___/_____ **Signature:**.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1.Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2.Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
c) Unauthorized disclosure or communication of UPSI.
d) Procuring any UPSI from others

3.Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4.Disclosure requirements Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

Name:

Date: __ / __ /____ Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Principal
Sapthagiri College of Engineeri
14/5, Chikkasandra, Hesaraghatta Main Ro
Bengaluru - 560 057

Name : Lokesh N

Position : Project Engineer **Career Group: TRB - II**

a.You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	9,340
HRA	4,670
Commutation Allowance	1,600
Bonus	1,870
Wipro Benefits Plan (WBP)	5,630
Additional allowance	-
Total Fixed Cash	**23,110**
PF (Employer Contribution)	1,121
Gratuity	496
Total Fixed Compensation	**24,727**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,340
Target Cost to Company per month	**26,667**
Total Cost to Company per annum	**320,004**

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

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
c. Medical assistance of **Rs. 15,000** per annum for employees who are not coverec under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/___/_____

Signature:... .....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/___/_____ Signature:.....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3 B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.
For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Commutation Allowance:

This allowance is tax free up to the extent of Rs.1600/- per month. This does not warrant the production of any bills.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance, Commutation Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Food Coupons:

An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

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4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. 12% of your Basic towards Provident Fund.

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1.Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2.Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

* Rs. 240 - Contribution in case of single individual
* Rs. 520 - Contribution in case you are married

If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

3.Annual Health check: Company paid Annual health checkup program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 10,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members. E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members. I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000
Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000
In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India -> My Financials -> Group Life Insurance / Personal Accident
The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.
A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.
The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary towards the scheme selected by the member. In case 15% of basic exceeds Rs.150,000 per annum, member employee will have an option to restrict the contribution to Rs.150,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.150,000 every year).
Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

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

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INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

"PINNACLE" a behavioral skills building training program ensures that the fresher start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants for clearing PRP & deputing in projects. It is mandatory to score a minimum of 800 marks and participants whose score is less than 800 marks would be exited from the organization.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

Shreyas K.V
1SG14IS087
ISE, 2018

APPOINTMENT LETTER

March 12, 2018

Mr. Shreyas Kv
No 151 Sri Ram Nagar,
Mahalakshmi Puram,
Bangalore - 560086

Dear **Shreyas Kv,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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APPOINTMENT LETTER

July 25, 2018

Mr. Jagshanbir Singh
C2/148,
P.O. Indranagar
Jamshedpur- 831008
Jharkhand

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

Dear **Jagshanbir Singh,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

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5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.

iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

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9. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.
Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

e. Your appointment will not be further processed and will be treated as withdrawn in the event:

   i. You fail to clear any remaining backlog examinations, and/or
   ii. You have not scored a minimum aggregate marks of 60% in your 10th Standard.
   iii. You have not scored a minimum aggregate marks of 60% in your 12th Standard or equivalent education.
   iv. For Graduates: You have not scored a minimum aggregate marks of 60% in your graduation.
   v. For Post Graduates: You have not scored a minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs / Self-directed learning modules / MOOCs/ in-classroom learning / on-the-job training /Top Gear modules and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:
On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __ /__ /____

Name: _____
Signature: _____ Date: __ /__ /____
Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data or decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/__/____ **Signature:**.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.
As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
c) Unauthorized disclosure or communication of UPSI.
d) Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

Name:

Date: __/__/____ **Signature**.....

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ANNEXURE III

SALARY OFFER SHEET

Name : **Jagsharbir Singh**

Position : **Project Engineer** **Career Group: TRB - II**

a. You will be on training (classroom/on the job) for the first three months or end of training period whichever is later, from your date of joining. During the training period, you will receive a stipend of **Rs.18000** consolidated, without any other benefits. After satisfactory completion of the training you will receive your salary as given below.

COMPONENT	AMOUNT (INR)
Basic	10,667
HRA	5,334
Bonus	2,133
Wipro Benefits Plan (WBP)	4,753
Additional allowance	-
Total Fixed Cash	**22,887**
PF (Employer Contribution)	1,280
Gratuity	566
Total Fixed Compensation	**24,733**
Other Compensation Benefits	
Health benefit (Medical)	600
ESI	-
Variable Pay	
Target Variable Pay	1,334
Target Cost to Company per month	**26,667**
Total Cost to Company per annum	**3,20,004**

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

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b. Over and above these components, depending on your performance during the initial training program you will also be entitled to an Additional Allowance. Performance Category – 1 will comprise of the top 30% of the candidates and balance 70% will be placed in Performance Category-2. The total monthly gross hence will be as per the following table for different performance categories:

	TOTAL MONTHLY GROSS	TOTAL ANNUAL GROSS
Performance Category – 1	27500	330000
Performance Category – 2	26667	320000

b. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/___/_____ **Signature:**.....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/___/_____ **Signature:**..... .....

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ANNEXURE - V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Food Coupons:**

   An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. 12% of your Basic towards Provident Fund.

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

    * Rs. 240 - Contribution in case of single individual
    * Rs. 520 - Contribution in case you are married

    If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 20,00 000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective s to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.
E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.
I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest costs as per CBDT rules.

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1. **Your Life and Accident Cover:**

   a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000
   Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

   b. Group Life Insurance Program: Rs. 14,00,000
   In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance /Personal Accident
The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. **Voluntary Superannuation Policy (VSS)**

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.
A voluntary defined contribution Plan wherein you will have an option to enrol and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.
The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).
Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

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

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INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a campus to corporate behavioral training program ensures that the fresher start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants to be deputed in projects.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

This module is conducted either in a structured classroom environment or as on-the-job learning based on the business requirement.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

wipro

APPOINTMENT LETTER

March 12, 2018

Ms. Aishwarya Swamy
991,7Th Main,
2Nd Cross,Havnur Extension,
Bangalore - 560073

Dear **Aishwarya Swamy,**

Welcome to Wipro Limited ("Wipro") and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:
Wipro Limited
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W : wipro.com
C : L32102KA1945PLC020800

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

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1SG14CS007

2014-18

11.NoticePeriod:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

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

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name: _____ Signature: _____

Date: __/__/____ Place: _____

Registered Office:
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Doddakannelli
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W : wipro.com
C : L32102KA1945PLC020800

7289923

APPOINTMENT LETTER

March 12, 2018

Mr. Akshay Gs
No 11, 1St Cross, Teachers Colony
Siddeshwara Layout Sidedahalli, Nagasand
Bangalore - 560073

Dear **Akshay Gs,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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

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SG14CS010
2014-18

11.NoticePeriod:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

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

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name: _____ Signature: _____

Date: __/__/____ Place: _____

Registered Office:
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7290396

Harshil gupta
1SG14IS028
2017-18, ISE

APPOINTMENT LETTER

August 29, 2018

Mr. Harshil Gupta
#40, First Floor, 3rd Cross, MHR Layout,
Hesaraghatta Main Road
Bangalore- 560073
Karnataka

Dear **Harshil Gupta,**

Welcome to Wipro Limited ("Wipro") and congratulations on your appointment as **Project Engineer.**

1. **Appointment Deta ls:**

   a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.

   b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

   c. The retirement age is 58 years.

   d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

   e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift as may be decided by Wipro keeping in mind business needs and deliverables to customers.

   f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.

   g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. **Compensation:**

You will be eligible for:

   a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

   b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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

c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

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C : L32102KA1945PLC020800

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

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.

iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

Principal
Sapthagiri College of Engin
14/5, Chikkasandra, Hes

11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:
On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____

Name: _____
Signature _____ Date: __/__/____
Place: _____

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

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Sensitivity: Internal & Rid

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Kavya S
1SG14IS037
2017-18, ISE

WELCOME TO WIPRO

15 Mar, 2019

Dear **Kavya S**,

Welcome to Wipro Limited! Congratulations on joining us as **Analyst**

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us.

We have an introductory session on your day of joining, which will provide you with a brief overview of Wipro, its policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive workshop to introduce you to something close to our heart and our way of life the Spirit of Wipro.

The induction session would begin at 8:30 a.m. at:

Wipro Ltd
No 72, Keonics Electronic City Phase 1
Hosur Road
Gate No. 1, Tower 1, Ground Floor, A-Wing
Bangalore - 560100

In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you need to accomplish your new responsibilities.

We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. Looking forward to a long term relationship and wishing you all the success at Wipro.

Best regards,
For Wipro Limited,

Nandini Shaktawat
Head - Talent Acquisition – Cloud And Infrastructure Services

(We would like to emphasize that the offer of appointment is subject to completion of your reference check and NSR.)
In case you need any clarifications regarding your job, salary, or any policy, please contact **Anesha Caliankara Tony**
At **Anesha.tony@wipro.com**

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

Registered Office:
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Bengaluru 560035
India

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F : +91 (80) 2844 0054
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W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

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Your First Day at Wipro

Time : 8.30 A.m.

Location : Bangalore

Monday and Thursday Joining

Wipro Ltd

No 72, Keonics Electronic City Phase 1

Hosur Road

Gate No. 1, Tower 1, Ground Floor, A-Wing

Bangalore - 560100

Contact Person: **Arun Peter, Bhargavi M**

Candidates who are not based in **Bangalore** are advised to reach **Bangalore** a day earlier.

See you at the induction session!

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

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wipro

APPOINTMENT LETTER

15 Mar, 2019

Ms. Kavya S

#932/6, 1st Floor, 5th Cross, 2nd Main,
KN Extension, Yeshwanthpur,
Bangalore
560022

Dear **Kavya S**,

It is our pleasure to appoint you as **Analyst** in Wipro Limited at **Bangalore** in **Project Stream**
Or in any such capacity as the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to the Company policy.

1.APPOINTMENT

a. Your date of appointment is effective from the date of joining which is **11 Apr, 2019** unless otherwise communicated in writing by the company.
b. You will be on probation for a period of six (6) months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed and communicated to you in writing if the Company finds you to be suitable for the appointed post. Unless confirmation is communicated in writing, your probation period is deemed extended.
c. The retirement age is 58 years.
d. You will be liable to be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or its subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
e. We provide support to our global customers from various locations in India to suit customers' needs on a 24x7 basis. You may be required to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in view business needs and deliverables to customers.
f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the university/ institution for award of the degree/ diploma and the requirements, including aggregate, specified by Wipro for your role.
g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2.COMPENSATION

You will be eligible to receive the following:

a. Basic salary of Rs. **7,334** per **Month.**
b. Variable pay of Rs. **917** the details of the current program are attached in the Annexure-II.

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

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W : wipro.com
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Sensitivity: Internal & Restricted

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c. Additional Allowance of Rs. **0** per **Month**.
d. You will be entitled to other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
e. Your salary will be reviewed periodically as per Wipro policy.
f. Changes in your compensation are subject to the discretion of Wipro and will be based on your effective performance and results during your employment and other relevant criteria.

3.OTHER BENEFITS

You will be entitled to the following:

a. Leave, holidays and working hours as applicable to your category of employees and location of posting.
b. Perquisites, if any, as applicable to your category of employees and/or based on functional requirements as determined by Wipro.
c. Participation in the Company Provident Fund Scheme as per the rules and policies applicable to your category of employees.
d. Leave Travel Assistance as per the policy of Wipro.
e. You will be eligible to participate in Wipro's Medical Assistance program and Contributory Mediclaim Insurance for your category of employees.
f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

4.RESPONSIBILITIES

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation and business of Wipro, whether directly or indirectly.
b. You may be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.
c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct as they form an integral part of the terms of employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated/modified on a periodic basis and new policies may be introduced and notified to employees from time to time whereupon you will be required to comply with the same.
d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

Registered Office:
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Sapthagiri College of Engineering
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Bengaluru - 560 057

10. NOTICE PERIOD

This contract of employment is terminable, without reasons, by either party giving one month's prior written notice during probationary period and three month's prior written notice on confirmation of employment. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the management desires the employee to continue the employment during the notice period, the employee shall do so.

11. ON SEPARATION

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Best regards,
For Wipro Limited,

Nandini Shaktawat
Head - Talent Acquisition – Cloud And Infrastructure Services

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on ___/___/_____

Name:

Signature:

Date: ___/___/_____

Place:

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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C : L32102KA1945PLC020800

7. ASSIGNMENT OF INTELLECTUAL PROPERTY

In connection with your employment and during the term of your employment upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours) that are related to the company's business or that results from work that you perform for the company or using the company's equipment, supplies and facilities, and shall comply with the policies of Wipro in relation to Intellectual Property.

8. NON-COMPETE

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation) you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

9. GENERAL

a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.
b. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.
c. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
e. During the period of employment you are required to comply with all Wipro policies. These policies are updated/modified on a periodic basis and new policies may be introduced and notified to employees from time to time.

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

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C : L32102KA1945PLC020800

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APPOINTMENT LETTER

August 2, 2018

Mr. Aakash Kumar Sinha
Flat No.-31, Priya Apartment Near Dinkar Chowk,
Arya Kumar Road, Rajendra Nagar
Patna- 560090
Bihar

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

Dear **Aakash Kumar Sinha,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. **Appointment Details:**

   a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.

   b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

   c. The retirement age is 58 years.

   d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

   e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

   f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.

   g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. **Compensation:**

You will be eligible for:

   a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

   b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:
On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____

Name: _____
Signature: _____ Date: __/__/____
Place: _____

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

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Sensitivity: Internal & Restricted

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APPOINTMENT LETTER

October 15, 2018

Ms. Kavya J
#2123 3Th Main, D Block,
2Nd Stage, Rajajinagar
Bangalore-560010

Dear Kavya J,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. **Appointment Details:**

   a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.

   b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

   c. The retirement age is 58 years.

   d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

   e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

   f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.

   g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. **Compensation:**

You will be eligible for:

   a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

   b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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Sahyadri College of Engineering
#5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information (`Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

9. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.

c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.

e. Your appointment will not be further processed and will be treated as withdrawn in the event:

   i. You fail to clear any remaining backlog examinations, and/or
   ii. You have not scored a minimum aggregate marks of 60% in your 10th Standard.
   iii. You have not scored a minimum aggregate marks of 60% in your 12th Standard or equivalent education.
   iv. For Graduates: You have not scored a minimum aggregate marks of 60% in your graduation.
   v. For Post Graduates: You have not scored a minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs / Self-directed learning modules / MOOCs/ in-classroom learning / on-the-job training / Top Gear modules and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

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APPOINTMENT LETTER

March 12, 2018

Ms. Jayalakshmi G
No 83/84 Kamath Layout,Chennayakanapalya,
Chikkabidarakallu,Nagasandra Post,
Bangalore - 560073

Dear **Jayalakshmi G,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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W : wipro.com
C : L32102KA1945PLC020800

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Sapthagiri College of Engineering
Yesandra, Hesaraghatta Main Road
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c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

11.NoticePeriod:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name: _____ Signature: _____

Date: __/__/____ Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/___/_____ **Signature:.....**

Registered Office:
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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

Name:

Date: __ / __ /____ Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name : Jayalakshmi G

Position : Project Engineer **Career Group: TRB - II**

a.You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	9,340
HRA	4,670
Commutation Allowance	1,600
Bonus	1,870
Wipro Benefits Plan (WBF)	5,630
Additional allowance	-
Total Fixed Cash	**23,110**
PF (Employer Contribution)	1,121
Gratuity	496
Total Fixed Compensation	**24,727**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,340
Target Cost to Company per month	**26,667**
Total Cost to Company per annum	**320,004**

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

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/___/_____ Signature:... . ...

Registered Office:
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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/___/_____ Signature:.....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.
For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

APPOINTMENT LETTER

March 12, 2018

Mr. Krupal Hitesh Shah
C/7 Govind Park,
Karelibaugh Society, Vip Road,
Vadodara - 390018

Dear **Krupal Hitesh Shah,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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W : wipro.com
C : L32102KA1945PLC020800

Principal
Sapthagiri College of Engineering 7289113
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
   i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
   ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
   iii. Any existing employee to become associated with, or perform services of any type for any third party.
d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8.Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

9.General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
e. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

i. Your failing to clear any remaining backlog papers, and/or
ii. For 10th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 10th Standard.
iii. For 12th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iv. For Graduates: A. You are not being able to maintain minimum aggregate marks of 65% in your graduation. B. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

11.NoticePeriod:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name: _____ Signature: _____

Date: __/__/____ Place: _____

ANNEXURE I

CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/___/_____ **Signature:.....**

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1.Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2.Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
c) Unauthorized disclosure or communication of UPSI.
d) Procuring any UPSI from others

3.Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4.Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

Name:

Date: __ / __ /____ Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name : Krupal Hitesh Shah

Position : Project Engineer **Career Group: TRB - II**

a.You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	9,340
HRA	4,670
Commutation Allowance	1,600
Bonus	1,870
Wipro Benefits Plan (WBP)	5,630
Additional allowance	-
Total Fixed Cash	**23,110**
PF (Employer Contribution)	1,121
Gratuity	496
Total Fixed Compensation	**24,727**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,340
Target Cost to Company per month	**26,667**
Total Cost to Company per annum	**320,004**

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

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/___/_____

Signature:.....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/___/_____ Signature:.....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.
For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Commutation Allowance:

This allowance is tax free up to the extent of Rs.1600/- per month. This does not warrant the production of any bills.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance, Commutation Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Food Coupons:**

An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. 12% of your Basic towards Provident Fund.

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1.Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2.Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

* Rs. 240 - Contribution in case of single individual
* Rs. 520 - Contribution in case you are married

If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

3.Annual Health check: Company paid Annual health checkup program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 10,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members. E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members. I.e. 15,000 * 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000
Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000
In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India -> My Financials -> Group Life Insurance / Personal Accident
The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.
A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.
The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.150,000 per annum, member employee will have an option to restrict the contribution to Rs.150,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.150,000 every year).
Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

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

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INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

"PINNACLE" a behavioral skills building training program ensures that the fresher start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants for clearing PRP & deputing in projects. It is mandatory to score a minimum of 800 marks and participants whose score is less than 800 marks would be exited from the organization.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

APPOINTMENT LETTER

March 12, 2018

Mr. Nagesh Hebbar
#3-41, "Namma Mane",
Badamane Bettu, Kumbashi Post,
Kundapur - 576257

Dear **Nagesh Hebbar,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment shall immediately be brought to the notice of your Business Unit Head.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
   i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
   ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
   iii. Any existing employee to become associated with, or perform services of any type for any third party.
d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8.Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ("Confidential Information"). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

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9.General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
e. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

   i. Your failing to clear any remaining backlog papers, and/or
   ii. For 10^{th} Standard: You are not being able to maintain minimum aggregate marks of 60% in your 10^{th} Standard.
   iii. For 12^{th} Standard: You are not being able to maintain minimum aggregate marks of 60% in your 12^{th} Standard or equivalent education.
   iv. For Graduates: A. You are not being able to maintain minimum aggregate marks of 65% in your graduation. B. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

11.NoticePeriod:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name: _____ Signature: _____

Date: __/__/____ Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/___/_____ **Signature:**.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1.Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2.Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
c) Unauthorized disclosure or communication of UPSI.
d) Procuring any UPSI from others

3.Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4.Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

Name:

Date: __ / __ /____ Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name : Nagesh Hebbar

Position : Project Engineer **Career Group: TRB - II**

a.You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	9,340
HRA	4,670
Commutation Allowance	1,600
Bonus	1,870
Wipro Benefits Plan (WBP)	5,630
Additional allowance	-
Total Fixed Cash	**23,110**
PF (Employer Contribution)	1,121
Gratuity	496
Total Fixed Compensation	**24,727**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,340
Target Cost to Company per month	**26,667**
Total Cost to Company per annum	**320,004**

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

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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APPOINTMENT LETTER

March 12, 2018

Ms. Ashwini Ga
Nelamangala,
Bangalore,
Bangalore - 562123

Dear **Ashwini Ga,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
   i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
   ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
   iii. Any existing employee to become associated with, or perform services of any type for any third party.
d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8.Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

9.General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
e. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

   i. Your failing to clear any remaining backlog papers, and/or
   ii. For 10th Standard You are not being able to maintain minimum aggregate marks of 60% in your 10th Standard.
   iii. For 12th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 12th Standard or equivalent education.
   iv. For Graduates: A. You are not being able to maintain minimum aggregate marks of 65% in your graduation. B. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

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11.NoticePeriod:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name: _____ Signature: _____

Date: __/__/____ Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions) services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/___/_____ **Signature:**.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1.Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window s closed. For details please contact: policyclearinghouse@wipro.com.

2.Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
c) Unauthorized disclosure or communication of UPSI.
d) Procuring any UPSI from others

3.Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4.Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

Name:

Date: __ / __ /____ Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name : Ashwini Ga

Position : Project Engineer **Career Group: TRB - II**

a.You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	9,340
HRA	4,670
Commutation Allowance	1,600
Bonus	1,370
Wipro Benefits Plan (WBP)	5,730
Additional allowance	-
Total Fixed Cash	**23,110**
PF (Employer Contribution)	1,121
Gratuity	496
Total Fixed Compensation	**24,727**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,340
Target Cost to Company per month	**26,667**
Total Cost to Company per annum	**320,004**

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

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/___/_____ Signature .....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/___/_____

Signature:.....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.
For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Commutation Allowance:

This allowance is tax free up to the extent of Rs.1600/- per month. This does not warrant the production of any bills.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance, Commutation Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Food Coupons:

An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

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4. **Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. 12% of your Basic towards Provident Fund.

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1.Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2.Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

* Rs. 240 - Contribution in case of single individual
* Rs. 520 - Contribution in case you are married

If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

3.Annual Health check: Company paid Annual health checkup program is available for employees above 40 years of age

Gratuity Benefit: Up to Rs. 10,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members. E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members. I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

"PINNACLE" a behavioral skills building training program ensures that the fresher start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants for clearing PRP & deputing in projects. It is mandatory to score a minimum of 800 marks and participants whose score is less than 800 marks would be exited from the organization.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000
Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000
In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

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

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

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.
A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.
The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.150,000 per annum, member employee will have an option to restrict the contribution to Rs.150,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.150,000 every year).
Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

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

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C : L32102KA1945PLC020800

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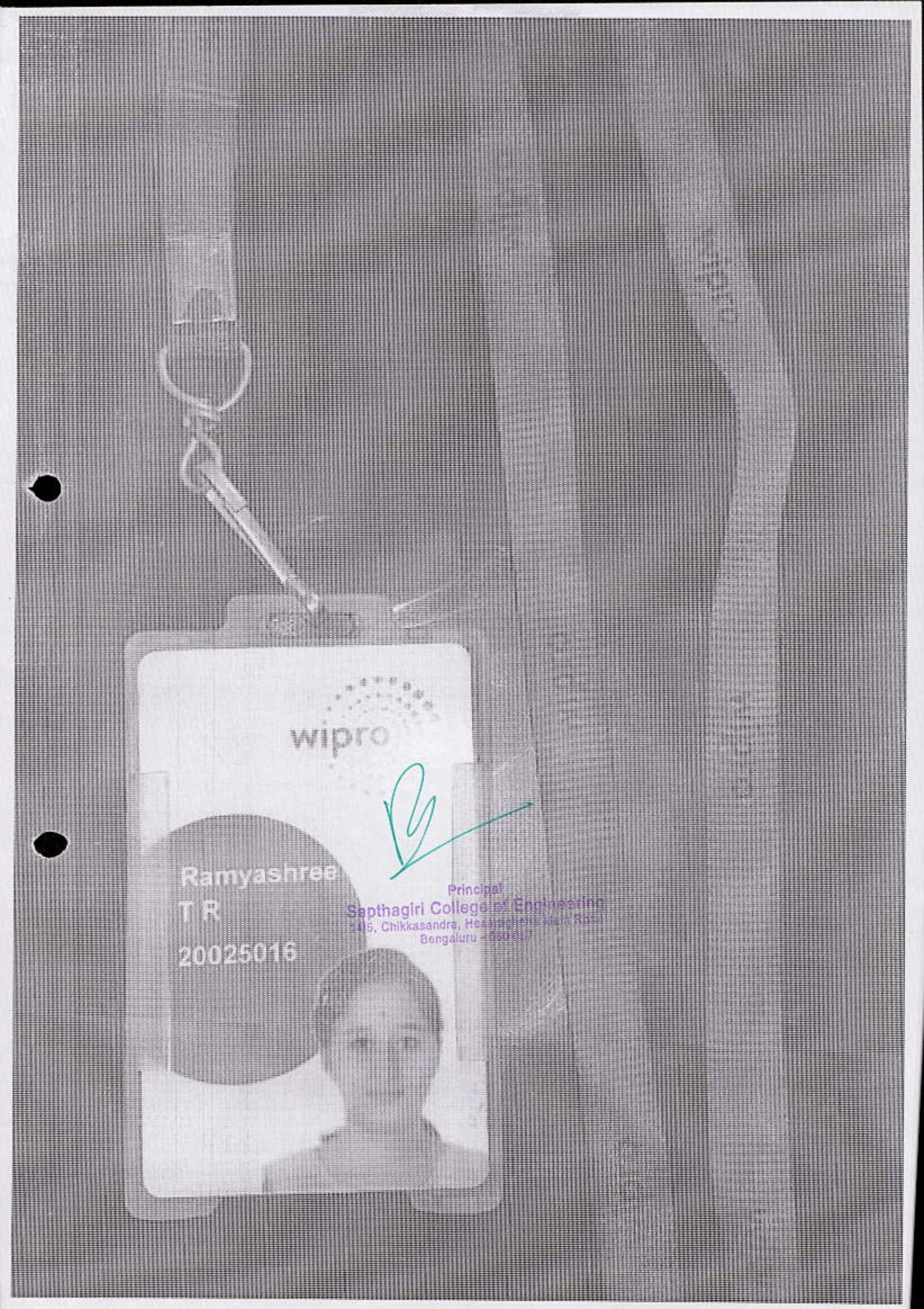
wipro
Ramyashree
T R
20025016
Principal
Sapthagiri College of Engineering

WIPRO - BOARDING PASS

Registration Number : 7290498

Name : Reshma M

Date of Birth :25-07-1996

E-mail ID : reshmamanjunath996@gmail.com

College Name : Sapthagiri College Of Engineering

Degree and Specialization : BE / BTech - Electronics and Communication Engineering

Event ID : 31249

Event Venue : Sapthagiri College of Engineering-# 14/5, Chikkasandra, Hesaraghatta main road, Bangalore 560 057# 14/5, Chikkasandra, Hesaraghatta main road, Bangalore 560 057

Event Date : 03-NOV-2017

Reporting Time : (NONE) NONE

Candidate Signature

Registration | GD/Test | Technical Interview | HR Interview

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

Letter of Authorization

To whom it may concern

I hereby authorize **Wipro Technologies** and its representative to verify information provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion. I authorize all persons who may have information relevant to this enquiry to disclose it to **Wipro Technologies** or its representative. I release all persons from liability on account of such disclosure.

Signed

Name in Capitals RESHMA. M

Date 16/01/2018

S.R. TECHNOLOGIES

OFFER LETTER

Date: 23-02-2018

To
Sagar Srivastava
SCE, Bangalore -560057

Dear Sagar Srivastava
,

We are pleased to offer you the position of Desktop Engineer at **S. R. Technologies, Bangalore**

Your job will commence on first week of August 2018and 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,
Bangaluru 560 091 INDIA E-mail:- srtechnoblr@gmail.com

wipro

APPOINTMENT LETTER

March 12, 2018

Ms. Sahana Mr
#T407, 3Rd Floor, 1St Phase, O-Block,
Platinum-City, Hmt Main Road, Yeshwanthp
Banga ore - 560022

Dear Sahana Mr,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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Bangalore - 560 057

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c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

11.NoticePeriod:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name: _____ Signature: _____

Date: __/__/____ Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

c. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/___/_____ **Signature:**.....

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

Name:

Date: __ / __ /____ Signature..... .....

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ANNEXURE III

SALARY OFFER SHEET

Name : **Sahana Mr**

Position : Project Engineer **Career Group: TRB - II**

a. You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	9,340
HRA	4,670
Commutation Allowance	1,600
Bonus	1,870
Wipro Benefits Plan (WBP)	5,630
Additional allowance	-
Total Fixed Cash	**23,110**
PF (Employer Contribution)	1,121
Gratuity	496
Total Fixed Compensation	**24,727**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,340
Target Cost to Company per month	**26,667**
Total Cost to Company per annum	**320,004**

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

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage upto Rs. 2 lacs per annum

Date: __/___/_____

Signature:.....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my emplcyment with Wipro.

Name:

Date: __/___/_____

Signature:... ....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.
For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

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Adobe

Sept 25, 2018

S Sai Krishnan
Sapthagiri College of Engineering, Bangalore

Registered Office Address:
Adobe Systems India Private Limited, Level - 2, Elegance Building, Campus 21 7, Mathura Road Jasola District Complex, Jasola, New Delhi – 11024, India

Dear Krishnan,

1. On behalf of Adobe Systems India Private Limited ("Adobe" or "the Company"), we are pleased to offer you the position of "Associate Technical Consultant". The employment terms contained in this letter are subject to Company Policy. The location of your initial reporting will be Bangalore, India and your date of joining would be Oct 22, 2018.

2. Salary and Benefits
We are pleased to offer you a Total Target Compensation (TTC) of INR [redacted]. The break-up of your annual potential compensation is enclosed with this letter as Annexure 1. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

2.1 The salary mentioned above is a Pay-mix of 90/10, wherein Fixed Salary is equivalent to 90% & the BDO bonus/Commission is equivalent to 10% of your Total Target Compensation (TTC). The details shall be as per the Sales Compensation Plan applicable to you.

2.2 Benefits: Please refer Benefits Summary for other India Benefits. Link to the site: http://benefits.adobe.com/in

3. Your age of retirement from the services will be on completion of sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

4. The Company may transfer you to any other location or any affiliate or associate company in India or abroad. Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the new place/office.

5. The Proprietary Rights Assignment Agreement form, which is a part of this offer letter will be shared along with the new hire binder before the start date.

6. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

7. This contract of employment is terminable by either party by giving one-month notice to the other party, without assigning any reasons thereof. The Company reserves right to pay or recover up to one month's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

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Sapthagiri College of Engineering
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Bengaluru - 560 057

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8. The company is inter alia engaged in providing services on 24x7 basis. As such your working hours may/will involve working during the evening/night hours and in shifts including night shift. On your acceptance of this offer it would be deemed that you have considered the issues involved in working during the said hours/shifts and give your unconditional consent at your own free will and volition that you are ready, willing and give your express consent unconditionally to work as per the working hours prescribed by the company including any hours which may fall between 7 pm and 10 am. You will be entitled to the weekly off day as prescribed by the company.

9. As a Full-time associate of Adobe, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Adobe.

10. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters.

11. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties, i.e., the Company and you.

    In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

12. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Contingencies:

This offer is conditional upon you obtaining and retaining all necessary visas, work permits, licenses, registrations, or memberships to enable you to lawfully reside and work in India.

This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of Adobe as well as any necessary legal or regulatory approvals including export control requirements ("Approvals"). In the event that the result of the background and reference check is not to Adobe's satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining Adobe you are not in breach of any contractual obligations binding upon you by virtue of any previous employment

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We look forward to receiving your acceptance and joining the services of the Company.

Yours sincerely,

Abdul Jaleel

Abdul Jaleel

Vice President, Employee Experience - India
Adobe Systems India Private Limited

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before Oct/22/2018

Signature: _____

Date:

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wipro

APPOINTMENT LETTER

March 12, 2018

Ms. Stuti Singh
House #97,Kirloskar Layout,
Near Sapthagiri College Of Engineering,H
Bangalore - 560073

Dear **Stuti Singh,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

11.NoticePeriod:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name: _____ Signature: _____

Date: __/__/____ Place: _____

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

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ANNEXURE I

CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions plans competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/__/_____ **Signature:**.....

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

Name:

Date: __ / __ /____ Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name : Stuti Singh

Position : Project Engineer **Career Group: TRB - II**

a.You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	9,340
HRA	4,670
Commutation Allowance	1,600
Bonus	1,870
Wipro Benefits Plan (WBP)	5,630
Additional allowance	-
Total Fixed Cash	**23,110**
PF (Employer Contribution)	1,121
Gratuity	496
Total Fixed Compensation	**24,727**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,340
Target Cost to Company per month	**26,667**
Total Cost to Company per annum	**320,004**

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

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/___/_____ Signature:.....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/___/_____ Signature:.....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1 A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.
For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

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APPOINTMENT LETTER

March 12, 2018

Mr. Vaibhav Gupta
E-35, Nv Villa, 1St Main,
2Nd Cross, Kg Halli, Jalahalli West,
Bangalore - 560015

Dear **Vaibhav Gupta,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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

c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
   i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
   ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
   iii. Any existing employee to become associated with, or perform services of any type for any third party.
d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8.Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

9.General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
e. Your appointment cannot be further processed and will be treated as withdrawn in the event of:

   i. Your failing to clear any remaining backlog papers, and/or
   ii. For 10th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 10th Standard.
   iii. For 12th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 12th Standard or equivalent education.
   iv. For Graduates: A. You are not being able to maintain minimum aggregate marks of 65% in your graduation. B. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

11.NoticePeriod:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on __/__/____

Name: _____ Signature: _____

Date: __/__/____ Place: _____

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wipro

APPOINTMENT LETTER

September 17, 2018

Mr. Abhiram T
#32,1St Main,12th Cross,
Soundarya Layout,Sidedahalli
Bangalore- 560073
Karnataka

Dear **Abhiram T,**

We come to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.

b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.

c. The retirement age is 58 years.

d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. 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.

e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.

f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.

g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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

c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Wipro policy.

e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.

c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the policy of Wipro.

e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.

b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.

c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:
On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____

Name: _____
Signature: _____ Date: __/__/____
Place: _____

11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

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On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____

Name: _____
Signature: _____ Date: __/__/____
Place: _____

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: 5th March 2018

OFFER LETTER

Dear Shilpa Kumari,

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 **06-07-18**, 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

Very truly yours,

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
Bangaluru - 560 057

07-Nov-17
Harsha M N
Sapthagiri College Of Engineering

Dear *Harsha M N*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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 Urmimala 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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 7/11/17
(Harsha M N)

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91 80 2659 9482 Fax: +91 80 2653 0912

07-Nov-17
Varsha H
Sapthagiri College Of Engineering

Dear *Varsha H*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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 Moninmala 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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Varsha H
(Varsha H)

Date: 7/11/17

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
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

07-Nov-17
Ritu Kumari
Sapthagiri College Of Engineering

Dear *Ritu Kumari*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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 Sriram
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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Ritu Kumari _____ Date: 04/11/2017
(Ritu Kumari)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road

NTT DATA Global Delivery Services Private Limited
19 & 19/1, Court End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91 80 6625 2400 Fax: +91 80 6625 2525

07-Nov-17
Kavana Hemanth
Sapthagiri College Of Engineering

Dear *Kavana Hemanth*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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 Uttamesha 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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Kavana Hemanth
(Kavana Hemanth)

Date: 07/11/2017

NTT DATA Global Delivery Services Private Limited
16 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91 80 2665 9482 Fax: +91 80 2653 0812

07-Nov-17
Hemanth G
Sapthagiri College Of Engineering

Dear *Hemanth G*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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.

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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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 07-11-17

(Hemanth G)

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 2663 0917

07-Nov-17
Akarsha K P
Sapthagiri College of Engineering

Dear *Akarsha K R*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate in Grade S 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 Rs.3,00,000/- 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.

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Srinivasulu Sarka

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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 7/11/17
(Akarsha K R)

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

A B B Srinivasu

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghetta 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: +91.80.2665.0912

NTT DATA
Global IT Innovator

07-Nov-17
Manogna L
Sapthagiri College Of Engineering

Dear *Manogna L*

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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.

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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:

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c) Certifying Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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.

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Srinivasulu

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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 7/11/17
(Manogna L)

NTT DATA Global Delivery Services Private Limited
18 & 18-1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91 80 2660 9462 Fax: +91 80 2653 0512

07-Nov-17
Jaritha M
Sapathagiri College of Engineering

Dear *Jaritha M*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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.

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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:

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b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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 Bhanumala Srikar

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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 07/11/17
(Jaritha M)

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: +91.80.2653.0512

07-Nov-17
Jagruti S
Sapthagiri College Of Engineering

Dear *Jagruti S*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 wil 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 Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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 sincere y,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Srinivasulu Sankar

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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Jagruti S
(Jagruti S)

Date 7/11/17

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: +91.80.2652.0912

07-Nov-17
Ishwarya H B
Sapthagiri College Of Engineering

Dear *Ishwarya H B,*

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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:

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b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Certifying Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

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Your total compensation inclusive of all benefits will be Rs.3,00,000/- 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 Uruminela 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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Ishwarya
(Ishwarya H B)

Date: 8/11/17

NTT DATA Global Delivery Services Private Limited
19 & 19/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

7-Nov-17
Kaushik J Shetty
Sapthagiri College Of Engineering

Dear *Kaushik J Shetty*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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.

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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:

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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 and Microsoft .Net Fundamentals- Certified by Microsoft

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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.

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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

We request you to please read and sign the enclosed copy of this letter and return it by 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 07/11/17
(Kaushik J Shetty)

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
#4/5, 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

7-Nov-17
Ramkumar Rp
Sapthagiri College Of Engineering

Dear *Ramkumar Rp*,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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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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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: R. P. Ramkumar
(Ramkumar Rp)

Date: 7/11/17

EE

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

7-Nov-17
Aman Kumar
Sapthagiri College Of Engineering

Dear *Aman Kumar,*

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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.

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

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c) Certifying on Software Development Fundamentals and Microsoft .Net Fundamentals- Certified by Microsoft

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Your total compensation inclusive of all benefits will be Rs.3,00,000/- 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.

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Manmeeta 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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Aman Kumar)

e) Please bear in mind that the Company's policies (including the one pertaining to notice period / separation) are subject to changes from time to time and you will be communicated of those changes in a timely manner.

f) Your performance during the training will be evaluated periodically and in the event of you not clearing the evaluation with the prescribed minimum score, the Company may, at its sole discretion cease to provide you further training with immediate effect.

g) You understand that 100% attendance during your training period is important and mandatory. Your training will be governed by the following terms with regards to any absence:

   i) in the event you are on unauthorized leave for more than three (3) consecutive days for any reason, without the prior written approval of concerned authorities; or

   ii) in the event you require extended leave exceeding three (3) consecutive days, for any reason; or

   iii) in the event you require more than a total of five (5) leaves, consecutive or otherwise, during your training period, for any reason, the Company may, at its sole discretion cease to provide you further training and exit you from the Company with immediate effect. Further, requests to continue your training in the next batch shall not be entertained by the Company.

h) You agree that you are not an employee of the Company either during or after completion of your training. You shall not represent yourself as an employee of the Company and you have no authority to bind the Company by contract or otherwise. The stipend amount stated in this letter shall be the sole payment made to you by the Company and apart from this the Company is not liable to make any other payment (i.e. statutory or any other). You agree that you will not be entitled to participate in any plans, arrangements, or distributions by the Company pertaining to any bonus, stock option, profit sharing, insurance or similar benefits or any statutory payments including, but not limited to Employee Provident Fund ("EPF"), Employee State Insurance ("ESI") etc which the Company provides to its employees.

i) This agreement may be terminated by providing a notice in writing on either side or salary in lieu of such notice. As per our current policy, the notice period is one (1) day for trainees.

j) You are required to display professional ethics during the entire duration of your training period. The Company has a Zero Tolerance policy towards unethical behavior:

   i) If it comes to the notice of the Company at any time that any of the details provided by you is false, the Company reserves the right to terminate your services with immediate effect.

   ii) Your conduct at all time should reflect observance of the national and local laws and the rules and regulations of the Company that are in effect. These may change from time to time and you have a duty to be in step with the changes. In all dealings with the Company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you.

Important: If these terms are acceptable to you, kindly sign and return the duplicate of this letter in acknowledgement thereof, so as to reach the Company on or before **13-Aug-2018** failing which this offer shall stand automatically withdrawn and cancelled without any obligation on the part of the Company. Similarly, in spite of your acceptance if you do not report to duty on the designated date this offer shall stand automatically terminated without any further reference to you and without any obligation on the part of the Company.

We look forward to having you with us.

Yours sincerely,

FOR NTT DATA Global Delivery Services Private Limited

JYOTHI NAGAPPA
MANAGER – HUMAN RESOURCES

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

I, ***AMAN KUMAR***, the undersigned, acknowledge that I have received a copy of the above letter addressed to me, read it carefully and confirm my acceptance to it. I further confirm that I will fully comply with every terms and conditions specified thereto. I shall be reporting to duty on _____.

_____ _____

Signature Date

Please be advised that the registered office address of NTT DATA Global Delivery Services Private Limited ("the Company") has been changed from I-5, (LGF) Lajpat Nagar, Part – 1, New Delhi – 110024, India ("Old Registered Office Address") to 18 & 19/1, South End RD, Basavanagudi, Bangalore, Karnataka, India, 560004, effective September 20, 2017. During a period of transition you may still see stationery with Old Registered Office Address. In view of our go green policies for environmental reasons, the Company shall continue to use the letterheads and other stationery reflecting Old Registered Office Address, till such time the existing stocks are depleted.

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9462 Fax +91.80.2653.0912

NTT DATA
Global IT Innovator

07-Nov-17
Risheek A Bharadwaj
Sapthagiri College of Engineeering

Dear ***Risheek A Bharadwaj,***

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 Uromeda 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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____

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

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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

07-Nov-17
Vipul P
Sapthagiri College of Engineering

Dear ***Vipul P,***

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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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Your total compensation inclusive of all benefits will be Rs.3,00,000/- 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.

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Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Uruimala 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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____

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

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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

07-Nov-17
Sumathi G
Sapthagiri College of Engineering

Dear ***Sumathi G,***

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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 Uminda Saika

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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____

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

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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

07-Nov-17
Arpitha M J
Sapthagiri College of Engineering

Dear ***Arpitha M J,***

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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 Uttimala 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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____

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

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NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9462 Fax: +91.80.2653.0912

NTT DATA
Global IT Innovator

07-Nov-17
Chandana G
Sapthagiri College of Engineering

Dear ***Chandana G,***

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development 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 Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate 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 Rs.3,00,000/- 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 Uttimala Saikia
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 07-Nov-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____

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

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EC

CALL LETTER

Date: 12-01-2018

Dear FIRDOSE AAFREEN,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 3rd March 2018. On the day of joining we would explain complete program with schedule in detail.

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude.**
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity :

- You should have 90% of classroom and practical attendance/ sessions.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, Mumbai and Delhi/Noida).
- Complete the given assignments on time.
- Give everyday presentations.
- **Bring this offer letter on the first day along with all semester marks cards, 10th& 12th/ PUC and any Government ID proof document & photo.**

This letter is valid only for **3rd March 2018. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Incubation address: No.01, 3rd cross Basappa Layout, Gavipuram Extn, Kempegowda Nagar, Basavanagudi, Bengaluru, Karnataka 560019

Thanks & Regards,
Prodeep M M
Qspiders /JSpiders
9845687781/ 9686114422

USN No: 1SG14EC030

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

CALL LETTER

Date: 12-01-2018

Dear Pradeep M,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 3rd March 2018. On the day of joining we would explain complete program with schedule in detail.

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude.**
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity :

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- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, Mumbai and Delhi/Noida).
- Complete the given assignments on time.
- Give everyday presentations.
- **Bring this offer letter on the first day along with all semester marks cards, 10th& 12th/ PUC and any Government ID proof document & photo.**

**This letter is valid only for 3rd March 2018. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Incubation address: No.01, 3rd cross Basappa Layout. Gavipuram Extn, Kempegowda Nagar, Basavanagudi, Bengaluru, Karnataka 560019

Thanks & Regards,

Pradeep 12-01-18

QSpiders/JSpiders

9845687781/ 9686114422

USN No: 1SG15EC416

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

Qspiders

SOFTWARE TESTING TRAINING INSTITUTE
A Unit of Test Yantra Software Solutions India Pvt Ltd

www.qspiders.com

CALL LETTER

Date: 12-01-2018

Dear Ramya Kulkarni,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 3rd March 2018. On the day of joining we would explain complete program with schedule in detail

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude.**
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity :

- You should have 90% of classroom and practical attendance/ sessions.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, Mumbai and Delhi/Noida).
- Complete the given assignments on time.
- Give everyday presentations.
- **Bring this offer letter on the first day along with all semester marks cards, 10th & 12th/ PUC and any Government ID proof document & photo.**

This letter is valid only for **3rd March 2018. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Incubation address: No.01, 3rd cross Basappa Layout, Gavipuram Extn, Kempegowda Nagar, Basavanagudi, Bengaluru, Karnataka 560019

Thanks & Regards,
Pradeep 11-11
QSpiders / JSpiders
9845687781/ 9686114422

USN No: 1SG14IS070

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

Spiders

SOFTWARE TESTING TRAINING INSTITUTE
A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

Date: 12 / 2 / 2018

Dear Meghana C G,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 3rd March 2018. On the day of joining we would explain complete program with schedule in detail.

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude.**
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity :

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- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, Mumbai and Delhi/Noida).
- Complete the given assignments on time.
- Give everyday presentations.
- **Bring this offer letter on the first day along with all semester marks cards, 10th& 12th/ PUC and any Government ID proof document & photo.**

This letter is valid only for **3rd March 2018. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Incubation address: No.01, 3rd cross Basappa Layout, Gavipuram Extn, Kempegowda Nagar Basavanagudi, Bengaluru, Karnataka 560019

Thanks & Regards,

Pradeep H M

QSpiders/JSpiders

9845687781, 9686114422

USN No: 1SG14CS057

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

CALL LETTER

Date 12-1-2018

Dear Srisaj. P,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 3rd March 2018. On the day of joining we would explain complete program with schedule in detail.

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude.**
- No other additional subjects/courses are included in this program.

Rules: Following are the rules for placement activity :

- You should have 90% of classroom and practical attendance/ sessions.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, Mumbai and Delhi/Noida).
- Complete the given assignments on time.
- Give everyday presentations.
- **Bring this offer letter on the first day along with all semester marks cards, 10th& 12th/ PUC and any Government ID proof document & photo.**

**This letter is valid only for 3rd March 2018. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Incubation address: No.01, 3rd cross Basappa Layout, Gavipuram Extn, Kempegowda Nagar, Basavanagudi, Bengaluru, Karnataka 560019

Thanks & Regards,

QSpiders /JSpiders

9845687781/ 9686114422

USN No: 1SG14CS112.

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

Spiders

SOFTWARE TESTING TRAINING INSTITUTE
A Unit of Test Yantra Software Solutions India Pvt Ltd

www.qspiders.com

CALL LETTER

Date: 12-01-2018

Dear Bhuvana B,

We are happy to inform you that you have been short listed in our screening test Training in our Incubation center starts from 3rd March 2018. On the day of joining we would explain complete program with schedule in detail.

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes **Core JAVA, Manual Testing, SQL and Aptitude.**
- No other additional subjects/courses are included in this program.

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- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune, Mumbai and Delhi/Noida).
- Complete the given assignments on time.
- Give everyday presentations.
- **Bring this offer letter on the first day along with all semester marks cards, 10th & 12th / PUC and any Government ID proof document & photo.**

This letter is valid only for **3rd March 2018. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Incubation address: No.01, 3rd cross Basappa Layout, Gavipuram Extn, Kempegowda Nagar, Basavanagudi, Bengaluru, Karnataka 560019

Thanks & Regards,

Rogil M·1

QSpiders/JSpiders

9845687781/ 9686114422

USN No: 1SG14CS020

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

02nd November, 2018

Dear Sunil P,

On behalf of **QSpiders Software Testing Training Institute**, it is my pleasure to confirm our offer of employment to you as **Associate Software Engineer** in our **Bengaluru**. We extend this offer, and the opportunity it represents, with great confidence in your abilities.

The remuneration that is offered to you is detailed in Annexure (a) and other terms and conditions of the employment are detailed below

You should complete and return the signed copy of your offer letter so that reference checks can be completed. Employment will be conditional on the receipt of references to the Company, prior to an agreed start date. A few original documents (or officially certified copies) must be mandatorily provided either before the commencement of employment, or no later than the morning of your first working day. The documents are listed in the Annexure (b)

Subject to the provisions contained in this offer, your services can be terminable by either party giving the other **one month notice.** 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.

Statutory deductions, if any, will be made from your salary as per the prevailing law of the country. However, for your income tax you shall be personally responsible for filing returns etc. The company will provide you the tax deductions certificate, if applicable at the end of each financial year.

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 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.

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.

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

GingerCup

TOLU TECHNOLOGIES PVT LTD

M [illegible]
Email [illegible]
PAN No: [illegible]
CIN: [illegible]
GST [illegible]

Relieving Letter

To, Whomsoever it may concern

Date (8th June 2019)

Mr. Anirban Banerjee
Business Development Executive

Dear Anirban,

Your request for resignation is hereby accepted and you are relieved from the services of the company by the closing hours of 8th **June 2019**. We wish to place on record that you had been under the employment of **Tolu Technologies Private Limited (GingerCup)** since **26th March 2018** with the current position as **Business Development Executive.**

We thank you for your contribution to the Company and wish you all the success in your future endeavours.

With Warm Regards,
For Tolu Technologies Private Limited
(GingerCup)

For TOLU TECHNOLOGIES PRIVATE LIMITED

Devkumar Neogi
Co-founder & COO
GingerCup

DIRECTOR

TOLU TECHNOLOGIES PRIVATE LIMITED

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

Reg Office Address: SY NO. 101 & amp; 154/2, MAHAVEER ITTINA MAHAVEER, HILADRI MAIN ROAD, ELECTRONIC CITY PHASE 1, BANGALORE-560100, Karnataka

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pinclick

29th May, 2018

Sub: Offer of employment by Pin Click

Dear Srinivas,

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 18th June, 2018*. 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**	**Srinivas J**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	18-June-2018	
	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

14EC088

pinclick

29th May, 2018

Sub: Offer of employment by Pin Click

Dear Shalu,

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 18th June, 2018.* 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**	**Shalu Thakur**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	18-June- 2018	
	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 mob le 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 - 56

1SG14CV034

pinclick

29th May, 2018

Sub: Offer of employment by Pin Click

Dear Rahul,

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 18th June, 2018.* 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**	**Rahul.P.Karagudari**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	18-June- 2018	
	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

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pinclick

29th May, 2018

Sub: Offer of employment by Pin Click

Dear Yeshwanth,

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 18th June, 2018.* 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**	**Yeshwanth J**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	18-June-2018	
	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

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pinclick

29th May, 2018

Sub: Offer of employment by Pin Click

Dear A Ritish Ayyalu Swamy,

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 18th June, 2018*. 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**	**A Ritish Ayyalu Swamy**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	18-June-2018	
	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

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29th May, 2018

Sub: Offer of employment by Pin Click

Dear Rakshith S,

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 18th June, 2018.* 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**	**Rakshith S**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	18-June-2013	
	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

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29th May, 2018

Sub: Offer of employment by Pin Click

Dear Siddharth,

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 18th June, 2018.* 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**	**Siddharth Vikram Singh**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	18-June- 2018	
	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	356	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

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29th May, 2018

Sub: Offer of employment by Pin Click

Dear Mohit Kumar Singh,

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 18th June, 2018.* 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**	**Mohit Kumar Singh**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	18-June-2018	
	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

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29th May, 2018

Sub: Offer of employment by Pin Click

Dear Nithesh M 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 18th June, 2018.* 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**	**Nithesh M N**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	18-June-2018	
	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

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pinclick

29th May, 2018

Sub: Offer of employment by Pin Click

Dear S R Swathi,

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 18th June, 2018*. 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**	**S R Swathi**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	18-June-2018	
	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	**13,013**	**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 app icable

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HRD/3T/18-19/12389089 June 11, 2018

Mr. Manish Kumar Verma
Candidate ID: 12389089
#36, 3Rd Cross, Devappa Layout, Ramachandrapura,
Bangalore
Bangalore - 560013
Karnataka
India
Ph: (91) 99723 52474

Dear Manish,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **July 09, 2018.**

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV

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Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

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Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver).You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2017-2018. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

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This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

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

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your name Location

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14/5, Chikkasandra Hesaraghatta Main Road
Bengaluru-

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

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Bangalore 560 100, India
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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Manish Kumar Verma**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
PERSONAL ALLOWANCE	2,935
MONTHLY GROSS SALARY	**21,161**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	**22,500**

OTHER BENEFITS

Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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ANNEXURE- II
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Manish Kumar Verma**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	**21,978**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	**23,551**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an indicative Payout of 15%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			**24,729**
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			**25,906**
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			**27,084**

OTHER BENEFITS

Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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HRD/3T/18-19/12389089

Mr. Manish Kumar Verma
Candidate ID: 12389089
#36, 3Rd Cross, Devappa Layout, Ramachandrapura,
Bangalore
Bangalore - 560013
Karnataka
India
Ph: (91) 99723 52474

June 11, 2018

Dear Manish,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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

Digitally signed by RICHARD LOBO
Date: 2018.06.11 16:31:22 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Richa Rashmi
1sc14IS076.
ISE, 2018

Infosys

HRD/3T/18-19/12389097

Ms. Richa Rashmi
Candidate ID: 12389097
D/o Mohan Lal Das,Near M G College,kalegauj,sundarpur
P.O:Lalbagh-846004
Darbhanga - 846004
Bihar
India
Ph: (91) 97318 58269

June 29, 2018

Dear Richa,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 7[illegible]
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.06.29 18:27:17 +05:30
Reason: Offer Letter
Location: Bangalore

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

Infosys

HRD/3T/18-19/12431884

June 29, 2018

Ms. Pallavi S
Candidate ID: 12431884
100/42
13Th Main,4Th Block,Nandini Layout
Bangalore - 560096
Karnataka
India
Ph: (91) 90661 95199

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

Dear Pallavi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **July 30, 2018.**

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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HRD/3T/18-19/12386650

June 29, 2018

Mr. Abhishek H R
Candidate ID: 12386650
47, 4Th Cross, B Sector,
Amruth Nagar, Bangalore-
Bangalore - 560092
Karnataka
India
Ph: (91) 77950 94743

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

Dear Abhishek,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **July 30, 2018.**

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Principal
Sapthagiri College of Engineering
14'5, Chikkasandra, Hesarghatta
Bengaluru - 57.

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

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver).You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2017-2018. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

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

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

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

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your name Location

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

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
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F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Abhishek H R**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
PERSONAL ALLOWANCE	2,935
MONTHLY GROSS SALARY	**21,161**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	**22,500**

OTHER BENEFITS

Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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
Bengaluru - 560 057

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ANNEXURE- II

(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Abhishek H R**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	**21,978**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	**23,551**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an indicative Payout of 15%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			**24,729**
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			**25,906**
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			**27,084**

OTHER BENEFITS

Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

14EC043

Infosys
Navigate your next

HRD/3T/18-19/12632796

Ms. Kavya K M
Candidate ID: 12632796
44, 1St Floor, 1St Cross, Chinnamma Layout,
Mallasandra, T.Dasarahalli
Karnataka
Banglore - 560057
India
Ph: (91) 94839 63754

October 24, 2018

Dear Kavya,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
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askus@infosys.com
www.infosys.com

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 56...

Digitally signed by RICHARD LOBO
Date: 2018.10.24 13:46:44 +05:30
Reason: Offer Letter
Location: Bangalore

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Infosys
Navigate your next

HRD-3T-18-19-12773578

Mr. Kartik D S
Candidate ID: 12773578
84
Devatemane, Mehn Omken
Karnataka
Sirsi - 581402
India
Ph: (91) 8880346886

November 05, 2018

Dear Kartik,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
[redacted]

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

Digitally signed by RICHARD LOBO
Date: 2018.11.05 16:20:35 +05:30
Reason: Offer Letter
Location: Bangalore

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Navigate your next

HRD/3T/18-19/12397154

Ms. Namitha H
Candidate ID: 12397154
#34,2Nd Main,2Nd Cross,Anjanadri Layout,Shettihalli
Bengaluru
Karnataka
Bengaluru - 560015
India
Ph: (91) 91083 61161

September 21, 2018

Dear Namitha,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
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Digitally signed by RICHARD LOBO
Date: 2018.09.21 14:04:31 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Infosys
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HRD/3T/18-19/1239715

September 21, 2018

Ms. Namitha H
Candidate ID: 12397154
#34,2Nd Main,2Nd Cross,Arjanadri Layout,Shettihalli
Bengaluru
Karnataka
Bengaluru - 560015
India
Ph: (91) 91083 61161

Dear Namitha,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 03, 2018**

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month.** The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP - Head HR

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

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Namitha H**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
PERSONAL ALLOWANCE	2,935
MONTHLY GROSS SALARY	**21,161**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
FIXED GROSS SALARY (FGS) (1+2+3)	**22,500**

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Installments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

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ANNEXURE- II
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Namitha H**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	**21,978**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	**23,551**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TFI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			**24,729**
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			**25,906**
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			**27,084**

OTHER BENEFITS				
Scheme	**Eligible Amount in INR**	**Interest**	**Monthly Instalments**	**Margin Money (To be borne by the employee)**
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Infosys

HRD/3T/18-19/12431699 June 29, 2018

Mr. Aditya Patil
Candidate ID: 12431699
No.339
9Th Main Road
Bangalore - 560073
Karnataka
India
Ph: (91) 90362 38418

Dear Aditya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer.**

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **July 30, 2018.**

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

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

14EC025

Candidate ID: 1499333 /242592,

Date of Joining: 11/16/2018,

Joining Location: Bangalore (SEZ premises),

Designation: Analyst,

Dear Charishma B B,

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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Please carry a complete set of origina 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.

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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

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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra
Main Road

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1499333 /242592,

11/02/2018,

Charishma B B
521 Shasthri Nagar, Murnad Post,Kodagu district
Madikeri ,
India

Confidential

Dear Charishma B B,

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/A1**

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:

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Charishma B B,

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

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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.

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D.) The following elements are included 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.

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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.

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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

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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 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.

[redacted]

Name: Charishma B B

Date: 11/02/2018

[redacted]

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

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,

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12/12/2019

15EC028

Capgemini

Capgemini Technology Services India Limited
(formerly known as iGATE Global Solutions Limited)
Plot No. 158-162 & 165-170, EPIP Phase II,
Whitefield, Bengaluru - 560066, Karnataka, India.
Tel : + 91 80 4104 1995 | Fax : + 91 80 4125 9050
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 2685801 /359724,

10/31/2019,

Chithra K
Qtr No. 2D-107, ISRO housing colony,,HMT Post, Jalahalli, Bangalore-13
Bangalore ,Karnataka,
India

Confidential

Dear Chithra 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 **11/15/2019** (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**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,003.00 (Rupees Three Lakh and Three only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,007.00 (Rupees Three Lakhs Eighty Thousand and Seven only)**. Please refer **Annexure -B** for details.

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

https://mail.google.com/mail/u/0/#inbox?projector=1

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Capgemini

Capgemini Technology Services India Limited
(Formerly known as ICATS Global Solutions Limited)
Prestige Cyber Towers, 117 Rajiv Gandhi Salai (OMR)
Karapakkam, Chennai - 600097, India
Tel: + 91 44 6695 2000
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1688104 /232498,

10/18/2018,

Bindya K
#65/249-B, Maruthinilaya, Maruthinagar ,Vajarahalli, Nelamargala, Bangalore - 562123,
Bangalore ,Karnataka,
India

Confidential

Dear Bindya 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 **10/26/2018** (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 **Chennai-PCT**
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:

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MI DUAL CAMERA

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

SEG AUTOMOTIVE

Mr. Abhishek B Revankar
No. 158/2, Flat no. 101,
2nd Block, 3rd Stage, Nisarga
Jasmin apt.
Basaveshwaranagar
Bangalore 560079

09.07.2018

Graduate (Engineering) Apprenticeship Program – 2018

Dear Mr. Abhishek B,

Please refer to the Written Test and Personal Interview you had with us for the above program.

We are pleased to inform you, that you have been selected for the position of "Graduate Apprentice" under Graduate Apprenticeship Program in SEG Automotive India Private Limited (Location Naganathapura Plant). The Training Program starts with effect from 16.07.2018.

The duration of the training will be one year from the date of your reporting for training as stipulated above. For more information on the joining formalities and the venue, please refer to page 4 of this letter.

1. During the training period, you will be paid a consolidated stipend and will also be entitled to certain allowances/benefits as detailed below:

Sl. No.	Particulars	INR per annum
1.1	Consolidated Stipend	1,72,000/-
1.2	Cash Perk Basket	2,27,100/-
1.3	Group Personal Accident Insurance	900/-
	Total	4,00,000/-

2. Please note that you will not be entitled to annual bonus or any other allowances/perks/benefits, other than what are mentioned above.

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

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SEG AUTOMOTIVE

Mr. Abhishek B
09.07.2018

3. Please note that your engagement as Graduate Apprentice in our organization is subject to the condition of your passing the post graduate examination, scoring a minimum of 60% marks and producing the Pass Certificate to this effect. In case, you fail to pass the post graduate examinations or fail to obtain a minimum of 60% marks in the overall score, you will be disengaged immediately. You shall submit proof of having passed the relevant examinations with the minimum required pass percentage within 3 months of joining.

4. You will have to enter into a Contract of Apprenticeship with the Company for a period of One year, as required under the Apprentices Act, 1961, and rules made thereunder, effective your date of joining.

5. Please note that you will have no right or claim for an employment in any of the units of the Company, after completion of your Apprenticeship.

6. Your engagement as "Graduate Apprentice" will automatically cease at the end of the stipulated period of your Apprenticeship as per this engaged letter.

7. You will be governed and shall abide by the Rules and Regulations of the Company in force from time to time.

8. This engagement letter is issued on the understanding that all the information given by you in the prescribed application form is correct, true and complete. If it is found at any time that the information given by you in the prescribed application form is not correct, not true or you have knowingly suppressed any information, the Company will have the right either to withdraw this letter before you commence your training with us or to terminate your training, at any time and without any notice or compensation, after you have taken up training with us.

9. This offer of engagement is provisional, subject to your being declared medically fit by Company's Medical Officer.

Abhishek

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

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SEG AUTOMOTIVE

Mr. Abhishek B
09.07.2018

10. In accordance with the provisions of the Companies Act, 1956, as amended by the Companies (Amendment) Act, 2013, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are requested to make the declaration in the enclosed form and submit it to us duly filled in.

11. Please sign and return the duplicate of this letter in token of your having read, understood and accepted the above terms and conditions.

12. Please report to us on 16.07.2018 at 08:45. In case you do not report for Apprenticeship by 16.07.2018, this offer of ours shall stand withdrawn.

For SEG Automotive India Private Limited

Natarajan S
Senior General Manager
(Commercial)

Shyam Sundar K R
Senior Manager
(Human Resources)

I accept the above terms and conditions.

Name: Mr. Abhishek B

Signature

Encl: Annexure - 1

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

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4

SEG AUTOMOTIVE

Annexure - 1

Mr. Abhishek B
09.07.2018

In addition to the terms and condition, you are also required to bring 3 recent passport size and 3 stamp size colour photographs and the following original certificates along with two copies of the same, on the day of your joining duty:

1. Proof of age
2. All Educational qualification Marks Cards and certificates in Original, with a 2 copies of each.
3. Acknowledge Copy of the appointment letter.
4. Bank Details, Cancelled Cheque leaf and Pan card
5. Passport Photographs of parents – 2 each parent

Note: your own photographs are to be taken with white background only (Please ask the photographer to set the RGB combination to R – 206, G – 200 B – 200). Parents' photograph can be of any color background.

On the day of your joining, please report at 08:45 am at the following address:

SEG Automotive India Private Limited
PB No. 10011, Electronics city post office
Naganathapura,
Bangalore – 560100

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

Registered Office:
SEG Automotive India Private Limited
Bangalore-560 100, Karnataka, India

SEG Automotive India Private Limited
Naganathapura, Electronics City Post Office

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SEG AUTOMOTIVE

Mr. Ganesh C J
C/o Shubha V
1st floor, No. 51/35-2 Nirmala
Nurtya Kendra,
Govindraj Nagar ward, 22nd
cross, 21st main, Near Maruthi
Mandir,
Bangalore - 560040

17.09.2018

Graduate (Engineering) Apprenticeship Program – 2018

Dear Mr. Ganesh,

Please refer to the Written Test and Personal Interview you had with us for the above program.

We are pleased to inform you, that you have been selected for the position of "Graduate Apprentice" under Graduate Apprenticeship Program in SEG Automotive India Private Limited (Location Naganathapura Plant). The Training Program starts with effect from 24.09.2018.

The duration of the training will be one year from the date of your reporting for training as stipulated above. For more information on the joining formalities and the venue, please refer to page 4 of this letter.

1. During the training period, you will be paid a consolidated stipend and will also be entitled to certain allowances/benefits as detailed below:

Sl. No.	Particulars	Amount (Rs.)
1.1	Consolidated Stipend	1,72,000/-
1.2	Cash Park Basket	2,27,100/-
1.3	Group Personal Accident Insurance	900/-
	Total	4,00,000/-

2. Please note that you will not be entitled to annual bonus or any other allowances/perks, benefits, other than what are mentioned above

..2

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

SEG Naganathapura	BUSINESS ENTRY PASS FOR OUTRIDERS	SEG AUTOMOTIVE

Name: GANESH C.J

Area/s of visit:

⊙ Production area	☑ Engg Building
⊙ CEC HALL	○ LOG
⊙ Canteen	○ TEF

Recommending Dept.: SG I ESS

Valid upto: 08/09/2020

Signature of Issuing Authority (SEG/PRS)

Signature of Pass Holder

PTO

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

BYJU'S
The Learning App

OFFER LETTER

Date: 18th Jan 2018

Mr./Ms. Shalini Mishra,

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:	Operations
Unit Name:	Support
Employment Type:	Intern
Stipend per Month:	INR 20000/-

Reporting Details

Date of Joining:	22/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 22/ 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 Road,
Bangaluru - 560

BYJU'S
The Learning App

APPOINTMENT LETTER

Date: 08 October 2018

Name: NAYAB MOHAMMAD AMEER JAN
Address: #2/1,S.H Residency #T-2,3rd floor, Hennur rd cross,Lingarajpuram Bangalore

Dear Mr NAYAB MOHAMMAD AMEER JAN,

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 08 October 2018.

Your work location would be Bangalore.

2. Department, Designation & Reporting Manager:

Department: - Supply Chain
Designation: - Operations Associate - Logistics SC
Reporting Manager: - Mohnish Jaiswal

3. Cost to the Company:

Your annual Compensation including Performance Pay and Benefits is Rs320000/-.Your salary comprises of a Fixed Compensation, Variable 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.

[Employee's Signature]

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore-560057

www.byjus.com

BYJU'S
The Learning App

TRAINEE APPOINTMENT LETTER

Date: 11 October 2019

Name: Kalola Neil Pravinbhai
Address: No 22, Nirvana, 1St Main Road Canara Bank Colony Bengaluru - 560072

Dear Mr. Kalola Neil Pravinbhai,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited (**"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 **11 October 2019.**

Your work location would be **Bangalore** or any other location as assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Department, Designation & Reporting Manager:

Department: - **Business Development**
Designation: - **Trainee - Sales**
Reporting Manager: - **Lakshay Sharma**

3. Cost to the Company:

Your annual Compensation for first three months of training including Benefits is **Rs.309600/-**. Your salary comprises of a fixed Compensation and other benefits (Refer **Annexure 1** for detailed breakup). Post completion of training annual fixed compensation will be **Rs.700000** and annual variable compensation will be **Rs.300000**.
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.

[Employee's Signature]

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

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BYJU'S
The Learning App

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

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

Thanking you,

Yours faithfully

THINK & LEARN PVT. LTD. Bangalore

Deeptha A R
H.R. Head
Think & Learn Pvt. Ltd

ACCEPTANCE

I accept the above mentioned terms and conditions.

Name: Kalola Neil Pravinbhai

Signature: .....

Date: 11 October 2019

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 0[illegible]

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BYJU'S
The Learning App

OFFER LETTER

Ms.Huma Raffat Maab

Date: Thursday, Jan 18, 2018

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, January 22, 2018
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

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

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. ADITYA V KULKARNI

Date: Thursday, Jan 18, 2018

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, January 22, 2018
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

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

BYJU'S
The Learning App

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

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:

17-18

P R D C®

विज्ञानेन जायते जीवन्ति

Power Research & Development Consultants Private Limited

#5, 11th Cross, 2nd Stage, West of Chord Road, Bengaluru –560086, INDIA
Corporate Identity Number (CIN) : U72200KA1994PTC015467
Phone: +91 - 80 - 4245-5555 / / 6715-6100
Fax: +91 - 80 - / 2319-2210
E-mail: prdc@vsnl.com Website: www.prdcinfotech.com

Ref: PRDC/OFFER/2013-19

Date: 21st June, 2018

Dear Chandan Kumar Jaiswal

Congratulations!

Welcome to the PRDC family.

PRDC provides better career opportunity and growth for PRDCians anc we sincerely believe that you will also grow with our company and build a successful profession

We are delighted to inform that you have been chosen to be a part of our team. We are pleased to offer you the position of **Engineer** on the following terms and conditions

1) It has been decided to offer you the Annual CTC of Rs. **2, 80, 000 (Rupees Two lakhs and Eighty Thousand only).** The detailed compensation stack is attached with this letter.
2) Your Reporting date will be on Wednesday the **1st August 2018.**
3) You will be on probation for **12 months** from the date of joining which may be extended at the discretion of the company.
4) You will sign an agreement with us for a period of **30 months** which includes your training period and probationary period.
5) In order to comply with the company's Policies and Procedures, please bring the following originals along with a set of photo copies at the time of joining:
   - ✓ Completed Educational and Professional certificates (Original w th photo copy) for verification
   - ✓ Relieving letter / Experience letter from pervious employers (if any)
   - ✓ Personal documents like Aadhar, Pan, DL, Voter ID, Address prcof with photocopies
   - ✓ Your previous PF / ESI account detail and related documents (in case you were working)
   - ✓ 6 Passport size photos for our records and bank application form
   - ✓ Two reference letters only from your college HOD, Professors / Lecturers indicating your Conduct for the past four years

The other terms of the organization will be indicated in detail in the letter of appointment.

We are confident that you will build a long term association with us which would be memorable & mutually rewarding.

With Regards,
for Power Research & Development Consultants Pvt Ltd.

Mamatha Nagaraja
Director, Human Resources

Enclosed: Annexure – Compensation stack

I agree

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

P R D C®

विज्ञानेन जानाति जीवन्ति

Power Research & Development Consultants Private Limited

#5, 11th Cross, 2nd Stage, West of Chord Road, Bengaluru –560086, INDIA
Corporate Identity Number (CIN) : U72200KA1994PTC015487
Phone: +91 - 80 - 4245-5555 / / 6715-6100
Fax: +91 - 80 - / 2319-22:0
E-mail: prdc@vsnl.com Website: www.prdcinfotech.com

Annexure - Salary Break-up

Annual Fixed CTC	Rs. 2,80,000	
COMPONENTS	P M	P A
Basic	9,333	112,000
HRA	3,733	44,800
Conveyance	1,600	19,200
Vehicle Allowance	467	5,600
Proficiency	467	5,600
Telephone Allowance	467	5,600
LTA	778	9,333
PF - Employer	1,120	13,440
Special Incentive	5,369	64,427
Gross	23,333	280,000
Deduction		
PF - Employee	1,120	13,440
PF - Employer	1,120	13,440
PT	200	2,400
NET (BEFORE INCOME TAX)	20,893	250,720

With Regards,
for Power Research & Development Consultants Pvt Ltd.

Mamatha Nagaraja
Director, Human Resources

I agree

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

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Phone: +91 - 80 - 4245-5555 / / 6715-6100
Fax: +91 - 80 - / 2319-2210
E-mail: prdc@vsnl.com Website: www.prdcinfotech.com

Ref: PRDC/OFFER/2018-19

Date: 21st June, 2018

Dear Ankur Jayaraj,

Congratulations!

Welcome to the PRDC family.

PRDC provides better career opportunity and growth for PRDCians and we sincerely believe that you will also grow with our company and build a successful profession

We are delighted to inform that you have been chosen to be a part of our team. We are pleased to offer you the position of **Engineer** on the following terms and conditions

1) It has been decided to offer you the Annual CTC of Rs. **2, 80, 000 (Rupees Two lakhs and Eighty Thousand only).** The detailed compensation stack is attached with this letter.
2) Your Reporting date will be on Wednesday the **1st August 2018.**
3) You will be on probation for **12 months** from the date of joining which may be extended at the discretion of the company.
4) You will sign an agreement with us for a period of **30 months** which includes your training period and probationary period.
5) In order to comply with the company's Policies and Procedures, please bring the following originals along with a set of photo copies at the time of joining:
   - ✓ Completed Educational and Professional certificates (Original with photo copy) for verification
   - ✓ Relieving letter / Experience letter from pervious employers (if any)
   - ✓ Personal documents like Aadhar, Pan, DL, Voter ID, Address proof with photocopies
   - ✓ Your previous PF / ESI account detail and related documents (in case you were working)
   - ✓ 6 Passport size photos for our records and bank application form
   - ✓ Two reference letters only from your college HOD, Professors / Lecturers indicating your Conduct for the past four years

The other terms of the organization will be indicated in detail in the letter of appointment.

We are confident that you will build a long term association with us which would be memorable & mutually rewarding.

With Regards,
for Power Research & Development Consultants Pvt Ltd.

Mamatha Nagaraja
Director, Human Resources

Ankur Jayaraj
I agree

Enclosed: Annexure – Compensation stack

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

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Deduction		
PF - Employee	1,120	13,440
PF - Employer	1,120	13,440
PT	200	2,400
NET (BEFORE INCOME TAX)	20,893	250,720

With Regards,
for **Power Research & Development Consultants Pvt Ltd.**

Mamatha Nagaraja
Director, Human Resources

I agree

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

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GLOBAL EDGE

Intelligence Of Things

Dear Ms. Spoorthi K S,

Many Congratulations on making it to the Global Edge family!

We as an organization have a vision of "To be a leading technology company, transforming the embedded world with innovative solutions and services" and in our journey of building a great institution which stands for its Technical Edge and its People.

Further to your interest and participation in the campus recruitment selection process, we are pleased to offer you the position of "**Trainee - Software Engineer**".

Your engagement will be initially for a period of 6 months, which can be extended further and would be eligible for a stipend of Rs.7,000/- p. m (Rupees Seven Thousand only) during the training period, and on successful completion of training period in Global Edge, your salary will be ranging between Rs.2,75,000/- p. a to Rs. 3,00,000/- p. a. CTC (Two Lakhs and Seventy Five Thousand to Three Lakhs Per Annum).

Your joining date will be ranging from June 2018 to November 2018. Your offer is subject to you having 65% & above in BE/ B.Tech and 60% & above in 10th and 12th std.

You are required to carry the documents mentioned in annexure-1, which will be sent in the next email.

We look forward to welcoming you into this transformational journey & together we will achieve the success!!

Please do feel free to contact me for any further queries. Kindly acknowledge this email once you receive it.

Best Regards

Vivek P H

Campus –TA Team

Global Edge Software Ltd. Bangalore

Spoorthi K S

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

GLOBAL EDGE

Intelligence Of Things

Dear Mr. Praveen,

Many Congratulations on making it to the Global Edge family!

We as an organization have a vision of "To be a leading technology company, transforming the embedded world with innovative solutions and services" and in our journey of building a great institution which stands for its Technical Edge and its People.

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Please do feel free to contact me for any further queries. Kindly acknowledge this email once you receive it.

Best Regards

Vivek P H

Campus –TA Team

Global Edge Software Ltd. Bangalore

Praveen

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

GLOBAL EDGE

Intelligence Of Things

Dear Mr. KIRAN KUMAR N,

Many Congratulations on making it to the Global Edge family!

We as an organization have a vision of "To be a leading technology company, transforming the embedded world with innovative solutions and services" and in our journey of building a great institution which stands for its Technical Edge and its People.

Further to your interest and participation in the campus recruitment selection process, we are pleased to offer you the position of "**Trainee - Software Engineer**".

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We look forward to welcoming you into this transformational journey & together we will achieve the success!!

Please do feel free to contact me for any further queries. Kindly acknowledge this email once you receive it.

Best Regards

Vivek P H

Campus –TA Team

Global Edge Software Ltd. Bangalore

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

GLOBAL EDGE

Intelligence Of Things

Dear Ms. Sushma K,

Many Congratulations on making it to the Global Edge family!

We as an organization have a vision of "To be a leading technology company, transforming the embedded world with innovative solutions and services" and in our journey of building a great institution which stands for its Technical Edge and its People.

Further to your interest and participation in the campus recruitment selection process, we are pleased to offer you the position of "**Trainee - Software Engineer**".

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You are required to carry the documents mentioned in annexure-1, which will be sent in the next email.

We look forward to welcoming you into this transformational journey & together we will achieve the success!!

Please do feel free to contact me for any further queries. Kindly acknowledge this email once you receive it.

Best Regards

Vivek P H

Campus –TA Team

Global Edge Software Ltd. Bangalore

Sushma K

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

GLOBAL EDGE
Intelligence of Things

Dear Vedashree D

Many congratulations on making it to the Global Edge Family

We as an organization have a vision of "To be a leading technology, company, transforming the embedded world with innovative solutions and services" and in our journey of building a great institution which stands for its Technical Edge and its People.

Further to your interest and participation in the campus recruitment selection process, we are Pleased to offer you the position of **" Trainee- Software Engineer".**

Your engagement will be initially for a period of 6 months, which can be extended further And would be eligible for a stipend of Rs.7,000/- p.m (Rupees Seven Thousand only) during the training period, and on successful completion of training period in Global Edge, your salary will be ranging between Rs. 2, 75,000/- p.a to Rs.3,00,000/- p.a . CTC (Two Lakhs and Seventy Five Thousand to Three Lakhs per Annum).

Your joining date will be ranging from June 2018 to November 2018. Your offer is subject to You having 65% & above in BE/B.Tech and 60% & above in 10^{th} and 12^{th} std.

You are required to carry the documents mentioned in annexure-1, which will be sent in next email.

We look forward to welcoming you into this transformational journey & together we will Achieve the success!

Please do feel free to contact me for any further queries. Kindly acknowledge this email once You receive it.

Best Regards,

Vivek P H

Campus – TA Team

Global Edge Softwares Ltd. Bangalore

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

GLOBAL EDGE

Intelligence of Things

Dear Nikhil Srivastava

Many congratulations on making it to the Global Edge Family!

We as an organization have a vision of "To be a leading technology, company, transforming the embedded world with innovative solutions and services" and in our journey of building a great institution which stands for its Technical Edge and its People.

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You are required to carry the documents mentioned in annexure-1, which will be sent in next email.

We look forward to we coming you into this transformational journey & together we will Achieve the success!!

Please do feel free to contact me for any further queries. Kindly acknowledge this email once You receive it.

Best Regards,

Vivek P H

Campus – TA Team

Global Edge Softwares Ltd. Bangalore

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

Surabhi S
1SG14IS094
2017-18, ISE

Ref No: OL/THBS/1018/41
Oct 25, 2018

Private & Confidential

Ms. Surabhi S
Bangalore

Dear Surabhi S,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer - Trainee** at **Torry Harris Business Solutions (THBS)**, Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that **THBS** can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 300,000/- (Rupees Three Lakhs Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you, if **THBS** becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of THBS depending on the requirement of the projects. This will be informed to you on completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with **Nov 19th 2018.**

At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X
  Photocopies of all the pages of your passport **or** driving license **or** voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,

G. Shivdayal Charan
Manager - HRD

Accepted By:

Surabhi S
Date:

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

Nikitha

Date : 15-March-2019

Dear Nikitha,

Congratulations!

Thank you for your interest in discussing an opportunity with us. Based on our discussions, we are pleased to offer you the position of **Graduate Engineer Trainee** in company's **P0** grade.

This offer of employment is on the following terms & conditions:

Salary and Benefits

Your basic salary has been fixed at and Special Allowance at

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

Work Place

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

You may be sent abroad for the Company's business/training at the discretion of the Company and you may be required to furnish a specific Service Agreement / Deputation

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Sapthagiri College of Engineering
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Bengaluru - 560 057

Agreement as per rules of the Company.

Working hours

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

Termination

Your employment will be subjected to termination by affording three months notice period, in writing, by either party or payment in lieu thereof. This notice period can be curtailed only on Management approval. If you wish to be relieved earlier, you have to pay the company an amount equal to your basic salary for the unfulfilled notice period, provided the management agrees to relieve you early.

Service Conditions

You will be governed by rules, regulations and service conditions as per Annexure III, applicable to the employee of your cadre working in the establishment of the company in which you will be working. In addition to the above, you will be governed by the terms and conditions as mentioned in Annexure IV and Code of Conduct in Annexure V. The Company, however, reserves the right to add, alter and amend the said service conditions as may be considered necessary from time to time. In order to remain competitive in the continuously changing business and economic environment our Company undertakes a number of effectiveness improvement programs and movements such as CIM, Re-engineering, ISO/QS 9000, TS 16949, Cost reduction etc. For increasing individual effectiveness, the Company believes in Continuous Training and Development and provides opportunities for all employees. You will actively participate and contribute in all these movements, programs, Training and Development processes and enhance your and organization's competence.

Your selection and appointment is based on information provided by you in your application and subject to terms and conditions of the service which are attached herewith.

As per our company policy the age of retirement is 60 years, based on your Date of birth declaration.

We welcome you as a member of our Organization and look forward to your long and fruitful association with the Company. Kindly return the duplicate of this letter, with all the annexure, duly countersigned at the place provided therein, in token of your confirmation and acceptance of the above.

This offer is valid subject to your accepting our offer and joining us latest by 07/Mar/2019

Sincerely,

Satish Sundaresan
Managing Director-India, Vice President

Omkar Nagaraja
Senior Manager-HR

I accept the terms and conditions of the employment offer.

I join the Elektrobit by 07/Mar/2019

Signature:

Name: Nikitha

Annexure 2

NOTES:

1. The details for Flexi Basket* Component have been mentioned in Annexure II.
2. The details for Variable pay I and Variable pay II have been mentioned in Annexure V
3. All present and future taxes related to your employment will be borne by you.
4. Your above mentioned compensation plan/structure is subject to changes, made by the company in its overall compensation scheme, from time to time.
5. Employee is required to contribute 12% of his/her basic salary to Provident Fund. Both employee and Company PF contributions are deposited every month with Government PF authorities. These amounts are paid to employee at retirement. In case of employee leaving the company earlier, the PF amount can be withdrawn or transferred to next employer as per PF rules.
6. Gratuity is paid as per Gratuity Act; on retirement, or, on employee leaving the company after minimum five years of continuous service.

For Elektrobit India Pvt Ltd.,

Satish Sundaresan

Managing Director-India, Vice President

Omkar Nagaraja

Senior Manager-HR

LTI
Let's Solve

Date: December 20, 2018

Ref: LTI/HR/Campus/2018

Name: Akshay V

College: QSpiders Training Institute, Bangalore

OFFER OF EMPLOYMENT

Dear Akshay V,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,18,000/-** as per the details mentioned in **'Annexure-1'**.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

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Bengaluru - 560 057

LTI
Let's Solve

4. **Background Verification**
As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. **Service Agreement**
You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. **Letter Acceptance**
If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **'Offer of Employment'** on the **CampBuzz Portal** (*https:\\campbuzz.lntinfotech.com*) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.
According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Nikhil Govekar
Sr. Manager - Campus Recruitment

I have read the letter and accept the same.

Signature and Date

LTI
Let's Solve

ANNEXURE-1

Name : Akshay V		Date : December 20, 2018
Salary Grade : GET(I)		
Component	**Amount Rs./Per Annum**	**Amount Rs. /Per Month**
MONTHLY REMUNERATION		
Basic		10,000
House Rent Allowance (H.R.A.)		5,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		5,414
Meal Allowance		1,210
Sub- Total (A)	**293,688**	**24,474**
DEFERRED BENEFITS		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	**20,172**	**1,681**
Total (A+B)	**313,860**	**26,155**
Mediclaim Premium	4,140	
Grand Total	**318,000**	

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

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2018 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2018)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma/after Graduation. No year drop allowed.	
Course must complete in:	4 years	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA	
	Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)	
	Provisional/Passing Certificate(of all courses) must state First class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	• No active/live backlogs allowed at the time of the interview process • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear.	
	• No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course • Any pending Re-attempts/ATKTs/Backlogs/Arrears in thecurrent course obtained after the interview process) must be attempted and cleared with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing	2018 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	

Self Declaration :

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

(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Signature: _____

Name: _____

Mobile No: _____

College Name : _____

Today's Date: _____

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No.810, SriVari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

Date: 21/09/2017

Ref:2017/WEBHRD/004

Mr. Suman Raj

Boys Hostel, Sapthag ri College of Engineering,

Hesarghatta Main Road,

Bangalore - 560057

Dear Suman Raj,

We have pleasure in offering you appointment in our Company, in Development Department, as Junior Python Developer.

This offer of appointment is subject to satisfying the following:

a. Your written undertaking to join, not later than 30/09/2017
b. Certification of your medical fitness by certified Doctor.
c. Submission of all your necessary certificates and documents in respect of educational and professional qualifications proof of age and previous employment, as per the requirements of the Company.

This appointment will commence from the date on which you join the Company.

The terms and conditions of employment shall be as under:

1. You will receive the emoluments /allowances as per attached Annexure.

2. The Company may time to time, station you on deputation, lend or transfer your services to any Departments, Affiliates, Subsidiaries or Associate Companies, or Joint Venture Companies or in any other location in India/Abroad. Consequent to such transfers, you will be governed by the terms and conditions as applicable at place of posting.

3. You will be on probation for a period of **six months**. This probation period could be curtailed or extended at the discretion of the Company. However, completion of six months of probation does not entitle you or result in automatic confirmation of your employment, unless the Company confirms your employment in writing. During this period, your employment, may be terminated forthwith without notice and without assigning any reasons.

4. You will be entitled of Casual leave of 9 days and Sick leave of 3 days for a period of one year.

5. Company reserves right to modify or alter the working hours with in force from time to time

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6. On satisfactory completion of period of probation, you will be confirmed in our service and on confirmation the Company will be entitled to terminate your services by giving 3 months written notice or 3months salary including allowances in the lieu of such notice. In the event of resignation from the services of the Company, you will be required to give the Company, 3 months written notice or forfeit, in lieu thereof, your salary, including allowances, for 3 months, or pro-rated for the period by which your notice falls short of 3 months.

7. So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and not divulge, disclose or make known to any unauthorised person within or outside the Company, nor will you unauthorizedly use any knowledge or information in respect of Web Development, designs, technical trade, non-technical details or business data (including process, architecture, technical know-how, customer information, business plans and like matters), which are necessarily confidential/ critical and have come to your knowledge and possession.

8. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorizedly through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorised person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after cessation of employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

9. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. you shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.

10. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/body corporate, etc. whether for any consideration or not.

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11. You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.

12. You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all areas, systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such formats as may be required by the Company, without expense to you, which in the judgement of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in IPRs.

13. The Company shall at all times have the right to access and moritor all emails created, sent / received or stored by you using Company facility/services and on Company system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all the times.

14. You shall endeavour to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.

15. You shall on ceasing to be the employee of the Company, forthwith return all Company properties, moveable or immoveable, including, without limitation, all the Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

16. Any expenses reimbursed or any payment made in addition to CTC for the employee will be recovered in the event you leave the organisation within 3 years of joining.

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17. You will be subject to all applicable laws of the land and rules, regulations and policies of the Company which may in force from time to time

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above mentioned terms and conditions of employment, having read the terms and conditions and on joining you will abide by its perspective principles.

We wish you a long and fruitful career with **Manobhu Technology Pvt. Ltd.**

Thanking You,

Yours Sincerely,

For **Manobhu Technology Pvt. Ltd.**

Murali Manohar V
Managing Director

If the above are not satisfied /fulfilled on or before 30/09/2017, this letter of appointment will become null and void and will stand cancelled.

I hereby confirm my joining on 30/09/2017.

Accepted_____

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5th Block Rajajinagar,
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ANNEXURE

NAME	Suman Raj	
CTC	220000	
DIVISION	WEB	
DEPARTMENT	Development	
LOCATION	Bangalore	
HIERARCHY	Junior Python Developer	
	ANNUAL	MONTHLY
Basic	7500	625
Ad-hoc pay	97500	8125
Total Fixed [A]	105000	8750
Flexi pay [B]	84000	7000
Performance pay [C]	31000	
CTC [A+B+C]	220000	
GROSS PAY P.M		15750

Note: CTC does not include income tax deductions, other reimbursements

**Performance pay at your level is divided into business matrix(20%) and individual matrix(80%) and will be payed at financial year end.*

*** Performance pay is calculated at mean level for the purpose of CTC calculation. However you have an opportunity to earn a maximum performance pay based on your and company performance.*

Mean payment 40000 *Max Payment 70000*

ANY COMMITMENT MADE OTHER THAN THE ABOVE WILL BE VALID ONLY IF GIVEN IN WRITING BY THE UNDERSIGNED

MURALI MANOHAR V
MANAGING DIRECTOR

SUMAN RAJ
I Accept

MANTRA LABS PVT. LTD
ADDING VALJE TO YOUR BUSINESS

CIN : U72200KA2009PTC049142
Web : www.mantralabsglobal.com
Call Us : 080 4099 2941
Email : info@mantralabsglobal.com

Dear Nishanth,

We are pleased to offer you an employment with **Mantra Labs Private Limited** at Bangalore as a **Software Engineer** on the following terms and conditions.

1. **This offer letter is in effect from 19th June 2019.**

2. You will be on **probation for a period of three months** immediately following your date of joining. Confirmation in the service will be subject to satisfactory performance during the probation period.

3. During the term of employment with Mantra Labs Private Limited, you are not allowed to be employed by any other company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the company. Additionally, you may not act in any way which either conflicts with your duties and obligations to the company or is contrary to the policies or the interests of the company.

4. All inventions, improvements, discoveries made by you either alone or jointly with any person(s) during your service with **Mantra Labs Private Limited** will become the sole property of the company. The details of this and nondisclosure are listed in the 'Intellectual Property Agreement', which is required to be signed on your joining the company.

5. You are liable to be transferred by the company in such capacity as the company may from time to time determine, from one location to another, one shift to another, one project to another, on the exigencies of business and company's needs.

6. You will always be subject to the responsibilities and duties attached to your position and conduct yourself accordingly.

7. **You are entitled to take 18 days leave per financial year.**

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

8. Although you have been engaged for a specific position, the company reserves the rights to determine the type and range of work you may be subsequently called upon to perform.

9. This appointment is directed towards developing a career for you at **Mantra Labs Private Ltd.** However employment at the company will always entail the conditions of satisfactory employee performance and satisfactory market conditions for the company's products and services.

10. The retirement age is 60 years.

11. **The gross remuneration per year will be INR 3.5LPA which includes Employer and Employee contribution to the PF and Medical Insurance.**

12. Without prejudice to clauses 2 and 8 above and without being exhaustive, your service will be liable for termination by way of simple discharge, for the following specific reasons:

- Failure to achieve and adhere to the required performance standards.
- Breach of company's standards with respect to integrity, ethics, honesty, sincerity and loss of confidence.
- Inability to carry out the assigned job for medical reasons, for extended period of time.

13. Should you desire to leave the services of **Mantra Labs Private Ltd,** during probation period or after confirmation of its service, you will have to give two-month notice or compensation in lieu of notice.

14. At the time of termination of this employment agreement, if there are any dues from you, the same shall be adjusted against any money due to you on account of compensation or any other payment due to you from the company.

15. Your work at Mantra Labs will be subject to the rules and regulations of the company as promulgated and modified from time to time in relation to your conduct, discipline and other matters.

Please signify your acceptance to this appointment by returning the duplicate of this letter to us with your signature within 7 days from the time you receive it. If you fail to send your acceptance within 7 days the offer will stand automatically withdrawn.

MANTRA LABS PVT. LTD
ADDING VALUE TO YOUR BUSINESS

CIN : U72200KA2009PTC049142 Call Us : 080 4099 2941
Web : www.mantralabsglobal.com Email : info@mantralabsglobal.com

Mantra Labs' success depends directly on the quality of its people, we endeavor to provide all employees with stimulating, rewarding environment in which they can maximize their potential. We look forward to your joining our company for a mutually beneficial relationship.

With best wishes,

From Mantra Labs Private Limited

Manisha Sharma Manager-HR

I accept the offer of employment on the terms and conditions mentioned in the above letter. I hereby confirm having received the original copy of this employment.

....

Name **Signature** Date

CRMIT Solutions Private Limited

18-Oct-2017
Bangalore

Mr. Nischal Babu P N
Sapthagiri College of Engineering
Chikkasandra, Bangalore-560057

Dear Nischal,

Sub: Offer Letter

Congratulations!

Subsequent to the discussions had with you by our team, we are pleased to offer you the position of **"Cloud CX Consultant- Trainee"** in the Corporate Grade Band **"L1"** with a CTC of **INR 3,50,010/-** effective **16-July-2018** at Bangalore location on the following terms and conditions.

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

1) You will be paid an Annual CTC of **INR 3,50,010/- (Rupees Three Lakhs Fifty Thousand Ten only)**, from the date of your joining the Company.

2) The Company reserves the right to depute/transfer you to any other location in India or abroad as the business demands and in consistence with the Company's interest.

3) You will have to maintain strict confidentiality of the Company's policies, strategies and technologies. Once the employment ceases you will return to the Company all papers & documents or other property relating to the business of the Company or its clients and you will not retain any copies or extracts there from.

4) As per our policy, you will be required to sign the Non-Disclosure Agreement (NDA)/Non-Compete Agreement with the Company.

5) Your appointment is also subject to the satisfactory background verification check report received based on the data provided by you. The background verification check is carried out simultaneously along with your joining with us.

6) The Company reserves the right to make a mandatory reference check from your previous employers. In addition, a background check may also be conducted from your previous Employers and Educational Institutions. Depending on the credentials of such report the employment shall stand confirmed. Whereas in case of any adverse report against you which may be detrimental to the interests of the Company or if the information furnished by you is not true and/or misleading, the Company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation.

7) You would be issued with formal appointment letter and along with the break – up of salary as

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

applicable for your role upon joining.

8) We believe that you would be the best fit into CRMIT culture and confident that you will possess the capabilities that are required to deliver and play the role in career progression.

9) This offer would be valid till **16-Jul-2018** and you are expected to report duty on or before **16-Jul-2018.** In case if you fail to inform us before the valid date, this would stand cancelled without any further intimation to you.

10) Upon acceptance of this offer to join CRMIT and for any reasons, if you have not joined, unless justifiable with supporting evidence thereof, company would make you liable to the extent of costs and commitment charges/penalty incurred by our client, a sum of INR 50,000/- (fifty thousand only) recoverable from you. CRMIT reserves its right to claim the damages including administrative costs, against you in case if you fail join the company as accepted by you.

As a token of your acceptance to join the Company, please revert with the signed scan copy of this provisional offer letter within 2 days.

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

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

SD/-
Vinod N Reddy
Managing Director

Date: 18-Oct-2017

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

Accepted the terms and conditions of the offer and signed below

P N Nischal Babu

Signature
Name: Nischal Babu P N

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

CRMIT Solutions Private Limited

Annexure - 1

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

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

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CSE

CRMIT Solutions Private Limited

18-Oct-2017
Bangalore

Mr. Adarsh Bhat
Sapthagiri College of Engineering
Chikkasandra, Bangalore-560057

Dear Adarsh,

Sub: Offer Letter

Congratulations!

Subsequent to the discussions had with you by our team, we are pleased to offer you the position of **"Cloud CX Consultant- Trainee"** in the Corporate Grade Band **"L1"** with a CTC of **INR 3,50,010/-** effective **16-July-2018** at Bangalore location on the following terms and conditions.

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

1) You will be paid an Annual CTC of **INR 3,50,010/- (Rupees Three Lakhs Fifty Thousand Ten only)**, from the date of your joining the Company.

2) The Company reserves the right to depute/transfer you to any other location in India or abroad as the business demands and in consistence with the Company's interest.

3) You will have to maintain strict confidentiality of the Company's policies, strategies and technologies. Once the employment ceases you will return to the Company all papers & documents or other property relating to the business of the Company or its clients and you will not retain any copies or extracts there from.

4) As per our policy, you will be required to sign the Non-Disclosure Agreement (NDA)/Non-Compete Agreement with the Company.

5) Your appointment is also subject to the satisfactory background verification check report received based on the data provided by you. The background verification check is carried out simultaneously along with your joining with us.

6) The Company reserves the right to make a mandatory reference check from your previous employers. In addition, a background check may also be conducted from your previous Employers and Educational Institutions. Depending on the credentials of such report the employment shall stand confirmed. Whereas in case of any adverse report against you which may be detrimental to the interests of the Company or if the information furnished by you is not true and/or misleading, the Company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation.

7) You would be issued with formal appointment letter and along with the break – up of salary as

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applicable for your role upon joining.

8) We believe that you would be the best fit into CRMIT culture and confident that you will possess the capabilities that are required to deliver and play the role in career progression.

9) This offer would be valid till **16-Jul-2018** and you are expected to report duty on or before **16-Jul-2018**. In case if you fail to inform us before the valid date, this would stand cancelled without any further intimation to you.

10) Upon acceptance of this offer to join CRMIT and for any reasons, if you have not joined, unless justifiable with supporting evidence thereof, company would make you liable to the extent of costs and commitment charges/penalty incurred by our client, a sum of INR 50,000/- (fifty thousand only) recoverable from you. CRMIT reserves its right to claim the damages including administrative costs, against you in case if you fail join the company as accepted by you.

As a token of your acceptance to join the Company, please revert with the signed scan copy of this provisional offer letter within 2 days.

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

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

SD/-
Vinod N Reddy
Managing Director

Date: 18-Oct-2017

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

Accepted the terms and conditions of the offer and signed below

Adarsh

Signature
Name: Adarsh Bhat

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

CRMIT Solutions Private Limited

Annexure - 1

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

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

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codilar

To
Vijay R,

Date: 04-01-2018

APPOINTMENT ORDER

We are glad to offer you an appointment as "**Associate Software Engineer**" in our organization with effect from **June/July your** monthly salary is **INR 10000/- PM for first 3 months. After probation, your salary will be revised to INR 21000/- PM for 9 months, and 30000/- PM will be effective from 13th month of your joining date. If in case you are working as intern (Minimum 3 months) with us you will not come under probation period.** Statutory dues will be deducted as per rules. The salary structure is enclosed. Your employment with us shall be governed by the terms and conditions specified in the Employment Agreement annexed hereto as **Annexure A**, and by the other policies of the Company which shall be made available for your perusal and reference from time to time.

1. This offer of employment is based on the information/details furnished by you while considering your candidature. If at any time it comes to the knowledge of the Management that, the information furnished by you are incorrect or if you have suppressed any material facts which you should have disclosed, your services are liable for termination without any notice.

   a. You shall furnish your address and change of address if any, during the course of your employment. It shall be notified to the Management and it shall be your duty to intimate the same in writing within 3 days from the date of any such change and shall also get the change so affected recorded in the register of addresses maintained for the purpose by the Management. All communication sent to you by the Management at your last given address shall be deemed to have been delivered to you at the correct address.

   b. You will be on whole time employment in the Organization and shall not engage yourself in any work or business or profession either honorary or otherwise without permission of the Management.

2. Initially you shall be on probation for a period of THREE months w.e.f and the said period of probation shall be liable to be extended further or dispensed with earlier at the discretion of the Management. During or at the expiry of your said probationary period or the extended period of probation, the Management will have the right to terminate your services without any notice or without assigning any reasons thereof. Unless confirmed in writing, you will continue to be on probation.

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Bengaluru - 560 057

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3. You shall not utilize, disclose or divulge to any person, any trade secrets or know-how of the Management affairs, administrations technology, research and development carried out in the organization.

4. You shall sign and deliver a Copyright Assignment Agreement which is attached as **Annexure 2** to the Employment Agreement and a Non-Disclosure Agreement which is attached as **Annexure 3** to the Employment Agreement, on reporting to duty in this regard.

5. You shall be under training for the initial 3 months of contract employment. The training period is subject to change depending on your performance or company requirements. To compensate for the training costs, you are required to serve the company for a minimum of **24 months** including the training period. In case you wish to terminate, you shall be bound to pay the training costs to company, which is fixed at INR 125,000 (One lakh Twenty Five Thousand Only).

6. Every employee shall be under probation for 3 months, during which the employee shall refrain from terminating the employment. In case of termination by the employee, the employee shall pay 1 month salary in lieu of notice in case of termination of your employment.

7. You shall not receive any presents, commissions, loans, advances or any sort of gratification or benefit in cash or in kind from any person, party or agency, with which the company has business dealings. It is strictly forbidden.

8. If you are using your personal you are an employee using your own devices such as laptop, mobile phone or any other electronic devices for work purposes, you shall not misuse such devices during work hours. The Company is not liable for any malpractice, downloading any pirated or explicit content or any such practices that are illegal. In case of any act, omission, constituting misconduct you may be placed under suspension. An enquiry or disciplinary action may be initiated against you.

9. Your services will be liable to be transferred from one place to another and /or from one post to another either in the same unit or any sister concerns of the establishment anywhere in India either existing or that may be set up in future.

10. You will be responsible for the safe custody of the resources (tangible and intangible) entrusted to you or comes to your possession and in case of any damage or loss the management shall have the right to make good of the same from your salary besides taking any other disciplinary actions as may be deemed fit and proper. You shall perform the services and work according to directions/instructions given to you from time to time by your superiors.

11. Even after the confirmation of your services, the Management reserves the right to terminate your services after providing one month's notice or payment of one month's salary in lieu of notice. Similarly when you opt to leave the services of the company, you may do so by giving two months' notice or surrendering or paying one month's salary in lieu of the notice.

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Bengaluru - 560 057

Apart from above conditions, you will be governed by the rules and regulations of the Company from time to time.
In case the above terms and conditions are acceptable to you, please return the copy of this offer of appointment after affixing your signature in token of your having accepted the same.

For Codilar
AUTHORIZED SIGNATORY

I have read and understood the above terms and conditions of the employment and agree to them and further undertake to abide by them.

PLACE: Bangalore
DATE: 04-01-2018

SIGNATURE OF THE EMPLOYEE

Vijay

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

Annexure A

Employment Agreement

Your employment with Codilar Technologies Pvt. Ltd, a company incorporated under the Companies Act 2013 and having its registered office at **Sai Manasa, 703, 30th Main Rd BTM 2nd Stage, Bengaluru, Karnataka 560076** (hereinafter referred to as "**Company**" which expression shall mean and include unless repugnant to the context its successors-in-interest and assigns), shall be subject to the terms and conditions provided herein below and subject to the policies of the Company, as updated from time to time, which are contained in the Employment Handbook/notified on a regular basis.

1. **Commencement of Employment**

Your employment with the Company shall begin on **June,' July, 2018** and shall be subject to termination as provided hereunder. You will devote your full time, skill and attention to the work and business of the Company, and shall work faithfully, sincerely, diligently, efficiently and to the best of your ability to promote, continue and develop the interests of the Company.

2. **Posting/Location**

Your posting will be at our office located at **Sai Manasa, 703, 30th Main Rd, BTM 2nd stage, Bengaluru, Karnataka 560076**, but you are liable to be transferred to any of the of the Company's sister companies, associate companies, branch offices or client campuses to which you may be posted on deputation, secondment or transfer. Your duties may also require you to travel in India and to other countries, often at short notice

3.1. Your roles, responsibilities and objectives shall be as described to you during your acceptance. There could be changes in the job description and any promotions. Such changes shall be notified to you via e-mail. The roles and responsibilities set out are only indicative and it shall be your responsibility to carry out all such functions as are ancillary thereto and as may be necessary to effectively complete your objectives.

3.2. You agree and acknowledge that the Company reserves the right to vary your roles and responsibilities, from time to time.

3.3. You shall report to **Mahaveer.**

2. **Representation and Warranties by the Employee**

2.1. You represent and warrant that all works created and submitted by you to the Company, including but not limited to Graphics, UX Designs, Logos, Code, Blogs ("**Work**") are, and will be, your original work of authorship and the same does not, and shall not, infringe the copyright, trademark or other intellectual property rights, privacy rights, or any other legal or moral rights of any third party.

4.2. You shall ensure that all information contained in your Work is not false, plagiarized, misleading or inaccurate.

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

4.3. You represent and warrant that the Work is not, and may not reasonably be considered to be, defamatory, libelous, hateful, racially, ethnically, religiously, or otherwise biased or offensive, unlawfully threatening, or unlawfully harassing to any individual, partnership, or corporation, vulgar, pornographic, obscene, or invasive of another's privacy.

4.4. You represent and warrant that the Work does not incorporate materials from a third party web site unless it is freely available in the public domain. Further any communication with clients, colleagues and other official communication should be via the official e-mail address only. You shall refrain from using your personal e-mail address.

4.5. You represent and warrant that the Work does not contain any viruses, worms, spyware, adware, or other potentially damaging programs or files.

4.6. You represent and warrant that you use your best endeavors to promote the interests of the Company and perform to the best of your ability, in accordance with the directions of the Company the duties and responsibilities normally associated with your position, and such additional duties and responsibilities for the Company as the Company may from time to time reasonably specify.

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4.7. You hereby agree to indemnify, defend and hold the Company harmless from and against any losses, costs, expenses, damages of whatsoever nature which may be incurred or suffered by the Company, which arises out of or as a result from any breach of contract, warranty, tort (including negligence) or otherwise of any of his/her obligations or Agreement contained herein.

4.8 You agree not to misuse the Company Wi-Fi and other such resources made available to you to access pirated content such as pirated versions of software's, torrents, movies, music and televisions streaming sites, any explicit or pornographic sites and any other prohibited content on the internet. Any misuse, misconduct or illegal activities shall amount to breach of this Agreement. You shall be liable for losses, costs, expenses and damages that may arise out of such a breach.

4.9. Further you agree and covenant that, you shall:

(a) Undertake the duties and exercise the powers which the Company assigns or vests in you and comply with all lawful orders and instructions given by the Company in this regard;

(b) Observe, comply and implement the Company's rules, regulations and policies as may be in effect from time to time;

(c) Perform the duties and exercise the powers that are assigned to or vested in you from time to time by the Company, in a proper and efficient manner with all due care, skil and diligence;

(d) devote the whole of your time, attention and skill exclusively to the business of the Company during normal business hours and such other hours as are necessary to satisfactorily perform your obligations as stipulated herein;

(e) You further agree and acknowledge that this is an exclusive employment agreement. Accordingly, during your employment, you shall not, without the prior written consent of the Company, directly or indirectly, by yourself or through others, own, manage,

Operate, consult, freelance or be employed /engaged in any other business or profession, with or without compensation

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3. Leave and Holidays

5.1. You will be entitled **18** days of paid leave every year. You are required to apply for leave in prior before the date on which you wish your paid leave to begin, provided that the number of times in which paid leave may be taken during any year shall not exceed two or such other number as may be agreed upon between the Company and yourself.

5.2. In addition to the leave mentioned above, you will be entitled to **12** days of public holidays through the year. These holidays may vary from year to year and are dependent upon the location of your posting. The Company shall notify you of the list of holidays applicable to you.

4. Compensation and Incentives

6.1. In consideration of the services to be rendered by you hereunder during your employment, upon the terms and subject to the conditions set forth herein, you will be entitled to the compensation and incentives as set out in **ANNEXURE 1** (**"Compensation and Incentive Package"**).

6.2. The specific targets to be achieved for the base pay and incentive pay are also set out in Annexure 1 to this Agreement, if applicable.

6.3. Your increments and promotions shall be at the discretion of the Company and will be subject to and on the basis of your performance.

6.4. Payment of all compensation and incentives as set out in ANNEXURE 2, shall be made to you in accordance with the terms thereof and the relevant Company policies in effect from time to time, including normal payroll practices. All such payments shall be subject to withholding all applicable taxes.

6.5. You acknowledge and agree that the Compensation and Incentive Package remuneration is a matter purely between yourself and the Company and you are to keep this information and any changes thereto, strictly confidential.

5. Ethics and Confidentiality

"Confidential Information" shall include all trade secrets of the Company, and all information, including any information which relates to the operational, commercial, technical and financial activities of the Company or any such confidential information concerning any other company, or any of its or their suppliers, agents, distributors or customers. It does not extend to information already in the public domain unless such information has arrived there through unauthorized means. During the term of this Employment Agreement, or at any time thereafter, You shall not directly or indirectly, disclose or grant access to the Company's or any of the Company's clients' Confidential Information or systems to any third party, nor shall You use or exploit such Confidential Information for any purpose other than those of the Company or of the clients of the Company. This restriction shall cease to apply to any information or knowledge, which may subsequently come into the public domain other than by way of unauthorized disclosure.

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All confidential records, documents and other paper together with any copies or extracts thereof made or required by you in the course of your employment with the Company shall be the sole and exclusive property of the Company and must be returned on the termination of your employment with Company. All notes and memoranda of any Confidential Information which shall be acquired, received or made by you during the course of your employment shall be the property of the Company and shall be surrendered by you to someone duly authorized in that behalf at the termination of your employment or at the request of the management at any time during the course of your employment.

To protect the interests of the Company, in furtherance of the provisions herein with regard to "Confidential Information" you will also need to sign the Company's standard "Non-Disclosure Agreement" as a condition of your employment, which is annexed hereto as **Annexure 3** to this Agreement.

We wish to impress upon you that we do not want you to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have to any former employer.

8. Your Work and Creations

All rights, title and interest to any Work done by you during the course of your employment with the Company, including any and all intellectual property rights in, and to the Work and any moral rights in, and to the Work, shall be deemed to have been assigned by You to the Company.

You shall:

(a) Grant and assign to the Company an exclusive, royalty free, worldwide license to use, edit, modify, display and disseminate the work. You shall give the Company and its attorneys all necessary assistance and cooperation in connection with the preparation and prosecution of any application for registration of the intellectual property rights; and

(b) To protect the interests of the Company, in furtherance of the provisions herein with regard to your work and creations, you will also need to sign the Company's standard "Copyright Assignment Agreement" as a condition of your employment, which is annexed hereto as **Annexure 2** to this Agreement.

9. <u>Non-solicitation:</u>

You covenant with the Company that during your employment with the Firm, and for a period of **36 months** after ceasing to be employed with the Company, you will not endeavor to entice away from the Company any person who has, at any time during the **12 (Twelve) months** immediately preceding such cessation, been employed or engaged by the Company.

10. <u>Non-competition</u>:

You further covenant with the Company that during your employment with the Company, and for a period of **36 months** after ceasing to be employed with the Company, you will not, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company directly or indirectly carry on or be engaged in any activity or business which shall be in competition with the business of the Company.

11. <u>Non- Infringement:</u>

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You further covenant with the Company that during and after ceasing to be employed with the Company, you will not infringe any intellectual property rights of the Company, including the work submitted by you during the course of your employment.

12. **Termination**

After confirmation of your employment in the Company, your contract may be terminated either by you or the Company by providing a notice period of 2 (Two) months prior written notice, or by payment of 1 month salary in lieu of notice in case of termination of your employment by the Company. In case you are unable to serve the full notice period, you are required to buy out the notice period by paying 2 months of gross salary. Upon termination, all the confidential information pertaining to the Company shall be returned to the Company within 3 working days

13. Governing Law and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of India. All disputes and differences whatsoever which shall arise between the parties relating to any matter or the interpretation of this agreement shall be referred to one or more arbitrators, one to be appointed by each party subject to the provisions of the Arbitration and conciliation Act, 1996 at **Bangalore, India.** The decision of the Arbitrator shall be final and binding.

14. Severability

In case any one or more of the provisions contained in these terms and conditions shall for any reason be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of these terms and conditions, but these terms and conditions shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein and there shall be deemed substituted for such invalid, illegal or unenforceable provision such other provision as will most nearly accomplish the intent of the parties to the extent permitted by the applicable law.

15. Amendment and Waivers

This Agreement may be amended only by a written agreement executed by each of the parties hereto. No amendment of or waiver of, or modification of any obligation under this Agreement will be enforceable unless set forth in a writing signed by the party against which enforcement is sought. Any amendment effected in accordance with this section will be binding upon all parties hereto and each of their respective successors and assigns. No delay or failure to require performance of any provision of this Agreement shall constitute a waiver of that provision as to that or any other instance. No waiver granted under this Agreement as to any one provision herein shall constitute a subsequent waiver of such provision or of any other provision herein, nor shall it constitute the waiver of any performance other than the actual performance specifically waived.

16. Injunctive Relief

You understand that in the event of a breach or threatened breach of this Agreement by you (particularly, the obligations assumed by you as regards Confidentiality), the Company may suffer irreparable harm inadequately compensable in damages, and therefore, the Company will also be entitled to seek injunctive relief to enforce this Agreement, in addition to all and any other legal remedies which may be available to the Company under applicable law.

17. General

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The above terms and conditions, including those in **Annexure 1** to this Agreement (Compensation and Incentives Package) **Annexure 2** –(Copyright Assignment Agreement) and **Annexure 3** – (Non-Disclosure Agreement) are based on and subject to the Company's policies, procedures and other

Rules lay down from time to time.

N. Codilar Technologies Private Limited By Mahaveer Devabalan Director and BDM at Codilar Date: 4th January, 2018 Sign:	**Agreed & Accepted:** I have read the terms and conditions set out above and fully understand the same. In accepting employment with the Company, I undertake to conform to the terms and conditions set out above as well as other Company policies, procedures, instructions, etc, as may be communicated to me from time to time By Vijay R Vijay

18. Counterparts

This Agreement may be executed in any number of counterparts, each of which when so executed and delivered will be deemed an original, and all of which together shall constitute one and the same Agreement

19. **Notices**

Any notice that has to be served to the Company or to the employee shall be sent to the addresses mentioned below:

Address of the Company: **Sai Manasa, 703, 30th Main Rd, BTM 2nd Stage, Bengaluru, Karnataka 560076**

Address of the Employee: **A10, Chalukya Nagar, 2nd Main Road, Nagarbhavi, Bangalore-560072.**

Any change of address should be notified within 5 working days to the respective parties.

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The Parties hereto have duly executed this Agreement as of the date and year here nabove first written.

ANNEXURE 1
COMPENSATION AND INCENTIVE PACKAGE

Earnings	Amount	Deductions	Amount
Basic	6300	Profession Tax	200
H.R.A	2520	TDS	Optional
Medical Allowance	2100	Employee PF	756
Conveyance Allowance	1600	Employer PF	756
Special Allowance	8480	ESI	00
Incentives	Optional	Total Deductions	1712
Total Earnings	**21000**		
Net Total		**19288**	

Earnings	Amount	Deductions	Amount
Basic	9000	Profession Tax	200
H.R.A	3600	TDS	Optional
Medical Allowance	3000	Employee PF	1080
Conveyance Allowance	1600	Employer PF	1080
Special Allowance	12800	ESI	00
Incentives	Optional	Total Deductions	2360
Total Earnings	30000		
Net Total		**27640**	

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ANNEXURE 2
COPYRIGHT ASSIGNMENT AGREEMENT

THIS COPYRIGHT ASSIGNMENT AGREEMENT is made on **04-01-2018**, 2017 by and between:

1. **Codilar Technologies Pvt. Ltd**, a company incorporated under the Companies Act, 2013 and having its registered office at **Sai Manasa, 703, 30th Main Rd, BTM 2nd Stage, Bengaluru, Karnataka 560076** (hereinafter referred to as "**Company**" which expression shall mean and include unless repugnant to the context its successors-in-interest and assigns); and
2. **Vijay R** an individual, (hereinafter referred to as "**Employee**" which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include heirs, executors, administrators, successors and permitted assigns);

BACKGROUND

I understand that the Company is engaged in the business of **Codilar is an emerging startup company that shelves point solutions; aims to engage, resolve and support day to day challenges of e-commerce businesses. With a strong domain expertise in ecommerce portal development as a backbone and handpicked technology leaders, we make a wonderful team driving next generation retail solutions.**

Codilar is actively seeking a talented Magento Developer for a challenging and rewarding position to develop ecommerce portals. The below mentioned JD is for your kind reference.

Accordingly it is critical for the Company to preserve and protect its rights in all designs and creations, and in all related intellectual property rights and proprietary information of the Company.

Accordingly, I am entering into this Copyright Assignment Agreement ("**Agreement**") as a condition of the Employment Agreement, whether or not I am expected to create work of value, or generate proprietary information, for the Company.

IT IS HEREBY AGREED BETWEEN THE PARTIES AS FOLLOWS:

(1) **Copyright:** The Employee acknowledges and agrees that any copyrightable works prepared by such Employee will fall within the scope of and during the course of his/her employment with the Company and the Company will be the first owner of such copyrightable works and the copyright therein. The Employee agrees that all the work done or created during the course of his/her employment with the Company, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by the Employee to the Company. The Employee further recognizes the right of the Company, as his/her employer, to the copyright on works made by the Employee in the course of his/her employment with the Company as prescribed under the Copyright Act, 1957, and will in no way dispute or challenge the same.

(2) **Assignment of other rights:** In addition to the foregoing assignment of all work and creations to the Company, the Employee hereby irrevocably transfers and assigns to the Company: (i) all, copyrights and other intellectual property rights in any work and creation; and (ii) any related rights and derivative/adaptive rights; and (iii) any proprietary information of the Company. The Employee also hereby forever waives and agrees never to assert any and

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all Moral Rights that he/she may have in or with respect to any work and creation, even after termination of his/her work on behalf of the Company.

(3) **Assistance:** The Employee agrees to assist the Company in every proper way to obtain for the Company and enforce copyrights and other legal protections for the Company's work and proprietary information in any and all countries. The Employee agrees to execute any documents that the Company may reasonably request for use in obtaining or enforcing such copyrights and other legal protections. The Employee's obligations under this paragraph will continue beyond the termination of his/her employment with the Company, provided that the Company will compensate the Employee at a reasonable rate after such termination, for time or expenses actually spent by such Employee at the Company's request on such assistance.

(4) **No Breach of Prior Agreement:** The Employee represents that his/her performance of all the terms of this Agreement and his/her duties as Employee will not breach any invention assignment, proprietary information, confidentiality or similar agreement with any former employer or other party. The Employee represents that he/she will not bring with him/her to the Company or use in the performance of his/her duties for the Company any documents or materials or intangibles of a former employer or third party that are not generally available to the public or have not been legally transferred to the Company.

(5) **Notification:** The Employee hereby authorizes the Company to notify his/her actual or future employers of the terms of this Agreement and his/her responsibilities hereunder.

(6) **Injunctive Relief**: The Employee understands that in the event of a breach or threatened breach of this Agreement by him/her, the Company may suffer irreparable harm inadequately compensable in damages, and therefore, the Company or any other party as provided herein, will be entitled to seek injunctive relief to enforce this Agreement, in addition to all and any other legal remedies which may be available to the Company under applicable law.

(8) **Indemnity:** The Employee hereby indemnifies, defends and holds the Company harmless from and against any losses, costs, expenses, damages of whatsoever nature which may be incurred or suffered by the Company, which arises out of or as a result from any breach of contract, warranty, tort (including negligence) or otherwise of any of his/her obligations or Agreement contained herein.

(9) **Governing Law**: This Agreement shall be governed by and construed in accordance with the laws of India. All disputes and differences whatsoever which shall arise between the parties relating to any matter or the interpretation of this agreement shall be referred to one or more arbitrators, one to be appointed by each party subject to the provisions of the Arbitration and conciliation Act, 1996 at **Bangalore, India.** The decision of the Arbitrator shall be final and binding.

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(10) **Severability**: In case any one or more of the provisions contained in these terms and conditions shall for any reason be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of these terms and conditions, but these terms and conditions shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein and there shall be deemed substituted for such invalid, illegal or unenforceable provision such other provision as will most nearly accomplish the intent of the parties to the extent permitted by the applicable law.

(11) **Amendment and Waivers:** This Agreement may be amended only by a written agreement executed by each of the parties hereto. No amendment of or waiver of, or modification of any obligation under this Agreement will be enforceable unless set forth in a writing signed by the party against which enforcement is sought. Any amendment effected in accordance with this section will be binding upon all parties hereto and each of their respective successors and assigns. No delay or failure to require performance of any provision of this Agreement shall constitute a waiver of that provision as to that or any other instance. No waiver granted under this Agreement as to any one provision herein shall constitute a subsequent waiver of such provision or of any other provision herein, nor shall it constitute the waiver of any performance other than the actual performance specifically waived.

(12) **Successors and Assigns:** Except as otherwise provided in this Agreement, this Agreement, and the rights and obligations of the parties hereunder, will be binding upon and inure to the benefit of their respective successors, assigns, heirs, executors, administrators and legal representatives.

(13) **Assignment**: The Company may assign any of its rights and obligations under this Agreement. The Employee shall not assign, whether voluntarily or by operation of law, any of his/her rights and obligations under this Agreement, except with the prior written consent of the Company.

(14) **Further Assurances**: The Employee hereby agrees to execute such further documents and instruments and to take such further actions as may be reasonably necessary to carry out the purposes and intent of this Agreement.

(15) **Enforceability:** The provisions of this Agreement shall be enforceable notwithstanding the existence of any claim or cause of action of the Employee against the Company whether predicated in this Agreement or otherwise.

(16) **Counterparts**: This Agreement may be executed in any number of counterparts, each of which when so executed and delivered will be deemed an original, and all of which together shall constitute one and the same Agreement.

(17) **Entire Agreement**: This Agreement and the documents referred to herein constitute the entire Agreement and understanding of the parties with respect to the subject matter of this Agreement, and supersede all prior understandings and agreements, whether oral or written, between or among the parties hereto with respect to the specific subject matter hereof.

The Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

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N. Codilar Technologies Private Limited By Mahaveer Devabalan Director and BDM at Codilar Date: 4th January, 2018 Sign:	Agreed & Accepted: I have read the terms and conditions set out above and fully understand the same. In accepting employment with the Company, I undertake to conform to the terms and conditions set out above as well as other Company policies, procedures, instructions, etc, as may be communicated to me from time to time By Vijay R Vijay

Annexure 3
Non-Disclosure Agreement

THIS NON DISCLOSURE AGREEMENT is made on the 22 November, 2017 by and between:

1. **Codilar Technologies Pvt. Ltd.**, a company incorporated under the Companies Act 2013 and having its registered office at **Sai Manasa, 703, 30th Main Rd, BTM 2nd Stage, Bengaluru, Karnataka 560076** (hereinafter referred to as "Company" which expression shall mean and include unless repugnant to the context its successors-in-interest and assigns); and

2. **Vijay R** an individual, (hereinafter referred to as "**Employee**" which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include heirs, executors, administrators, successors and permitted assigns)

WHEREAS

A. In order for the Employee to discharge his/her responsibilities as per the terms and conditions of the Employment Agreement executed by him/her with the Company dated **June /July 2018** the Company will be providing certain Confidential Information to the Employee.

B. The Employee acknowledges and confirms that the unauthorized disclosure or misuse of Confidential Information by the Employee may cause substantial direct and consequential loss and damage to *inter alia* the Company, its employees, shareholders and customers.

C. In return for the Company providing the Employee with Confidential Information and as a pre-requisite to the Employee joining the Company, the Employee agrees to enter into this Agreement and be subject to all its terms and conditions.

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IT IS HEREBY AGREED BETWEEN THE PARTIES AS FOLLOWS:

(1) **Confidential Information**: For the purposes of this Agreement, "**Confidential Information**" shall include all trade secrets of the Company, and all information, including any information which relates to the operational, commercial, technical and financial activities of the Company or any such confidential information concerning any other company, or any of its or their suppliers, agents, distributors or customers. It does not extend to information already in the public domain unless such information has arrived there through unauthorized means.

(2) Subject to the terms and conditions of this Agreement, Company agrees to disclose the Confidential Information to the Employee.

(3) **Obligation of Non-Disclosure**: The Employee agrees:

(a) To retain all Confidential Information in strict confidence and at least to the same extent as it protects its own confidential information of the same nature;

(b) Not to disclose any Confidential Information in whole or part to any third party;

(c) Not to use the Confidential Information for any purpose other than those explicitly specified in writing by the Company;

(d) Not to copy any of the Confidential Information without the prior written consent of the Company; and

(e) Not to disclose the existence of this Agreement or any details of the transaction contemplated by this Agreement to any third party.

(4) **Non-applicability of confidentiality obligations**: Notwithstanding any other provision to the contrary in this Agreement, the Employee's obligations of confidentiality will not apply to any information which:

(a) Prior to disclosure by the Company to the Employee was (i) already publicly available; (ii) received by the Employee from a third party without restriction; or (iii) independently developed by the Employee.

(b) After disclosure by the Company to the Employee, (i) becomes publicly available through no wrongful act of the Employee; (ii) is disclosed without restriction to the Employee by a third party

who is not in breach of an obligation of confidence owed to the Company; or (iii) is required by law to be disclosed.

(5) **Return or Destruction of Confidential Information**: All Confidential Information remains the property of the Company. Upon the Company's request, the Employee must, at the Company's option, either return to the Company or destroy all such Confidential Information together with any summaries of or extracts from such information and all copies or adaptations thereof which the Employee may have in its possession or control, including removal of any such information from electronic storage. Employee must ensure that all parties to whom it has disclosed such information will comply with the Company's request. Employee agrees to give the Company a written notice stating that it has returned or destroyed all Confidential Information in accordance with this clause.

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(6) Nothing in this Agreement will obligate the Company to disclose any information to the Employee or enter into any other agreement or arrangement with the Employee, nor will it be construed as granting any rights to the Employee.

(7) Employee's obligations under this Agreement will survive the termination of his/her employment with the Company regardless of the manner of such termination.

(8) **Indemnity:** The Employee hereby indemnifies, defends and holds the Company harmless from and against any losses, costs, expenses, damages of whatsoever nature which may be incurred or suffered by the Company, which arises out of or as a result from any breach of contract, warranty, tort (including negligence) or otherwise of any of his/her obligations or Agreement contained herein.

(9) **Governing Law:** This Agreement shall be governed by and construed in accordance with the laws of India. All disputes and differences whatsoever which shall arise between the parties relating to any matter or the interpretation of this agreement shall be referred to one or more arbitrators, one to be appointed by each party subject to the provisions of the Arbitration and conciliation Act, 1996 at **Bangalore, India.** The decision of the Arbitrator shall be final and binding.

(10) **Severability:** In case any one or more of the provisions contained in these terms and conditions shall for any reason be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of these terms and conditions, but these terms and conditions shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein and there shall be deemed substituted for such invalid, illegal or unenforceable provision such other provision as will most nearly accomplish the intent of the parties to the extent permitted by the applicable law.

(11) **Amendment and Waivers:** This Agreement may be amended only by a written agreement executed by each of the parties hereto. No amendment of or waiver of, or modification of any obligation under this Agreement will be enforceable unless set forth in a writing signed by the party against which enforcement is sought. Any amendment effected in accordance with this section will be binding upon all parties hereto and each of their respective successors and assigns. No delay or failure to require performance of any provision of this Agreement shall constitute a waiver of that provision as to that or any other instance. No waiver granted

Under this Agreement as to any one provision herein shall not constitute a subsequent waiver of such provision or of any other provision herein, nor shall it constitute the waiver of any performance other than the actual performance specifically waived.

(12) **Successors and Assigns:** Except as otherwise provided in this Agreement, this Agreement, and the rights and obligations of the parties hereunder, will be binding upon and inure to the benefit of their respective successors, assigns, heirs, executors, administrators and legal representatives.

(13) **Assignment:** The Company may assign any of its rights and obligations under this Agreement. The Employee shall not assign, whether voluntarily or by operation of law, any of his/her rights and obligations under this Agreement, except with the prior written consent of the Company.

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(14) **Further Assurances**: The Employee hereby agrees to execute such further documents and instruments and to take such further actions as may be reasonably necessary to carry out the purposes and intent of this Agreement.

Codilar Technologies Pvt. Ltd	**Agreed & Accepted:**
	I have read the terms and conditions set out above and fully understand the same. In accepting employment with the Company, I undertake to conform to the terms and conditions set out above as well as other Company policies procedures, instructions, etc, as may be communicated to me from time to time
By Mahaveer Devabalan Director and BDM at Codilar Date: 4th January 2018 Sign:	By Vijay R Vijay

(15) **Enforceability:** The provisions of this Agreement shall be enforceable notwithstanding the existence of any claim or cause of action of the Employee against the Company whether predicated in this Agreement or otherwise.

(16) **Counterparts**: This Agreement may be executed in any number of counterparts, each of which when so executed and delivered will be deemed an original, and all of which together shall constitute one and the same Agreement.

(17) **Entire Agreement**: This Agreement and the documents referred to herein constitute the entire Agreement and understanding of the parties with respect to the subject matter of this Agreement, and supersede all prior understandings and agreements, whether oral or written, between or among the parties hereto with respect to the specific subject matter hereof.

The Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Yours sincerely,
Mahaveer Devabalan
Director and BDM at Codilar

Date: 4th January, 2018
Sign:

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codilar

To
Nigam Agarwala,

Date: **04-01-2018**

APPOINTMENT ORDER

We are glad to offer you an appointment as "**Associate Software Engineer**" in our organization with effect from **June/July** your monthly salary is **INR 10000/- PM for first 3 months. After probation, your salary will be revised to INR 21000/- PM for 9 months, and 30000/- PM will be effective from 13th month of your joining date. . If in case you are working as intern (Minimum 3 months) with us you will not come under probation period.** Statutory dues will be deducted as per rules. The salary structure is enclosed. Your employment with us shall be governed by the terms and conditions specified in the Employment Agreement annexed hereto as **Annexure A** and by the other policies of the Company which shall be made available for your perusal and reference from time to time.

1. This offer of employment is based on the information/details furnished by you while considering your candidature. If at any time it comes to the knowledge of the Management that, the information furnished by you are incorrect or if you have suppressed any material facts which you should have disclosed, your services are liable for termination without any notice.

   a. You shall furnish your address and change of address if any, during the course of your employment. It shall be notified to the Management and it shall be your duty to intimate the same in writing within 3 days from the date of any such change and shall also get the change so affected recorded in the register of addresses maintained for the purpose by the Management. All communication sent to you by the Management at your last given address shall be deemed to have been delivered to you at the correct address.

   b. You will be on whole time employment in the Organization and shall not engage yourself in any work or business or profession either honorary or otherwise without permission of the Management.

2. Initially you shall be on probation for a period of **THREE** months w.e.f and the said period of probation shall be liable to be extended further or dispensed with earlier at the discretion of the Management. During or at the expiry of your said probationary period or the extended period of probation, the Management will have the right to terminate your services without any notice or without assigning any reasons thereof. Unless confirmed in writing, you will continue to be on probation.

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3. You shall not utilize, disclose or divulge to any person, any trade secrets or know-how of the Management of affairs, administrations technology, research and development carriec out in the organization.

4. You shall sign and deliver a Copyright Assignment Agreement which is attached as **Annexure 2** to the Employment Agreement and a Non-Disclosure Agreement which is attached as **Annexure 3** to the Employment Agreement, on reporting to duty in this regard.

5. You shall be under training for the initial 3 months of contract employment. The training period is subject to change depending on your performance or company requirements. To compensate for the training costs, you are required to serve the company for a minimum of **24 months** including the training period. In case you wish to terminate, you shall be bound to pay the training costs to company which is fixed at INR 125,000 (One lakh Twenty Five Thousand Only).

6. Every employee shall be under probation for 3 months, during which the employee shall refrain from terminating the employment. In case of termination by the employee, the employee shall pay 1 month salary in lieu of notice in case of termination of your employment.

7. You shall not receive any presents, commissions, loans, advances or any sort of gratification or benefit in cash or in kind from any person, party or agency, with which the company has business dealings. It is strictly forbidden.

8. If you are using your personal you are an employee using your own devices such as laptop, mobile phone or any other electronic devices for work purposes, you shall not misuse such devices during work hours. The Company is not liable for any malpractice, downloading any pirated or explicit content or any such practices that are illegal. In case of any act, omission, constituting misconduct you may be placed under suspension. An enquiry or disciplinary action may be initiated against you.

9. Your services will be liable to be transferred from one place to another and /or from one post to another either in the same unit or any sister concerns of the establishment anywhere in India either existing or that may be set up in future.

10. You will be responsible for the safe custody of the resources (tangible and intangible) entrusted to you or comes to your possession and in case of any damage or loss, the management shall have the right to make good of the same from your salary besides taking any other disciplinary actions as may be deemed fit and proper. You shall perform the services and work according to directions/instructions given to you from time to time by your superiors.

11. Even after the confirmation of your services, the Management reserves the right to terminate your services after providing one month's notice or payment of one month's salary in lieu of notice. Similarly when you opt to leave the services of the company, you may do so by giving two months' notice or surrendering or paying one month's salary in lieu of the notice.

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Apart from above conditions, you will be governed by the rules and regulations of the Company from time to time.
In case the above terms and conditions are acceptable to you, please return the copy of this offer of appointment after affixing your signature in token of your having accepted the same.

For Codilar
AUTHORIZED SIGNATORY

I have read and understood the above terms and conditions of the employment and agree to them and further undertake to abide by them.

PLACE: Bangalore
DATE: 04-01-2018

SIGNATURE OF THE EMPLOYEE

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Annexure A

Employment Agreement

Your employment with Codilar Technologies Pvt. Ltd, a company incorporated under the Companies Act 2013 and having its registered office at **Sai Manasa, 703, 30th Main Rd, BTM 2nd Stage, Bengaluru, Karnataka 560076** (hereinafter referred to as "**Company**" which expression shall mean and include unless repugnant to the context its successors-in-interest and assigns), shall be subject to the terms and conditions provided herein below and subject to the policies of the Company, as updated from time to time, which are contained in the Employment Handbook/notified on a regular basis.

1. **Commencement of Employment**

Your employment with the Company shall begin on **June/ July, 2018** and shall be subject to termination as provided hereunder. You will devote your full time, skill and attention to the work and business of the Company, and shall work faithfully, sincerely, diligently, efficiently and to the best of your ability to promote, continue and develop the interests of the Company.

2. **Posting/Location**

Your posting will be at our office located at **Sai Manasa, 703 30th Main Rd, BTM 2nd stage, Bengaluru, Karnataka 560076**, but you are liable to be transferred to any of the of the Company's sister companies, associate companies, branch offices or client campuses to which you may be posted on deputation, secondment or transfer. Your duties may also require you to travel in India and to other countries, often at short notice

3.1. Your roles, responsibilities and objectives shall be as described to you during your acceptance. There could be changes in the job description and any promotions. Such changes shall be notified to you via e-mail. The roles and responsibilities set out are only indicative and it shall be your responsibility to carry out all such functions as are ancillary thereto and as may be necessary to effectively complete your objectives.

3.2. You agree and acknowledge that the Company reserves the right to vary your roles and responsibilities, from time to time.

3.3. You shall report to **Mahaveer.**

2. Representation and Warranties by the Employee

2.1. You represent and warrant that all works created and submitted by you to the Company, including but not limited to Graphics, UX Designs, Logos, Code, Blogs ("**Work**") are, and will be, your original work of authorship and the same does not, and shall not, infringe the copyright, trademark or other intellectual property rights, privacy rights, or any other legal or moral rights of any third party.

4.2. You shall ensure that all information contained in your Work is not false, plagiarized, misleading or inaccurate.

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4.3. You represent and warrant that the Work is not, and may not reasonably be considered to be, defamatory, libelous, hateful, racially, ethnically, religiously, or otherwise biased or offensive, unlawfully threatening, or unlawfully harassing to any individual, partnership, or corporation, vulgar, pornographic, obscene, or invasive of another's privacy.

4.4. You represent and warrant that the Work does not incorporate materials from a third party web site unless it is freely available in the public domain. Further, any communication with clients colleagues and other official communication should be via the official e-mail address only. You shall refrain from using your personal e-mail address.

4.5. You represent and warrant that the Work does not contain any viruses, worms, spyware, adware, or other potentially damaging programs or files.

4.6. You represent and warrant that you use your best endeavors to promote the interests of the Company and perform to the best of your ability, in accordance with the directions of the Company. the duties and responsibilities normally associated with your position, and such additional duties and responsibilities for the Company as the Company may from time to time reasonably specify.

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4.7. You hereby agree to indemnify, defend and hold the Company harmless from and against any losses, costs, expenses, damages of whatsoever nature which may be incurred or suffered by the Company, which arises out of or as a result from any breach of contract, warranty, tort (including negligence) or otherwise of any of his/her obligations or Agreement contained herein.

4.8 You agree not to misuse the Company Wi-Fi and other such resources made available to you to access pirated content such as pirated versions of software's, torrents, movies, music and televisions streaming sites, any explicit or pornographic sites and any other prohibited content on the internet. Any misuse, misconduct or illegal activities shall amount to breach of this Agreement. You shall be liable for losses, costs, expenses and damages that may arise out of such a breach.

4.9. Further you agree and covenant that, you shall:

(a) Undertake the duties and exercise the powers which the Company assigns or vests in you and comply with all lawful orders and instructions given by the Company in this regard;

(b) Observe, comply and implement the Company's rules regulations and policies as may be in effect from time to time;

(c) Perform the duties and exercise the powers that are assigned to or vested in you from time to time by the Company, in a proper and efficient manner with all due care, skill and diligence;

(d) devote the whole of your time, attention and skill exclusively to the business of the Company during normal business hours and such other hours as are necessary to satisfactorily perform your obligations as stipulated herein;

(e) You further agree and acknowledge that this is an exclusive employment agreement. Accordingly, during your employment, you shall not, without the prior written consent of the Company, directly or indirectly, by yourself or through others, own, manage,

Operate, consult, freelance or be employed /engaged in any other business or profession, with or without compensation

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3. Leave and Holidays

5.1. You will be entitled **18** days of paid leave every year. You are required to apply for leave in prior before the date on which you wish your paid leave to begin, provided that the number of times in which paid leave may be taken during any year shall not exceed two or such other number as may be agreed upon between the Company and yourself.

5.2. In addition to the leave mentioned above, you will be entitled to **12** days of public holidays through the year. These holidays may vary from year to year and are dependent upon the location of your posting. The Company shall notify you of the list of holidays applicable to you.

4. Compensation and Incentives

6.1. In consideration of the services to be rendered by you hereunder during your employment, upon the terms and subject to the conditions set forth herein, you will be entitled to the compensation and incentives as set out in **ANNEXURE 1** ("**Compensation and Incentive Package**").

6.2. The specific targets to be achieved for the base pay and incentive pay are also set out in Annexure 1 to this Agreement, if applicable.

6.3. Your increments and promotions shall be at the discretion of the Company and will be subject to and on the basis of your performance.

6.4. Payment of all compensation and incentives as set out in ANNEXURE 2, shall be made to you in accordance with the terms thereof and the relevant Company policies in effect from time to time, including normal payroll practices. All such payments shall be subject to withholding all applicable taxes.

6.5. You acknowledge and agree that the Compensation and Incentive Package remuneration is a matter purely between yourself and the Company and you are to keep this information and any changes thereto, strictly confidential.

5. Ethics and Confidentiality

"**Confidential Information**" shall include all trade secrets of the Company, and all information, including any information which relates to the operational, commercial, technical and financial activities of the Company or any such confidential information concerning any other company, or any of its or their suppliers, agents, distributors or customers. It does not extend to information already in the public domain unless such information has arrived there through unauthorized means. During the term of this Employment Agreement, or at any time thereafter, You shall not directly or indirectly, disclose or grant access to the Company's or any of the Company's clients' Confidential Information or systems to any third party, nor shall You use or exploit such Confidential Information for any purpose other than those of the Company or of the clients of the Company. This restriction shall cease to apply to any information or knowledge, which may subsequently come into the public domain other than by way of unauthorized disclosure.

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All confidential records, documents and other paper together with any copies or extracts thereof made or required by you in the course of your employment with the Company shall be the sole and exclusive property of the Company and must be returned on the termination of your employment with Company. All notes and memoranda of any Confidential Information which shall be acquired, received or made by you during the course of your employment shall be the property of the Company and shall be surrendered by you to someone duly authorized in that behalf at the termination of your employment or at the request of the management at any time during the course of your employment.

To protect the interests of the Company, in furtherance of the provisions herein with regard to "Confidential Information" you will also need to sign the Company's standard "Non-Disclosure Agreement" as a condition of your employment, which is annexed hereto as **Annexure 3** to this Agreement.

We wish to impress upon you that we do not want you to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have to any former employer.

8. Your Work and Creations

All rights, title and interest to any Work done by you during the course of your employment with the Company, including any and all intellectual property rights in, and to the Work and any moral rights in, and to the Work, shall be deemed to have been assigned by You to the Company.

You shall:

(a) Grant and assign to the Company an exclusive, royalty free, worldwide license to use, edit, modify, display and disseminate the work. You shall give the Company and its attorneys all necessary assistance and cooperation in connection with the preparation and prosecution of any application for registration of the intellectual property rights; and

(b) To protect the interests of the Company, in furtherance of the provisions herein with regard to your work and creations, you will also need to sign the Company's standard "Copyright Assignment Agreement" as a condition of your employment, which is annexed hereto as **Annexure 2** to this Agreement.

9. **Non-solicitation:**

You covenant with the Company that during your employment with the Firm, and for a period of **36 months** after ceasing to be employed with the Company, you will not endeavor to entice away from the Company any person who has, at any time during the **12 (Twelve) months** immediately preceding such cessation, been employed or engaged by the Company.

10. **Non-competition:**

You further covenant with the Company that during your employment with the Company, and for a period of **36 months** after ceasing to be employed with the Company you will not, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company directly or indirectly carry on or be engaged in any activity or business which shall be in competition with the business of the Company.

11. **Non- Infringement:**

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You further covenant with the Company that during and after ceasing to be employed with the Company, you will not infringe any intellectual property rights of the Company, including the work submitted by you during the course of your employment.

12. **Termination**

After confirmation of your employment in the Company, your contract may be terminated either by you or the Company by providing a notice period of 2 (Two) months prior written notice, or by payment of 1 month salary in lieu of notice in case of termination of your employment by the Company. In case you are unable to serve the full notice period, you are required to buy out the notice period by paying 2 months of gross salary. Upon termination, all the confidential information pertaining to the Company shall be returned to the Company within 3 working days

13. **Governing Law and Jurisdiction**

This Agreement shall be governed by and construed in accordance with the laws of India. All disputes and differences whatsoever which shall arise between the parties relating to any matter or the interpretation of this agreement shall be referred to one or more arbitrators, one to be appointed by each party subject to the provisions of the Arbitration and Conciliation Act, 1996 at **Bangalore, India.** The decision of the Arbitrator shall be final and binding.

14. **Severability**

In case any one or more of the provisions contained in these terms and conditions shall for any reason be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of these terms and conditions, but these terms and conditions shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein and there shall be deemed substituted for such invalid, illegal or unenforceable provision such other provision as will most nearly accomplish the intent of the parties to the extent permitted by the applicable law.

15. **Amendment and Waivers**

This Agreement may be amended only by a written agreement executed by each of the parties hereto. No amendment of or waiver of, or modification of any obligation under this Agreement will be enforceable unless set forth in a writing signed by the party against which enforcement is sought. Any amendment effected in accordance with this section will be binding upon all parties hereto and each of their respective successors and assigns. No delay or failure to require performance of any provision of this Agreement shall constitute a waiver of that provision as to that or any other instance. No waiver granted under this Agreement as to any one provision herein shall constitute a subsequent waiver of such provision or of any other provision herein, nor shall it constitute the waiver of any performance other than the actual performance specifically waived.

16. **Injunctive Relief**

You understand that in the event of a breach or threatened breach of this Agreement by you (particularly, the obligations assumed by you as regards Confidentiality), the Company may suffer irreparable harm inadequately compensable in damages, and therefore, the Company will also be entitled to seek injunctive relief to enforce this Agreement, in addition to all and any other legal remedies which may be available to the Company under applicable law

17. **General**

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The above terms and conditions, including those in **Annexure 1** to this Agreement (Compensation and Incentives Package) **Annexure 2** –(Copyright Assignment Agreement) and **Annexure 3** – (Non-Disclosure Agreement) are based on and subject to the Company's policies, procedures and other

Rules laid down from time to time.

N. Codilar Technologies Private Limited	**Agreed & Accepted:** I have read the terms and conditions set out above and fully understand the same. In accepting employment with the Company, I undertake to conform to the terms and conditions set out above as well as other Company policies, procedures, instructions etc, as may be communicated to me from time to time
By Mahaveer Devabalan Director and BDM at Codilar Date: 4th January, 2018 Sign:	By Nigam Agarwala

18. Counterparts

This Agreement may be executed in any number of counterparts, each of which when so executed and delivered will be deemed an original, and all of which together shall constitute one and the same Agreement

19. **Notices**

Any notice that has to be served to the Company or to the employee shall be sent to the addresses mentioned below:

Address of the Company: **Sai Manasa, 703, 30th Main Rd, BTM 2nd Stage, Bengaluru, Karnataka 560076**

Address of the Employee: **#36,Risi Nilaya, Marison Layout, Opp. Sapthagiri Hospital, Hesarghat Road, Bangalore 56090**

Any change of address should be notified within 5 working days to the respective parties.

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The Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

ANNEXURE 1
COMPENSATION AND INCENTIVE PACKAGE

Earnings	Amount	Deductions	Amount
Basic	6300	Profession Tax	200
H.R.A	2520	TDS	Optional
Medical Allowance	2100	Employee PF	756
Conveyance Allowance	1600	Employer PF	756
Special Allowance	8480	ESI	00
Incentives	Optional	Total Deductions	1712
Total Earnings	**21000**		
Net Total		**19288**	

Earnings	Amount	Deductions	Amount
Basic	9000	Profession Tax	200
H.R.A	3600	TDS	Optional
Medical Allowance	3000	Employee PF	1080
Conveyance Allowance	1600	Employer PF	1080
Special Allowance	12800	ESI	00
Incentives	Optional	Total Deductions	2360
Total Earnings	30000		
Net Total		**27640**	

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ANNEXURE 2
COPYRIGHT ASSIGNMENT AGREEMENT

THIS COPYRIGHT ASSIGNMENT AGREEMENT is made on **04-01-2018** by and between:

1. **Codilar Technologies Pvt. Ltd**, a company incorporated under the Companies Act, 2013 and having its registered office at **Sai Manasa, 703, 30th Main Rd, BTM 2nd Stage, Bengaluru, Karnataka 560076** (hereinafter referred to as "**Company**" which expression shall mean and include unless repugnant to the context its successors-in-interest and assigns); and
2. **Nigam Agarwala** an individual, (hereinafter referred to as "**Employee**" which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include heirs, executors, administrators, successors and permitted assigns);

BACKGROUND

I understand that the Company is engaged in the business of **Codilar is an emerging startup company that shelves point solutions; aims to engage, resolve and support day to day challenges of e-commerce businesses. With a strong domain expertise in ecommerce portal development as a backbone and handpicked technology leaders, we make a wonderful team driving next generation retail solutions.**

Codilar is actively seeking a talented Magento Developer for a challenging and rewarding position to develop ecommerce portals. The below mentioned JD is for your kind reference.

Accordingly it is critical for the Company to preserve and protect its rights in all designs and creations, and in all related intellectual property rights and proprietary information of the Company.

Accordingly, I am entering into this Copyright Assignment Agreement ("**Agreement**") as a condition of the Employment Agreement, whether or not I am expected to create work of value, or generate proprietary information, for the Company.

IT IS HEREBY AGREED BETWEEN THE PARTIES AS FOLLOWS:

(1) **Copyright:** The Employee acknowledges and agrees that any copyrightable works prepared by such Employee will fall within the scope of and during the course of his/her employment with the Company and the Company will be the first owner of such copyrightable works and the copyright therein. The Employee agrees that all the work done or created during the course of his/her employment with the Company will be the sole and exclusive property of the Company and are hereby irrevocably assigned by the Employee to the Company. The Employee further recognizes the right of the Company, as his/her employer, to the copyright on works made by the Employee in the course of his/her employment with the Company as prescribed under the Copyright Act, 1957, and will in no way dispute or challenge the same.

(2) **Assignment of other rights:** In addition to the foregoing assignment of all work and creations to the Company, the Employee hereby irrevocably transfers and assigns to the Company: (i) all, copyrights and other intellectual property rights in any work and creation; and (ii) any related rights and derivative/adaptive rights; and (iii) any proprietary information of the Company. The Employee also hereby forever waives and agrees never to assert any and

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all Moral Rights that he/she may have in or with respect to any work and creation, even after termination of his/her work on behalf of the Company.

(3) **Assistance:** The Employee agrees to assist the Company in every proper way to obtain for the Company and enforce copyrights and other legal protections for the Company's work and proprietary information in any and all countries. The Employee agrees to execute any documents that the Company may reasonably request for use in obtaining or enforcing such copyrights and other legal protections. The Employee's obligations under this paragraph will continue beyond the termination of his/her employment with the Company, provided that the Company will compensate the Employee at a reasonable rate after such termination, for time or expenses actually spent by such Employee at the Company's request on such assistance.

(4) **No Breach of Prior Agreement:** The Employee represents that his/her performance of all the terms of this Agreement and his/her duties as Employee will not breach any invention assignment, proprietary information, confidentiality or similar agreement with any former employer or other party. The Employee represents that he/she will not bring with him/her to the Company or use in the performance of his/her duties for the Company any documents or materials or intangibles of a former employer or third party that are not generally available to the public or have not been legally transferred to the Company.

(5) **Notification:** The Employee hereby authorizes the Company to notify his/her actual or future employers of the terms of this Agreement and his/her responsibilities hereunder.

(6) **Injunctive Relief**: The Employee understands that in the event of a breach or threatened breach of this Agreement by him/her, the Company may suffer irreparable harm inadequately compensable in damages, and therefore, the Company or any other party as provided herein, will be entitled to seek injunctive relief to enforce this Agreement, in addition to all and any other legal remedies which may be available to the Company under applicable law.

(8) **Indemnity:** The Employee hereby indemnifies, defends and holds the Company harmless from and against any losses, costs, expenses, damages of whatsoever nature which may be incurred or suffered by the Company, which arises out of or as a result from any breach of contract, warranty, tort (including negligence) or otherwise of any of his/her obligations or Agreement contained herein.

(9) **Governing Law**: This Agreement shall be governed by and construed in accordance with the laws of India. All disputes and differences whatsoever which shall arise between the parties relating to any matter or the interpretation of this agreement shall be referred to one or more arbitrators, one to be appointed by each party subject to the provisions of the Arbitration and conciliation Act, 1996 at **Bangalore, India.** The decision of the Arbitrator shall be final and binding.

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(6) Nothing in this Agreement will obligate the Company to disclose any information to the Employee or enter into any other agreement or arrangement with the Employee, nor will it be construed as granting any rights to the Employee.

(7) Employee's obligations under this Agreement will survive the termination of his/her employment with the Company regardless of the manner of such termination.

(8) **Indemnity:** The Employee hereby indemnifies, defends and holds the Company harmless from and against any losses, costs, expenses, damages of whatsoever nature which may be incurred or suffered by the Company, which arises out of or as a result from any breach of contract, warranty, tort (including negligence) or otherwise of any of his/her obligations or Agreement contained herein.

(9) **Governing Law**: This Agreement shall be governed by and construed in accordance with the laws of India. All disputes and differences whatsoever which shall arise between the parties relating to any matter or the interpretation of this agreement shall be referred to one or more arbitrators, one to be appointed by each party subject to the provisions of the Arbitration and conciliation Act, 1996 at **Bangalore, India.** The decision of the Arbitrator shall be final and binding.

(10) **Severability**: In case any one or more of the provisions contained in these terms and conditions shall for any reason be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of these terms and conditions, but these terms and conditions shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein and there shall be deemed substituted for such invalid, illegal or unenforceable provision such other provision as will most nearly accomplish the intent of the parties to the extent permitted by the applicable law.

(11) **Amendment and Waivers:** This Agreement may be amended only by a written agreement executed by each of the parties hereto. No amendment of or waiver of, or modification of any obligation under this Agreement will be enforceable unless set forth in a writing signed by the party against which enforcement is sought. Any amendment effected in accordance with this section will be binding upon all parties hereto and each of their respective successors and assigns. No delay or failure to require performance of any provision of this Agreement shall constitute a waiver of that provision as to that or any other instance. No waiver granted

Under this Agreement as to any one provision herein shall not constitute a subsequent waiver of such provision or of any other provision herein, nor shall it constitute the waiver of any performance other than the actual performance specifically waived.

(12) **Successors and Assigns:** Except as otherwise provided in this Agreement, this Agreement, and the rights and obligations of the parties hereunder, will be binding upon and inure to the benefit of their respective successors, assigns, heirs, executors, administrators and legal representatives.

(13) **Assignment**: The Company may assign any of its rights and obligations under this Agreement. The Employee shall not assign, whether voluntarily or by operation of law, any of his/her rights and obligations under this Agreement, except with the prior written consent of the Company.

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N. Codilar Technologies Private Limited By Mahaveer Devabalan Director and BDM at Codilar Date: 4th January, 2018 Sign:	Agreed & Accepted: I have read the terms and conditions set out above and fully understand the same. In accepting employment with the Company, I undertake to conform to the terms and conditions set out above as well as other Company policies, procedures, instructions, etc, as may be communicated to me from time to time By Nigam Agarwala

Annexure 3
Non-Disclosure Agreement

THIS NON DISCLOSURE AGREEMENT is made on the 22 November, 2017 by and between:

1. **Codilar Technologies Pvt. Ltd.**, a company incorporated under the Companies Act 2013 and having its registered office at **Sai Manasa, 703, 30th Main Rd, BTM 2nd Stage, Bengaluru, Karnataka 560076** (hereinafter referred to as "Company" which expression shall mean and include unless repugnant to the context its successors-in-interest and assigns); and

2. **Nigam Agarwala** an individual, (hereinafter referred to as "**Employee**" which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include heirs, executors, administrators, successors and permitted assigns)

WHEREAS

A. In order for the Employee to discharge his/her responsibilities as per the terms and conditions of the Employment Agreement executed by him/her with the Company dated **June /July 2018** the Company will be providing certain Confidential Information to the Employee.

B. The Employee acknowledges and confirms that the unauthorized disclosure or misuse of Confidential Information by the Employee may cause substantial direct and consequential loss and damage to *inter alia* the Company, its employees, shareholders and customers.

C. In return for the Company providing the Employee with Confidential Information and as a pre-requisite to the Employee joining the Company, the Employee agrees to enter into this Agreement and be subject to all its terms and conditions.

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Ban

BOSCH

Surname

Yadav

Name

Divya

Principal
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Bangalore - 560 057

BOSCH

4. Extended Benefits

During your employment tenure with us, you will be covered under Company provided insurance.

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 25 years)

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year, depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure III.**

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a previous connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training, including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with REEL and/or undertake a business that is in competition with REEL. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

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10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your valid date of joining.

11. Transferability

Initially you will be posted at our Bangalore Combatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.

Thyagaraj

OFFER LETTER FOR INTERNSHIP

To Whoever it may concern,

We "Primenumbers Technologies Pvt Ltd" are excited and glad to offer an internship position to **Piyush Aroliya.**
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

Aroliya
27/3/2018
(PIYUSH AROLIYA)

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

OFFER LETTER FOR INTERNSHIP

To Whoever it may concern,

We "Primenumbers Technolcgies Pvt Ltd" are excited and glad to offer an internship position to **Leesa Chaubey.**
She would be joining the **Business Development Team** for our flagship/upcoming products, starting **25th June, 2018.**

Her stipend for the internship will be ₹10000 per month.

Her 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

Leesa chaubey
27/03/18
(Leesa chaubey)

Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
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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 Rathore.**
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

27/03/2018
(MOHIT RATHORE)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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Odessa Technologies®

7th September, 2017

INTERNSHIP LETTER

Dear Apoorva Kulkarni,

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 4th January 2018.
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,

Shipra Sharma

Senior Manager – Talent Acquisition
Odessa Solutions Private Limited

Acknowledged and agreed:

APOORVA KULKARNI

Name of employee
Date: 08/09/2017

Principal
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14/5, Chikkasandra, Hesaraghatta Main
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Odessa Technologies

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7th September 2017

OFFER LETTER

Dear Apoorva Kulkarni

On behalf of Odessa Solutions Private Limited ("Odessa / the Company"), we 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 - Quality Engineer**. Your employment with Odessa will be effective from the date of joining and is subject to completion of all joining formalities. You will be on probation for a period of 6 months from your date of joining. During this period, your performance will be evaluated by the management and on successful completion; confirmation will be issued at the end of the probation period.

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 & other benefits:

a. The salary during your probation period will be INR 25,000 (Twenty Five Thousand Only) per month.

b. Your annual compensation (cost to Company) will be INR 5,50,000 (Rupees Five Lakhs Fifty Thousand Only) per annum after successful completion of the probation period. The details of the salary structure are enclosed in Annexure B.

c. The structure of your compensation plan may be altered / changed from time to time in line with the compensation policy and practices of the Company.

d. Your compensation in succeeding years will be considered for upward adjustment on your Annual Fixed CTC as part of our normal performance review process.

e. Your employment start date will be effective after successful completion of your academic course.

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.

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Odessa Technologies

Employment Agreement:

The terms of your employment are covered by the Odessa Solutions Private Limited Employment Agreement. You must sign the Employment Agreement on or before the Date of Joining, 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.

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 on or before the Date of Joining.

It may be noted that the Company reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

Please sign and date this document and return it to me in the envelope provided. The extra copy is for your records.

Sincerely,

Shipra Sharma

Senior Manager – Talent Acquisition

Acknowledged and agreed:

Apoorva

APOORVA KULKARNI
Name of employee
Date: 08/01/2017

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Odessa Technologies

Annexure B

Below is your compensation structure after completion of the probationary period with reference to your employment agreement:

Basic Salary (per annum) 30% of CTC	1,35,000
HRA	54,000
Conveyance	19,200
Allowance for encouraging academic, research and other professional pursuits (5% of basic)	6,750
Special allowance / available for Flexible Benefit Plan (FBP)	1,81,157
Medical reimbursement	15,000
PF 24 % (optional)	32,400
Gratuity	6,493
Annual Fixed CTC	**4,50,000**
Pay Plus*	1,00,000
Total CTC	**5,50,000**

Note: The Employer contribution for PF will be part of your CTC in case you are opting for PF.

***A one-time bonus will be paid to all the confirmed employees after successful completion of one year from your date of joining**

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 10% of CTC - Payable against claim	Exempt 2 trips in a Block of 4 years
Lunch Allowance (Sodexho Food Coupons)	Should be in multiplication of Rs. 1250/- p.m. (Maximum 2500/- p.m.)	Exempt (no bills required)
Children Education Allowance	100 per month/per child (Max for 2 child)	Exempt (no bills required)

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FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 09-02-2018

Dear Neetha Pai ,

We are pleased to offer you the position of HR trainee at FIRST RESOURCE Company.

Your job will commence on 20-08-2018 and your starting salary will be 2 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 10-08-2018 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 or comments, please call me immediately.

Very truly yours,

9/2/18

Mr. Veerendra Kumar

Managing Director

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14/5, Chikkasandra, Hesaraghatta Main Road
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17-18-89

May 12, 2018

SUMAN SURYAPRASAD
No. 25 'Sridevi' 3rd main road Amarjyothi colony RMV extension 2nd stage
Nagashettyhalli Sanjaynagar
Bengaluru 560094
India

Private & Confidential

Dear SUMAN,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to SUMAN SURYAPRASAD (employee hereafter "you/your") with Dell International Services India Pvt Ltd (7450) ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Senior Associate, Client Technical Support at career level Individual Contributor I3, reporting to Siddhartha Sinha (104935),Manager 1, Project/Program Management. Your start date is July 9, 2018. You will be based at our offices in Hyderabad, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

Core Business Hours

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...rs shall be the number of hours as the Company may from time to time deem ... may be necessary to achieve the purposes of the Company (inclusive of a lunch ... take note that certain functions such as Sales,Technical Support, Manufacturing, ... ces require staggered/shift hours.

... of work will be at Hyderabad, India. However, the company reserves the right at its ... and by this contract you hereby agree, to change your place to work , either on a temporary or ... to any other place where it now conducts or at some future date, may conduct its ... of its business. Except at the discretion of the Company you will not be compensated or ... the costs involved in such relocation. You may be required to work at or from any office, ... of the Company or any client of the Company, as the need arises, which you agree to ... of you working in the premises of any other Company you shall comply with all ... and Codes of Conduct and legislative restrictions and requirements applicable in the ... Company that you may be assigned to. Any breach of such legislation, Regulations or ... uct shall be deemed a serious breach of discipline and may result in dismissal.

... offer you a compensation package consisting of the following element(s):

... per annum.

... sed of Basic and Basket of allowances. Basic is 128 889.20. Basket is 193,333.80

... allowances includes components such as HRA and LTA. You may be eligible for all the ... combination of them, depending on other factors including your job grade. Please ... for further details regarding the components you are eligible for and the limits there ... applicable to you.

... rised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.31% Annual.

... yment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act

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If your basic salary is less than INR 15000 per month, then for the purpose of PF contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BCA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BCA is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and employee contribution to PF will be 1056.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a welfare benefit fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Your Cost to Target **Remuneration** will be INR338,334.00 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable law.

Car Mileage Reimbursement

Employees who are required to use their personal automobiles for business purposes will be reimbursed for mileage in accordance with applicable law and the Company's policy, as it may be amended from time to time.

You will be offered a Relocation amount of Indian Rupee (INR) 10,000.00 that will be paid out as part of your first months' salary. The terms and conditions of the Relocation amount are detailed in Annexure 3 of this letter.

You will shortly receive details regarding your relocation benefits, procedures, and service providers. All relocation expenses must be completed and submitted within one year from your date of hire.

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ths of service will be of a probationary nature. The Company may waive or reduce the at its discretion. You are deemed to have successfully completed your probationary months unless otherwise informed in writing by the Company. For a person whose us employment is with any of the Dell group of companies, this clause shall not be

nd **Termination**

ionary period, your employment may be terminated by either party at any time by giving written notice of not less than 30 **days** or salary in lieu thereof at the sole discretion of

completion of probation, your employment may be terminated by either party at any the other party **60 days or 2 month**'s written notice prior to the termination date or sole discretion of the Company.

ue above, the Company reserves the right at all times to terminate your employment yment during your probationary period) forthwith without notice or payment in lieu of involved in gross negligence, misrepresentation, serious misconduct, a breach of any ding but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or ense. In such an event, without prejudice to the Company's rights at law and/or under of this letter, the Company shall pay only salary earned by you up to the date of

ermination of services, you agree and authorize the Company to offset payment of any vance advances, and any other sums due to the Company to the extent permitted by law, ue and to withhold amounts that may be required by the relevant authorities. You will also promptly deliver to Dell all originals and copies of materials, documents and property of your possession or control.

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...for a period of one year after termination of employment with the Company you shall not ... or communicate with any customers of the Company, nor solicit or endeavor to take away from ... the business or any customers or clients of the Company. You further agree not to, for a ... year] after termination of employment with the Company, approach any employee of the ... communicate with any employee of the Company with the effect of enticing, or attempting to ... employee away from the Company.

... Conduct

... Company's Code of Conduct sets out the standards of business conduct to which all employees are ... to adhere. We take our Code of Conduct very seriously in order to maintain the highest ... standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may ... dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation ... briefing. If you require a copy of any of the company's Code of Conduct before signing this ... contract please contact your Recruiter (i.e. signatory on this employment contract).

... comply with the legal requirements of each country in which the Company conducts business ... by the highest ethical standards in your dealings. Use of any company assets for unlawful ... strictly prohibited.

... working in the premises of any other Company you shall comply with all Regulations ... Conduct and legislative restrictions and requirements applicable in the workplace of any ... you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct ... a serious breach of discipline and may result in dismissal.

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Data Protection

Dell International Services India Pvt Ltd will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details,history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The principal purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of Dell International Services India Pvt Ltd or any part of Dell International Services India Pvt Ltd's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by Dell International Services India Pvt Ltd, any other Dell International Services India Pvt Ltd. company or any third party charged with providing services, information or business related to the employment and you further consent to transfer of data to a Dell International Services India Pvt Ltd company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. Dell International Services India Pvt Ltdwill put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

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d) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for announced and unannounced products;

e) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, application programs;

f) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;

g) Information relating to the Company's customer and vendor relationships. This includes performance and specifications, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that monetary damages may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

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Intellectual Property and Copyright

As an additional employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against infringement or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any documents or assignments of copyright ownership of such Copyrightable Works as may be necessary for preservation of the worldwide and perpetual ownership in the Company and its nominees of such rights.

You hereby agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you during and following your employment with the Company.

Upon termination your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights to solicitation, the protection of the confidential and proprietary information and the obligations to the Company and its ownership of intellectual property.

Export Compliance

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or otherwise transfer out of India or release to any person, Controlled Technology or
or after employment with the Company, except as authorized in writing by the
Controlled Technology or Software is technology or software controlled under the U.S. Export
Regulations and includes, but is not limited to:

and Proprietary Information of the type described in paragraph 4(a) above, to the extent
formation is not otherwise publicly available;

formation of Dell International Services India Pvt Ltd , its affiliates, its customers or other
that is in use, planned, or under development, such as but not limited to: manufacturing
search processes or strategies (including design rules, device characteristics, process flow,
ing capabilities and yields); computer product, process and/or devices (including device
ion, system architectures, logic designs, circuit implementations); software product
including operating system adaptations or enhancements, language compliers, interpreters,
design and evaluation tools, and application programs); and any other databases,
now-how, formulae, compositions, technological data, technological prototypes,
discoveries, machines, inventions, and similar items;

relating to future plans of Dell International Services India Pvt Ltd , its affiliates, its
and other third parties, such as but not limited to: marketing strategies; new product
ding projects and proposals; proprietary production processes; research and
strategies; and similar items.

includes disclosure to any person, oral exchange, and application to situations abroad of
knowledge or technical experience. If you have any doubts regarding whether particular
is Controlled Technology or Software, please consult your manager, Dell International
India Pvt Ltd 's Legal Department, or Dell International Services India Pvt Ltd 's Export
Organization.

mpany may also send you abroad for the purpose of specific skills training relevant to
with the Company. If your employment with the Company ends for any reason within
2) months of you being sent abroad for specific skills training, you will repay to the
the costs paid to you or incurred on your behalf for this training.

reserves the right to review the skills required to perform the job, and may introduce new
ertifications needed to impart the new skills and ways to measure the same. You shall
rainings and certifications when needed and continue to successfully upgrade your skills
needed to perform the job effectively at expected levels.

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In the event of any financial recovery to be made from you, the Company shall also ... to offset payment of any prorated allowance advances against salary due and to withhold ... that may be required by relevant authorities. These repayment obligations cannot be waived ... by a written communication by the Company.

ployment and outside business ventures: While in the employment of the Company, ... ndertake employment with any other Company on a temporary or part-time basis or offer ... with or without pay to any person, legal entity or public authority or to be occupied in your ... without the prior written consent of the Company.

Information: This appointment is based on the information supplied by you in your ... employment. This appointment will be treated as "null and void" if any material error, in the ... opinion, is discovered and/or due to non-disclosure of relevant information about you, to ...

... all other matters, not specified herein, you shall be governed by the company's ... of service, service rules and amendments made and communicated from time to time.

... the attainment of sixty two (62) years unless specifically communicated by the ... ing to continue in service beyond this age.

... ion Senior Director

... f Acceptance

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

I, SUMAN SURYAPRASAD, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause [illegible] of this agreement.

I will commence employment with Dell on 9 Jul, 2018.

Signature: Suman Suryaprasad May 21, 2018
SUMAN SURYAPRASAD

Email: ssprasad1896@gmail.com

SUMAN SURYAPRASAD Date

Dell has partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your documentation for your records. Within each document, the system will guide you to all relevant [illegible] which need to be completed and signed.

By signing electronically, you acknowledge and agree that an electronic signature by you will have the same force and effect as your original handwritten signature.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Soumya Uchil / Soumya_Uchil@dell.com. If you need to return the documentation in a different manner, please let your recruiter know.

Thank you,

Anupama

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

Relocation Entitlement

You will be offered a Relocation amount of Indian Rupee (INR) 10,000.00 that will be paid out as part of your first month's salary. The terms and conditions of the Relocation amount are detailed in Annexure of this offer letter.

You will separately receive details regarding your relocation benefits, procedures, and service providers. Your relocation expenses must be completed and submitted within three months from your date of hire .

The Company will reimburse for your relocation expenses as per the Company relocation policy applicable for employees relocating within India. The relocation assistance is not automatic. It should have been discussed and agreed upon during the HR interview. This package is applicable only to those candidates who are relocating from current location to another, at the request of the Company, and should be claimed within 90 days of joining.

If my employment ends within the first 12 months of the hire date*, either due to my resignation (for any reason) or because Dell International Services India Pvt Ltd terminates the employment for cause (as determined by Dell International Services India Pvt Ltd at its sole discretion), I will repay to Dell International Services India Pvt Ltd , depending on my length of service, all or part of the relocation benefits or relocation paid to me (as per the calculation at the end of the sheet).

The Relocation Entitlement include payments Dell International Services India Pvt Ltd may have made to me on my behalf of me for temporary accommodation, travel, household goods movement, vehicle taxes, school admission support, food and laundry (during the first 2 weeks of using temporary accommodation), car hire (during the first 2 weeks of my start date) and all costs towards exploratory visits. The Relocation Entitlement can be recovered from any monies owed to me by Dell International Services India Pvt Ltd. In case I get transferred more than once in a year and if there is a recovery required then only the expenses from the most recent relocation will be recovered. The relocation expenses prior to the recent relocation will not be considered for recovery even if it falls within a year. The records/ statement available in the Dell International Services India Pvt Ltd accounts records shall form the basis of the quantification of the relocation expenses and the same is final.

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Sapthagiri College of Engineering
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I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize Dell International Services India Pvt Ltd , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by Dell International Services India Pvt Ltd , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by Dell International Services India Pvt Ltd .

The amount I must repay (referred to as the "Repayment Amount") will be determined using the following formula:

Sign-on Bonus (Or Relocation) x [(12 – Full or Partial Months of Service) ÷ 12]

For example, if Dell International Services India Pvt Ltd pays me a sign-on bonus of Rs. 10,000, and I quit my employment after being employed for six months, the amount I must repay to Dell International Services India Pvt Ltd is Rs. 5,000 computed as follows: Rs 10, 000 x [(12-6) ÷ 12].

"The offer of employment is subject to the submission of your awaited examination report cards . In the event the report cards are

not submitted within a period of 30 days from the date of joining or you fail to clear the exams, the offer letter stands withdrawn

and terminated with immediate effect."

SUMAN SURYAPRASAD Suman Suryaprasad May 21, 2018

Email: sscrasad1896@gmail.com

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

3Embed Software Technologies pvt ltd
email : info@3embed.com www.3embed.com

Dear **Yadnik V Gaonkar,**

We are pleased to confirm your joining date as **09th. July. 2018,** for the post of **Quality Assurance Engineer**. You are requested to report for joining at 3Embed Software Technologies.

Following are the details:

Address: #54, R.B.I. Colony, 1st Main, 10th Cross, Anandnagar , Bangalore –560024.

Reporting Date: 09th. July. 2018,

Reporting Time: 9:30 A.M

Kindly ensure that you carry the following documents for joining:

1. Provisional Certificate/course completion certificate (mandate for joining)
2. Passport size photographs (4 copies)
3. Educational Certificate Copies
4. Copy of Relieving letter from current employer (if applicable)
5. Work Experience details, supporting documents (if applicable
6. Form-16 from Previous Employer - Income Tax formalities (if applicable)
7. Identity Proof - Valid passport/ Driver's license/ Voter's ID card or Ration card
8. PAN Card and Aadhaar card (make sure all the information match in these two documents)

Note:

1. This is a strictly confidential company document meant only for you and sharing this externally is certainly not advisable.

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14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore-560057

2. It is mandatory to carry all the above mentioned documents required for joining failing which we will not able to complete your joining.

3. IMPORTANT:

You are **NOT CONFIRMED** as a **PERMANENT EMPLOYEE** till you **COMPLETE THE PROBATION PERIOD** of 3 months and if not successfully completed YOU WILL NOT BE considered an

employee of the company and can be dismissed without prior notice if the 3 months' duration is not completed from the joining date as per company policy.

The notice period for the duration of the employment is 60 days from the day an email is sent to the manager confirming this.

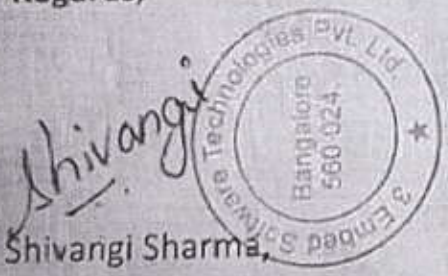
The notice period can be bought out based on conditions set out by the company. If the notice period conditions are not met the employee will be given no work experience confirmation in the future.

4. You will have to arrange for accommodation close by and well will assist you with it.

5. Misuse of this letter will lead to severe legal implications and anyone using this letter as a confirmation of employment must contact **Shivangi Sharma (9582429675).**

We will be proud to have you as a member of 3Embed family.

Regards,



Shivangi Sharma,

Co-founder, 3Embed Software Technologies Pvt ltd.,

1st Main, 10th Cross, Anandnagar, Bangalore-560024.

Ph: +91-9582429675

ABYETI TECHNOLOGIES

Date: Jan 4, 2018

Ms Sowmya K,

#12, Sunil Nilaya,14th cross,
behind Widia School Havnoor extension,
Bangalore - 560-073,

CONFIDENTIAL

Dear Sowmya,

With reference to our discussion, we are pleased to make an internship offer to you to as "Intern-Software Engineer" with Abyeti Technologies. The terms and conditions of the offer are set out herein.

Tenure:

The tenure of this internship is approximately 6 months Starting from 8-Jan-2018 to 30-Jun-2018 this tenure could be extended upon mutual consent.

Post which conversion to permanent employment is subject to the discretion of the management which will largely be based on your performance.

Assignments

You will be directed by the team lead regarding your contribution from time to time.

Work Timings and Working Hours

You will be executing the company's assignments from our office in Bangalore. You will work 5 days/week (Mon-Fri) where in daily contribution shouldn't be less than 8 hours. The office timings will be 10 a.m. to 6 p.m.

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

ABYETI TECHNOLOGIE

Stipend

For the said role you will be paid a stipend of Rs. 15,000. On conversion to full time employment your pay will be revised as per the company standards based on your performance during the internship period.

Confidentiality, Non-Competition, AND Non-Solicitation Agreement

1. **Confidentiality:** You agree that during the tenure, you shall work honestly, faithfully, diligently and efficiently. You will not during the contract period with the Company or at any time thereafter, divulge or make known any information in any way whatsoever relating to the Company or its business or of its customer and/or any other information, secret processes of data and material, which may come to your knowledge during your service period. You will always maintain strict secrecy regarding any technical information or any other information gained or acquired or imparted to you during your employment.

2. **Non-Competition**: You covenant and agree that, during the term with the Company and for twelve (12) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, anywhere in the Territory, on behalf of any Competitive Business perform the same activities.

3. **Non-Solicitation:** You also covenant and agree that during the contract term with the Company and for twelve (12) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors with whom you had Material Contact during the service period with the Company. You also agree that you will not, directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any non-clerical employee of the Company with whom you had personal contact or supervised while performing your Job Duties, to terminate their employment relationship with the Company.

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

4. **Return of Confidential Information and Company Property:** You agree to return all Confidential Information and/or Trade Secrets within three (3) calendar days following the termination of your contract for any reason. To the extent you maintain Confidential Information and/or Trade Secrets in electronic form on any computers or other electronic devices owned by you, you agree to irretrievably delete all such information and to confirm the fact of deletion in writing within three days, You also agree to return all property in your possession at the time of the termination of the employment with the Company, including but not limited to all documents, records, tapes, and other media of every kind and description relating to the Business of the Company and its Customers, Customer Prospects, and/or Vendors, and any copies, in whole or in part, if prepared by you, all of which shall remain the sole and exclusive property of the Company.

5. **Proprietary Rights:** Proprietary Rights shall be promptly and fully disclosed by you to the Company's General Counsel and shall be the exclusive property of the Company as against you and your successors, heirs, devisees, legatees and assigns. You hereby assign to the Company your entire right, title, and interest therein and shall promptly deliver to the Company all papers, drawings, models, data, and other material relating to any of the foregoing Proprietary Rights conceived, made, developed, created or reduced to practice by you as aforesaid. All copyrightable Proprietary Rights shall be considered "works made for hire." You shall, upon the Company's request and at its expense, execute any documents necessary or advisable in the opinion of the Company's counsel to assign, and confirm the Company's title in the foregoing Proprietary Rights and to direct issuance of patents or copyrights to the Company with respect to such Proprietary Rights as are the Company's exclusive property as against you and your successors, heirs, devisees, legatees and assigns under this Section 2.g. or to vest in the Company title to such Proprietary Rights as against you and your successors, heirs, devisees, legatees and assigns, the expense of securing any such patent or copyright, however to be borne by the Company. You shall also sign the Customer Confidentiality Agreement in the formats of the Company if any.

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ABYETI TECHNOLOGIE

Conflict of Interest

During the tenure of this internship with the Company. You shall not engage in any other trade or business, that relates to directly or indirectly with the work you do in the Company.

Validity

This letter of offer shall be valid until Jan 5, 2018 and you must accept it on or before the stipulated date. If we do not hear anything from you till the stipulated date, it will be considered that you have declined the offer. The Company reserves the right to withdraw the offer made to you, before your acceptance, without providing any reasons to you. Further, the Company also reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company.

General You shall abide by the above terms and conditions based on the Company's present policies, procedures and other rules and regulations, which are subject to amendments from time to time.

Termination

You can terminate the agreement by giving 1 months written notice. Notwithstanding anything herein contained the company reserves the right to withhold, terminate the agreement at any time during the tenure with or without the said notice period.

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5

ABYETI TECHNOLOGIES

Please sign the duplicate copy of the letter and return it to confirm acceptance of this offer.

Thanking you,

Yours Sincerely,

Vinod Colaco

Abyeti Technologies

I accept all the terms and conditions of contract in this offer letter.

Sowmya.K

Sowmya K

Date: 05th Jan 2018

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

Annexure II - Documents to be provided on day of Joining

- Certificates of educational qualifications
- Previous employment relieving letter / experience letter
- ID Proof (Passport, Voter ID or Driving License)
- 4 passport size photographs in colour.

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- Finance & Accounting
- Legal
- Logistics
- Media

Date: 13-5-2018

Interim Offer Letter

Dear Srikanth Reddy

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **AR Career Trainee** with effect from **June** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance**. You will undergo for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of **Rs 25000/- (Twenty Five Thousand rupees)** to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or proponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

You are required to submit the following documents while reporting to the duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

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

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for **Vee Technologies Pvt. Ltd.,**

Kesavan M
Asst. Manager – Human Resource

Received
23/5/18

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- Logistics
- Finance & Accounting
- Media

Date: 13-5-2018

Interim Offer Letter

Dear Tejasvi Singh

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **AR Caller Trainee** with effect from **June** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance.** You will undergo for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of **Rs 25000/- (Twenty Five Thousand rupees)**to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or prepared based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

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- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,

for Vee Technologies Pvt. Ltd.,

Kesavan M

Asst. Manager – Human Resource

Received
11/06/18

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

Date: 13-5-2018

Interim Offer Letter

Dear Banuprakash N

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **AR Caller Trainee** with effect from **June** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance.** You will undergo for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of **Rs 25000/- (Twenty Five Thousand rupees)** to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or prepponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

You are required to submit the following documents while reporting to the duty:

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- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

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

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

Kesavan M
Asst. Manager – Human Resource

Received
23/5/18

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- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: 13-5-2018

Interim Offer Letter

Dear **Naveen S**

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **Medical Coder Trainee** with effect from **June** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 123000 /- per annum and after confirmation your CTC may be Rs. 180000 /- per annum based on performance.** You will undergo for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates. If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of **Rs 50000/- (Fifty Thousand rupees)**to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

You are required to submit the following documents while reporting to the duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,

for Vee Technologies Pvt. Ltd.,

Kesavan M

Asst. Manager – Human Resource

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

TARUN TECHNOLOGIES

Ref : Tarun/17-18/23 Date : 9/2/18

OFFER LETTER

Dear Ramesh R,

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 **17/08/2018** 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,

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

Mr. Ravi Prasad,
CEO

FOR TARUN TECHNOLOGIES
C.S Ravi Prasad
Proprietor

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

SOBHA

Ref: SL/HR/RG/554
Date: 01/09/2018

Mr. Eranagouda H,
#229 Near Pragathi Krishna Gramina Bank,
Yaradona,
Raichur,
Karnataka.

Dear Eranagouda H,

Further to your final interview and discussions with us, we are pleased to offer you the position of **Trainee Engineer** with our company on mutually agreed terms and conditions subject to successful reference check & medical fitness.

We expect you to join on or before **03rd September 2018** failing which this offer would be treated as withdrawn.

The detailed appointment letter would be issued to you upon joining.

You are requested to submit a few documents and information as mentioned in the Joining Formalities Checklist at the time of joining.

With warm regards we are looking forward for your association with our organization.

For Sobha Limited.

Srinivas Shetty T
Deputy General Manager-HR

ACCEPTED

SIGNATURE

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

SOBHA

PASSION AT WORK

Ref: SL/HR/AG/449
Date: 7th September 2018

Mr. Kushal S,
 # 798, Thanush, 14th Main,
5th Cross, MEI Layout,
Bagalagunte, Bengaluru,
Karnataka – 560073.

Dear Kushal,

Further to your final interview and discussions with us, we are pleased to offer you the position of **Trainee Engineer** with our company on mutually agreed terms and conditions subject to successful reference check & medical fitness.

We expect you to join on or before **17th September 2018** failing which this offer would be treated as withdrawn.

The detailed appointment letter would be issued to you upon joining.

You are requested to submit a few documents and information as mentioned in the Joining Formalities Checklist at the time of joining.

With warm regards we are looking forward for your association with our organization.

For Sobha Limited

Srinivas Shetty
General Manager-HR

ACCEPTED

SIGNATURE

Principal
Sapthagiri College of Engineering
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BG : O+ve

Authorised Signature

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(A Unit of Classical Interiors)
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Peenya 2nd Stage, Bangalore - 560 091. Karnataka INDIA.
E-mail : info@classicalinteriors.in
www.classicalinteriors.in, www.classicalinteriorsblr.com
Tel : 080-28367176

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

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

FRAGMA DATA

Private & Confidential

24th October 2019

Ref No.: Appt/2019/70

To,
Manoj MG
Medigeshi hobli
Madhugiri Taluk
Tumkur District

Appointment letter

Dear Manoj,

Fragma Data Systems is pleased to offer you a position as a **Data Engineer** in our Bangalore, India office, beginning **5th November 2019.**

We are confident that you will find your time with Fragma Data both personally and professionally rewarding and that you will make a substantial contribution to the success of the company.

Kindly communicate your acceptance of this appointment by signing a copy of this letter and sending it to us or through an email confirmation to yasaswik@fragmadata.com and priyankau@fragmadata.com.

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

FRAGMA DATA

Private & Confidential

We look forward to a fruitful asscciation with you.

And we wish you the very best for your career with us.

For Fragma Data Systems Private Limited

Chief Executive Officer
Varun Kumar Reddy Bobbala

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

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Dear ,Shreeja

Welcome to American Express ! We are delighted that you have accepted our offer of employment. At American Express, we believe that what you choose to do for a living is the most meaningful decision you can make and we are committed to support you thrive in your unique career journey with us.

About American Express

American Express is a global services company that provides customers with access to products, insights and experiences that enrich lives and build business success.

We make it easier, safer and more rewarding for consumers and businesses to purchase the things they need and for merchants to sell their goods and services through innovative payment, travel and expense management solutions.

Working at American Express

We believe the best way to back our customers is to back our people.

When you join American Express, you'll have access to world-class leadership and learning experiences, an opportunity to create a unique career journey shaped by your talent and curiosity, and the ability to engage with great leaders and coworkers who will help you excel in all you do. All this, combined with comprehensive benefits and a culture of inclusion, makes American Express a unique place to come, stay and grow you career.

The Powerful Backing™ of American Express.

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Employment Agreement

Between Saurally Solar Private Limited, henceforth known as Employer
and
Ravikiran H, henceforth known as Employee

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

November 1, 2018

This Agreement made as of the 1st day of November, 2018, between the *Employer* and the *Employee*. WHEREAS the Employer desires to obtain the benefit of the services of the Employee, and the Employee desires to render such services on the terms and conditions set forth. *In Consideration* of the promises and other good and valuable consideration (the sufficiency and receipt of which are hereby acknowledged) the parties agree as follows:

1 Position of Employee at Saurally

The Employee is hired at the position of *Research Engineer* from the 1st day of November, 2018.

2 Nature of Work

The Employee agrees that he/she will at all times faithfully, industriously, and to the best of his/her skill, ability, experience and talents, perform all of the duties required of his position. In carrying out these duties and responsibilities, the Employee shall comply with all Employer policies, procedures, rules and regulations, both written and oral, as are announced by the Employer from time to time. It is also understood and agreed to by the Employee that his assignment, duties and responsibilities and reporting arrangements may be changed by the Employer in its sole discretion without causing termination of this agreement. The Employee agrees to the following duties and tasks at the position of *Research Engineer*:

1. Act as a technical liaison representative of the Employer and effectively communicate with the external contractor or contractor's firm.
2. Top level design and specification of the technical products.
3. Technical documentation of the research work.
4. Design and development of grid tied solar inverter in coordination with the decided external contractor.

Plot No. 11, Survey No. 150/1
Hyderabad Main Roac
Yadgir - 585201, IN

info@saurally.com

www.saurally.com

+91-91486-16929

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5. Preparation of technical research and design documents required for patent application and publications.

Apart from the listed duties and tasks, the employee agrees to specific interest in knowing the current advancement in the field of solar technology and keeps himself/herself updated.

3 Compensation

The Annual Salary of the employee is Rs. 2,52,000/- (Two Lakh Fifty Two Thousand Rupees Only) which shall be paid monthly. The structure of the salary is as follows:

S. No.	Particulars	Per Month	Per Annum
1	Basic Salary	14000	168000
2	House Rent Allowance	3500	42000
3	Conveyance Allowance	2000	24000
4	Medical Allowance	1500	18000
	Total	21000	252000

The above salary shall be paid after deducting Professional Tax of Rs.200 applicable law.

4 Leaves

The Employee shall be eligible for the leaves as per Companies leaves policy, which is attached herewith as Annexure.

5 Termination

The Employment Agreement with the company can be terminated either by the company or by the Employee by giving the other party **two months prior notice**. On termination of the employment for any reason, the Employee shall comply with the Companys termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures. Apart from this, the employer has the rights to terminate the employee according to the General Company Termination Policy which is attached herewith as Annexure.

Abhishek Bana
CEO

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

Ravikiran H
Research Engineer

Plot No. 11, Survey No. 150/1
Hyderabad Main Road
Yadgir - 585201, IN

info@saurally.com

www.saurally.com

+91-91486-16929

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PRATIAN
TECHNOLOGIES

Date: 03-DECEMBER-2018

To,
Mr. Manoj Ramesh,
Door no. 1665, Sri Lakshmi Venkateshwara Nilaya,
4th main road, HMT Layout, Nagasandra,
Bangalore, Karnataka – 560 073.

Dear Mr. Manoj Ramesh,

We are extremely delighted to welcome you to our **PRATIAN FAMILY.** As a valued member of our family we look forward to you playing an important role in helping us achieve our Vision, uphold our Values and live our Culture.

As an organization we value **INTEGRITY, PASSION, COMPETENCE, INNOVATION and PEOPLE ALIVE** in people.

Our way of being as an organization is to **"See People as People"** and our entire **culture** is driven by us constantly asking and answering these three guiding questions:

- How am I a problem to others?
- How can I be more helpful to others?
- How can I help things go right?

It is on this note that we are excited to invite you to join the Pratian family and experience our unique **"way of being".**

Your uninterrupted Training program will commence from **15-December-2018** and will be for a period of **Three months** duration ending on **31-March-2019.**

During this uninterrupted Training program for the above-mentioned period, you will be paid a stipend of **INR 10,000 (Rupees Ten Thousand only).**

Post successful completion of your uninterrupted Training program you will be offered the position of **"Software Engineer"** and will be paid an overall annual **Cost to Company (CTC)** of **INR 3,50,000 (Three Lakhs Fifty Thousand Indian Rupees Only)** and in addition to this you will be paid an annual completion bonus of **INR 50,000 (Fifty Thousand Indian Rupees Only)** for the 1st year only. The break-up of your CTC is attached for your reference in **Appendix A.**

We look forward to you joining us on **15-December-2018.** Please report on the mentioned date to complete your joining formalities at our office located at:

Pratian Innovation Campus,
 # 184/185, Tapaswiji Info Park, EPIP Zone,
Whitefield, Bangalore – 560 066, Karnataka, India.

PRATIAN TECHNOLOGIES (INDIA) PVT LTD
Pratian Innovation Campus
184/185, Tapaswiji Info Park, EPIP Zone,
Whitefield, Bangalore-560066
Ph: +91- 65699967/58. Visit Us: www.pratian.com

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

PRATIAN
TECHNOLOGIES

You need to get in touch with **Ms. Mansi Pandey (HR Team – Pratian)** with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at **hr@pratian.com.**

This offer is valid for **a week** from the date of this letter. Please let us know your acceptance of joining by indicating the same by return e-mail.

The following documents are required to be produced at the time of joining. Originals shall be returned upon verification.

1. Relieving letter and experience certificate from all your previous employers (as applicable).
2. Latest three (3) pay slips / salary certificate from your most recent employer (as applicable).
3. Proof of Academic Qualification (starting with the highest qualification)
4. Other qualifications – Diplomas, Certificates etc., (if any)
5. Proof of identity and Date of Birth (acceptable proofs are Passport, PAN card, Driving License, Electoral Card, Aadhaar Card)
6. Photographs (3 copies)
7. Proof of Permanent and Current Address.

By accepting this offer to join us, you hereby acknowledge and confirm 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 / commitments that prevent you from delivering your agreed responsibilities with **Pratian Technologies** or taking up this position with us.

3. **Pratian Technologies** is not liable for any past dues owed by you as part of termination of any previous employments / contracts / obligations.

4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

5. Pratian Technologies reserves the right to periodically review and change our policies and processes to improve client service and enable our employee growth with or without prior intimation to you and you will be bounded to those changes.
6. **Pratian Technologies** will periodically evaluate the performance of the candidate as per its standard performance criteria. Candidates who fail to meet the performance criteria will be relieved from training program or employment services as applicable.

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7. You will be regularly attending all training sessions without fail by completely participating in all the designated / planned activities as per expectations – classroom, theory, hands on etc., Failure to adhere to the training norms and any performance / disciplinary issues arising thereof, Pratian Technologies may initiate disciplinary action to address the same.

    i. **Pratian Technologies** reserves the right to terminate you from the training program in above case.

    ii. Any Candidate taking a leave more than 1 week (unless in case of absolute personal exigencies or exceptional circumstances), will be terminated from the Uninterrupted Training Program at **Pratian Technologies'** discretion.

8. **Training Cost Reimbursement:** If for any reason you decide to discontinue the training program or your employment with **Pratian Technologies** you will be liable to reimburse the training cost as stated below:

    i. If you discontinue within 12 months from the start of the training program, a full reimbursement of training costs: **Rs. 1,80,000 (One Lakh Eight Thousand Rupees Only)**

    ii. If you discontinue after 1 year but within 2 years 50% of training costs: **Rs. 90,000 (Ninety Thousand Rupees Only)**

    You will also be liable to reimburse the training costs as stated above if **Pratian Technologies** terminates your services on disciplinary grounds.

9. It is important to manage client expectations. We request you to acknowledge that in the unlikely event of you willing to discontinue the Training program or Employment midway, you will provide the company adequate time to be relieved of your Training or Employment from the company. You understand that it will be up to **5 days** of time to arrange to completely relieve you of your duties during the Training period and **45 days** of time during the Employment days.

We sincerely hope that your period of association with us will be long, pleasant and of mutual benefit.

For PRATIAN TECHNOLOGIES,

Krishna Kumar S
Director

PRATIAN TECHNOLOGIES (I) PVT. LTD. BANGALORE

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

Rekha .S.N <rekhasn@sapthagiri.edu.in

wd: Congratulations!!! Offer from TATA ELXSI !!

ragathi kumar <pragathi187@gmail.com>
: "Rekha .S.N" <rekhasn@sapthagiri.edu.in>

Thu, Nov 21, 2019 at 4:05 PM

---------- Forwarded message ---------
From: **Rekha Y** <rekhay@tataelxsi.co.in>
Date: Tue, 18 Sep 2018 at 4:18 PM
Subject: Congratulations!!! Offer from TATA ELXSI !!
To: Pragathi187@Gmail.Com <Pragathi187@gmail.com>

Dear Pragathi S,

This has reference to the interviews you had with us. We are pleased to inform you that you are provisionally selected subject to the terms and conditions mentioned below. 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 7.0 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.

It may be noted submission of Provisional Degree Certificate (PDC) of the University is mandatory. The PDC shall be submitted within 6 months from date of joining the services of the Company.

Your date of joining will be on 24th September,2018 at Bangalore.

Candidates from outstation need to make their own arrangements for accommodation.

The details of the salary, joining location and other required information are as below:

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Venue

Tata Elxsi

ITPB Road, Whitefield

Bangalore-560048

2

Reporting Time: 9:00 AM

Contact Person: Rekha Y / Landline :080 22979662

Your salary details are given below.

Name	Pragathi S
Level	D
Designation	Engineer
Location	Bangalore
	Amount in INR
Basic	14,000
House Rent Allowance	7,000
Flexible Benefit Plan*	4,414
Statutory Bonus	1,400
Monthly Salary	26,814
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	20,160
Gratuity (As per the Gratuity Act 1972)	8,081
Annual Gross Salary	350,009

Medical Insurance (Hospitalization) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*Please refer the annexure for details of FBP

If you agree with the above conditions, please indicate your acceptance over e-

Principal
Sapthagiri College of Engineer
14/5, Chikkasandra, Hesaraghatta Main Ro
Bengaluru - 560 057

Should you have any questions concerning this job offer, please contact Rekha at **080-2297 9662.**

3

Regards

Rekha

Talent Acquisition

Tata Elxsi

ITPB Road, Whitefield

Bangalore -560048

Contact - +91 080-2297 9662

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you are not the intended recipient of this message , or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited. Email transmission cannot be guaranteed to be secure or error-free, as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender, therefore, does not accept liability for any errors, omissions or contaminations in the contents of this message which might have occurred as a result of email transmission. If verification is required, please request for a hard-copy version.

DISCLAIMER

2 attachments

ITBP D V2.0.docx
16K

Things to bring at the Time of Joining.docx
14K

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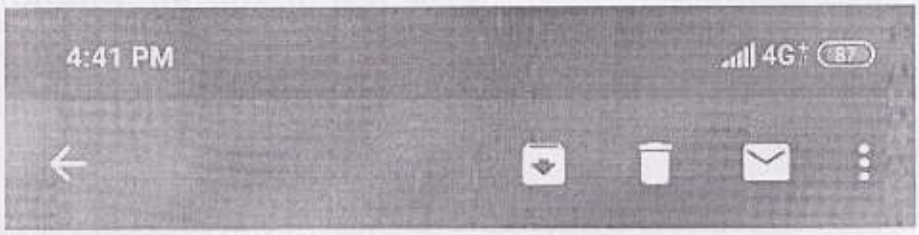
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TA Prasad ↓

Rekha B C
1SG14IS075
2017-18, ISE



Dear Rekha.B.C.

This has reference to the interviews you had with us. We are pleased to inform you that you are provisionally selected subject to the terms and conditions mentioned below. 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% and above in 10th
  - 80% and above in 12th
  - 70% or 7.0 CGPA and above in Bachelors / Master's

*Take note that all subjects/papers must have been cleared in your first attempt in all the semesters. For purpose of clarity, this offer shall not be extended to you: (a) if you fail in any of the subjects/papers in your first attempt, or (b) if you fail to appear for any subject/paper for any reason whatsoever in your first attempt.

- 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.

It may be noted submission of Provisional Degree Certificate (PDC) of the University is mandatory. The PDC shall be submitted within 6 months from date of joining the services of the Company.

Your date of joining will be 12th November,2018.

Candidates 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

ITPB Road, Whitefield

Bangalore -560048

Reporting Time: 9:00 AM

Contact Person: Rekha

Your salary details are given below.

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Bengaluru - 560 057

UST Global®

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

UST/3000035374-1-1-1/427467
February 18, 2019

Anitha B
Bangalore

Sub: Letter of Offer

Dear Anitha,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to engage you on contract basis as **"Validation Associate", T1** for a fixed period of 12 months on a salary of Rs. **240,000.00 (Rupees Two Lakh Forty Thousand)** per annum. Your date of joining in US Technology International Pvt.Ltd (UST Global) will be February 26, 2019 and work location is Bangalore - UST Office. Please find details of the compensation and benefits you are being offered in Annexure 1.

Your engagement will be subject the following terms and conditions and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

This offer of engagement as above with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

(i) Prior to joining our employment, you have terminated your employment with current/previous employer in accordance with the terms and conditions of the said employment
(ii) On joining our employment, there are no continuing obligations or restrictions which you vis-à-vis any of your previous employments.
(iii) You are not restricted, prohibited or constrained from accepting this offer of employment US Technology and that you have not, during the course of your previous employment/s any agreement/arrangement which in any way restricts/prohibits or debars you from by US Technology.
(iv) That no amounts will be due and payable by you to your previous employer/s.
(v) On joining our employment, that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to your previous employer/s.

This offer will be valid till **February 26, 2019**. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before **February 26, 2019**. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

UST Global®

If you accept this offer of employment, you are required to join your employment on or before **February 26, 2019**. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for **US Technology International Pvt Ltd**

Vinesh George
Sr. Manager HR

Accepted

Anitha B

Encl : Annexure 1
Annexure 2

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

ZenSar
TECHNOLOGIES

Dear **Mr Anjal Sharma,**

Based on the discussions we are pleased to offer you an appointment in our organization as **Software Developer Engineer,for (SAP) Profile.**

Wishing you a successful and rewarding career at **zensar technologies.**

Congratulations and welcome to the **zensar technologies.**

Regards,
RESPONSE DESK

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

ZenSar
TECHNOLOGIES

Ref No: SCSL/ELTP-CADM/PWFT/454562

3rd FEB , 2019

Sub: **Offer of Appointment.**

Dear **Mr Anjal Sharma ,**

1. With reference to our discussions held on, 1st of april , 2019 , we are pleased to offer you an appointment in our organization as a in **Software Developer Engineer** operating out of our **Pune** centre.

2. Your ***"Annual Total Cash Compensation and Benefits package"*** will be Rs. 1,60,0000 (Rs. sixteen Lakhs Only till you are working for USA CLIENT'S PROJECT) which includes Insurance and Gratuity benefits. Please refer Annexure-A for details.

3. You will also be eligible for a reimbursement of the relocation expenses as per company policy.

4. Your employment with us will be governed by the terms and conditions specified in Annexure-B.

5. You are required to join on ***6th of May, 2019*** and the offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

6. Kindly acknowledge the acceptance of this Offer of Appointment in VIRTUE (' **zensar technologies** Online Joining Application) by filling up all the required details prior to your joining date. VIRTUE login ID and password will be sent to your e-mail ID before four days of your joining.

7. A clear background check verification report is mandatory for all the Associates at the time of reporting/joining. We are facilitating you the same and you are required to fill in the required details and upload the necessary documents on CSPI portal. You will be receiving the User ID, Password and other required details will be sent to your e- mail ID from our authorized third party vendor.

8. You are requested to report on 6th ***of May, 2019*** to ***Mr. S. Kumar Mutha*** at 9:00 AM to complete the joining formalities at 14, ' **zensar technologies** at Plot 4, Zensar Knowledge Park, Kharadi South Main Road, Kharadi, Pune, Maharashtra 411014

At the time of joining, you are requested to submit the copies of the documents as per Annexure-C.

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Bengaluru - 560 057

TeamLease™
Putting India to Work

8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9th of the following month.

10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name: RANJITHA K

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

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Doc ID: TL/EB2FE9F2264

2

TeamLease™
Putting India to Work

Date: 01 Jul 2019

Ms Ranjitha K
No 206 5Th A Cross 3Rd
Main Road Hrbr Lyt Kalyannagar Post
Bangalore 560043

Employee No: 1628245
Dear Ms Ranjitha K

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

Appointment Letter

We are pleased to appoint you in our organization as Engineer Global CAD Designer Electricalsubject to the following terms and conditions:

1. Your contract will commence from 01 Jul 2019 and expire on 30 Jun 2020 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 01 Jul 2019 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

2. You hereby agree to be liable for the following terms and conditions:

   i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
   ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
   iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
   iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
   v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
   vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
   vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
   viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
   ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.

3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.

4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.

5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

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Putting India to Work

Salary Annexure

Employee No: 1628245

Particulars	Amounts
Basic	15000
House Rent Allowance	6000
Conveyance	1600
Employer PF Contribution	1800
Medical Reimbursement	1250
Works Allowance	6908
Statutory Bonus	1242
Employee Compensation	27
TotalAmount	33827
Amount In Words(Rs)	Thirty Three Thousand Eight Hundred Twenty Seven rupees

Net Pay Annexure

EARNINGS	Amounts
Basic	15000
House Rent Allowance	6000
Conveyance	1600
Medical Reimbursement	1250
Works Allowance	6908
Statutory Bonus	1242
Gross Earnings	**32000**
DEDUCTION *	**Amounts**
Employee PF	1800
Professional Tax	200
Total Deduction	**2000**
Net Salary	**30000**

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

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

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TeamLease™
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Date: 05 Nov 2018

Mr C R Abhiram
#61 Skanda 2nd
cross 4th main Royal Shelters Devarachikkanahalli
Bangalore 560076

Employee No: 1495232
Dear Mr C R Abhiram

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

Appointment Letter

We are pleased to appoint you in our organization as Engineer Design Mechanical subject to the following terms and conditions:

1. Your contract will commence from 05 Nov 2018 and expire on 04 Nov 2019 during which you will render services to our Client at their premises Bangalore subject to the terms and conditions of the engagement letter executed by you on 05 Nov 2018 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

2. You hereby agree to be liable for the following terms and conditions:

   i. Fully perform the services, in a professional manner, at the Schneider Electric India Private Limited until the completion of the term of the work assignment.
   ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
   iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
   iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
   v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
   vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
   vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
   viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
   ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.

3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.

4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 1 month notice in writing or payment thereof.

5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at

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TeamLease™
Putting India to Work

Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by end of the month.

10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send the signed acknowledgement to our Bangalore Address mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name: C R ABHIRAM

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

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TeamLease™
Putting India to Work

Salary Annexure

Employee No: 1495232

Particulars	Amounts
Basic	13430
House Rent Allowance	6013
Employer PF Contribution	1612
Medical Reimbursement	1250
Statutory Bonus	1119
Employee Compensation	25
TotalAmount	23449
Amount In Words(Rs)	Twenty Three Thousand Four Hundred Forty Nine rupees

Net Pay Annexure

EARNINGS	Amounts
Basic	13430
House Rent Allowance	6013
Medical Reimbursement	1250
Statutory Bonus	1119
Gross Earnings	**21812**
DEDUCTION *	**Amounts**
Employee PF	1612
Professional Tax	200
Total Deduction	**1812**
Net Salary	**20000**

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

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Sapthagiri College of Engineering
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Date: Oct 23, 2019

JYOTHI M

YESHWANTHPUR, KARNATAKA

Offer No : QS1788657
Location: **YESHWANTHPUR**

LETTER OF INTENT

Dear **JYOTHI M**

We are pleased to inform that you have been shortlisted for a OFFER to work at Quess Corp Ltd. (hereinafter referred as Quess), and would be deputed at ICT SERVICE MANAGEMENT SOLUTIONS INDIA PRIVATE LIMITED at YESHWANTHPUR as PRODUCTION CO CRDINATOR for a fixed term on the following terms and conditions:

1. Your Tentative Date of joining will be NOV 11, 2019

2. Date of joining mentioned above is tentative. For payroll processing, your actual date of reporting to the client site will be considered as per your date of joining.

3. This letter is valid subject to your completion of on-boarding documentation and submission of necessary proofs. It is recommended to use POP link shared on your mobile phone and complete your joining formalities As validity of this letter is purely subjected to completion of your documentation on POP.

4. You undertake to abide by the code of conduct and ethics prescribed by the client as well as QUESS. Any violation of the code of conduct and ethics would be subjected to appropriate and stringent disciplinary action including termination of service.

5. This contract would be exclusively with QUESS and you shall never be or deemed to be the employee of Client, where you have been deputed.

6. The Annual CTC salary offered to you will be INR 195924/- Details of your salary break up with components will be given after your joining and also it may change as per requirements. Your deputation at any given location will be subjected for change as per the project and requirement.

7. Notwithstanding the Tenure of this offer, in the event of the project / work / deputation for which you are being employed terminates before your offer end period, this offer shall be Coterminous with the project / work. During the period of offer, either of the parties may terminate the Contract by giving 15 days prior notice in writing or payment in lieu thereof. However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, Quess will have / reserve rights to terminate immediately without giving notice period.

Jyothi.M

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

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

The above is based on current policies of the company; any change in the policy impacting the above points will be communicated through policy communications channel.

All the best !!!

With warm regards,
For **QUESS Corp Limited.**

Tej Hans Raj Singh
Vice President-Operations | Staffing

I hereby accept the above mentioned terms and conditions.
Name:_____ Signature: _____ Date: _____

Jyothi.M

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

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

QUESS

DISCLAIMER

To whomsoever it may Concern

I,JYOTHI M , Offer ID QS1788657, hereby given my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

Associate Name:

Associate Signature:

Jyothi.M

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

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

Cognizant 2

09-Dec-2018

Dear Manjunath Sajjan,
B.Tech-B.E., Electronics and Electrical Engineering
SAPTHAGIRI COLLEGE OF ENGINEERING

Candidate ID – 12679357

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure 3.** You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

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

Annexure A

Name: Manjunath Sajjan **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @ 60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	104	12,492
6	Advance Statutory Bonus****	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment *and decide not to join us* after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https://onecognizant.cognizant.com->Total Rewards App for more details

MANJUNATH SAJJAN

759236

Cognizant

Principal
Sapthagiri College of Engine
Chikkasandra, Hesaraghatta Mai
Bengaluru - 560 057

14EC047

Cognizant

Dear Kumari Manjari

CandidateId : 12435498

Congratulations on receiving the offer! We look forward to welcoming you into the Cognizant family. We hope you have completed the registration process and have accepted the offer via the Onboarding portal. If you haven't completed your registration, please refer the welcome mailer sent to you.

Please note that we require the documents listed herewith to initiate your background verification (BGV) and onboarding formalities.

Please follow the steps below

- Please have a scanned copy of the required documents ready for upload on the Onboarding portal.
- Please Upload your documents only in PDF Format, the permissible size is <5MB>. If there is more than 1 page for a particular document category, kindly scan all pages as a single PDF and upload the same.
- Kindly make sure the scanned documents are legible, not tampered, clear and uncut.
- Please ensure you do not upload any password-encrypted documents; we expect you to convert it before sharing it with us.
- In case you have any gap in between your educational qualifications or employment, please mention the reason for the gap, for the specific period.
- All scanned documents which are not in the mentioned format will not be accepted as per Cognizant's policies, causing an additional delay in confirming the BGV Status and thereby deferring your Date Of Joining (DOJ)
- Please click here to fill the necessary details and to upload documents
- Please note that "Submit" button will be enabled only when all mandatory(*) documents are uploaded. Ensure you click on the "Submit" button after uploading all the requested documents.

For any clarifications, please raise request in Campus to Cognizant portal under BGV category.

Warm Regards,
Cognizant BGV Helpdesk Team

***THIS IS AN AUTO TRIGGERED MAIL. PLEASE DO NOT REPLY ***

Cognizant

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

14EC047

KUMARI MANJARI

758693

Cognizant

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

758693
In Case of Emergency Call: 1800 258 2345
Cognizant Technology Solutions
India Pvt. Ltd
Plot # 26, Rajiv Gandhi Infotech Park
MIDC, Hinjewadi, Pune 411057, India
Tel +912040216000
Fax +912022933555
Principal
Sapthagiri College of Engineering

Cognizant

14ECO70

21-Nov-2018

Dear Rahul Kumar Singh,
B.Tech/B.E., Electronics and Communicction Engineering
Saptagiri Engineering College

Candidate ID – 12651548

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bathavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

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

Cognizant

Annexure A

Name: Rahul Kumar Singh **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution to PF #	1041	12,492
6	Advance Statutory Bonus****	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Principal
Sapthagiri College of Engineer
14/5, Chikkasandra, Hesaraghatta Main R
Bengaluru - 560 057

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will reflect the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you reneg on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future openi

Cognizant

16-Jan-2019

Dear Hemalatha H G,
B.Tech/B.E., Electronics and Electrical Engineering
Other

Candidate ID – 12819913

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://census2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Cognizant

Annexure A

Name: Hemalatha H G **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	104	12,492
6	Advance Statutory Bonus****	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's Contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described therein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https://onecognizant.cognizant.com->Total Rewards App for more details

Cognizant

2017-18

18-Dec-2019

Dear Kavya JR,
B.Tech/B.E., Electrical and Electronics
Sapthagiri College Of Engineering.

Candidate ID – 14039117

In continuation to our discussions, we are pleased to offer you the role of **Engineer Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://annexus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavarapu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

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

Cognizant

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

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Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

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

Cognizant

Ranjan P Nadig
1SG14IS073
2C 1-18, ISE

08-Nov-2018

Dear Ranjan P Nadig,
B.Tech/B.E., Information Science Engineering
Sapthagiri College Of Engineering

Candidate ID – 12604204

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus7cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : Date:

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

CSE – 1SG14CS023

Cognizant

04-Sep-2018

Dear Brajesh Jha,
B.Tech/B.E., Computer Science & Engineering
Sapthagiri Engineering College

Candidate ID – 12280624

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 50% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bathavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

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

Cognizant

Annexure A

Name:	Brajesh Jha	Designation:	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @40% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Principal
Sapthagiri College of Engineer
14/5, Chikkasandra, Hesaraghatta Main R
Bengaluru - 560 057

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

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Login to https://onecognizant.cognizant.com->Total Rewards App for more details

Date of Joining Intimation

1 message

<cognizantHR@cognizant.com> Tue, 18 Dec 2018 at 16:45
To: dchiremath096@gmail.com

Dear DANAYYA CHANNAYYA HIREMAT ,

Candidate ID: 12EE1914

Welcome to Cognizant, the fastest growing global top-tier consulting, IT services and BPO company!

We are delighted that you have accepted our offer of employment and we look forward to welcoming you onboard. Please Click here to accept your Date of joining (DOJ).

Reporting Time : 8:30 AM
Joining Venue : Cognizant Technology Solutions India Pvt. Ltd.IDB Auditorium, Plot No. 26 & 27, Rajiv Gandhi Infotech Park,Hinjewadi Ph-1, MIDC, Pune - 411057
Date Of Joining : 27 Dec 2018

Online Form Completion

To facilitate a smooth integration into Cognizant, we request you to **login** to One Cognizant & ensure that you complete the online forms & photo upload at least **3 days** before your DOJ.

Date of Joining Acceptance & Onboarding Pass

Please accept the DOJ in the onboarding (1C) portal at least **two days** before your DOJ. Onboarding Pass would be generated **one day** before your DOJ, only upon completing all the forms (including photo upload) & accepting DOJ. Kindly print the Onboarding Pass & bring it on your DOJ.

The option to accept the DOJ in the 1C portal would be disabled **one day** prior to the DOJ. Recruits who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status. There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Login credentials

User Name: Email ID validated during registration process
Password: Password that was created by you after registration

Please use the authentication key **(9216FFBF35073363)** to digitally sign the online forms.

On your first day

Please bring the following applicable mandatory documents at the time of joining:

Marksheets & Certificates (Original & 2 Xerox copy attested by Notary public member or Gazette officer)

For 2017 Batch pass outs

1. Latest Degree - All Semester-wise marksheets or consolidated marksheet
2. Latest Degree - Provisional or Degree or Convocation certificate issued by the University

For 2015 & 2016 Batch pass outs

1. 10th Standard marksheet
2. 12th Standard marksheet
3. Diploma marksheet & Diploma certificate (only applicable for recruits who have completed diploma)
4. UG-All Semester-wise marksheets or consolidated marksheet (mandatory for both UG & PG recruits)
5. UG-Provisional or Degree or Convocation certificate issued by the University (mandatory for both UG & PG recruits)
6. PG-All Semester-wise marksheets or consolidated marksheet (mandatory for PG recruits only)
7. PG-Provisional or Degree or Convocation certificate issued by the University(mandatory for PG recruits only)

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

Cognizant

04-Sep-2018

Dear Praneeth Ganeshyaji,
B.Tech/B.E., Electronics and Communication Engineering
Sapthagiri College of Engineering

Candidate ID – 12233172

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

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

4 campus ECE

Cognizant

Annexure A

Name: Praneeth Ganeshyaji **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
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Login to https://onecognizant.cognizant.com->Total Rewards App for more details

Cognizant

09-Dec-2018

Dear Shivaraj Masali,
B.Tech-B.E., Electronics & Communication Engineering
sapthagiri college of engineering

Candidate ID – 12710534

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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Please note
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We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

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

Cognizant

Annexure A

Name: Shiva aj Masali **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus****	2000	24,000
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	Annual Gross Compensation		**297,000**
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	Annual Total Compensation		**317,000**
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	Gratuity		5,005
	Annual Total Remuneration		**338,005**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 5 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https://onecognizant.cognizant.com->Total Rewards App for more details

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SGBS UNNATI FOUNDATION

SUSHMA . R

Designation: SKILL DEVELOPMENT OFFICER

Emp. No. : E629 Blood Grp.: B+VE

Contact No.: 9731174068

Address : **No 1 (P), Ganesha Temple Road, NGEF Layout, Sadanandanagar, Bangalore - 560038**

Emergency Contact No. 9980402519

Location : Bangalore

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

A generation goes above poverty line. Forever..

SGBS UNNATI FOUNDATION

UNNATI CENTRE
Temple Road, Sadanandа Nagar,
NGEF East, Bangalore 560 038

T +91 80 25384642/4443
E contactus@unnatiblr.org
WWW.UNNATIBLR.ORG
CIN:U80102KA2011NPL061201

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Appointment Letter

20-09-2018

To,

Susanna R
#220, 2nd Cross, 2nd Main, L G Ramanna Layout,
Laggere, Bangalore - 560058

Employee ID: E629

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

Dear Sushma R,

Further to your successful completion of the Training, we are pleased to confirm your employment with **SGBS UNNATI FOUNDATION** as per the details given below:

Designation	**Skill Development Officer (SDO)**
Remuneration	Gross **Rs. 15,000** per month
Incentives	You are eligible to participate in the SDO Incentive Program, the payout of which will depend on your performance
Other Benefits	EPF & ESI as applicable from time to time
Reimbursement	Not Applicable
Place of Posting	**Bangalore – Sadanandanagar & UNXT**
Category	Full Time

Please report on **07/09/2018** at your place of posting mentioned above. This date will be considered as your "**Date of Joining**".

Kindly note the other Terms &Conditions of your employment

I. This appointment is subject to your accepting the Code of Conduct and Disciplinary Procedures and abiding by all clauses of the Employee Handbook, a softcopy of which has been emailed to you.

II. After joining, you would be on probation period of three months. Based on your performance during the probation period your employment will be Confirmed or the probation period extended if required.

III. Post the Confirmation, if you wish to relinquish the employment, you have to give two months' notice in writing. Management has the right to waive off the notice period and/or accept two month's salary in lieu thereof. However your services are liable to be terminated, at the discretion of the Management after giving one month's notice or 1 month's salary in lieu thereof.

SGBS UNNATI FOUNDATION

UNNATI CENTRE
Temple Road, Sadananda Nagar,
NGEF East, Bangalore 560 038

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E contactus@unnatiblr.org
WWW.UNNATIBLR.ORG
CIN:U80102KA2011NPL061201

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IV. Since the organization incurs substantial costs for the training imparted after recruitment you will be required to sign a service agreement including the financial bond for a sum of Rs30,000/-(Rupees Thirty Thousand only) agreeing to compensate the organization, the said amount, if you leave the services on your own volition within six months from the date of confirmation.

V. You will be entitled for 20 days leave during a financial year (1st Apr- 31st Mar) (excluding Sundays and holidays). Accumulation of leave over 20 days is not allowed. Leave encashment is not allowed.

VI. Employee is liable to travel as when required by the organization. In such case, you will be eligible for all lodging and travel expense reimbursements of expenses as per the rules of the organisation applicable at the time of travel.

VII. You shall not either during the continuance of your employment except in the proper course of duty or with the express written consent of the organization, divulge or make use of any secrets or of any correspondence, accounts, information, connections or dealings whatsoever of the company or of any customer or correspondent of any of them or of any knowledge gained in relation thereto during the term of employment and shall not alter, obliterate, spoil, destroy, waste, embezzle, spend or without the express written consent of the company take away from the custody of the organisation any of the books, papers, writings, accounts, money or other property of the organisation or any customer or correspondent of any of them.

Please sign and return one copy of this letter in acceptance of the above terms and conditions.

For any queries kindly contact the HR department.

Welcome to the Unnati family for a mutually rewarding and fulfilling experience.

Best Wishes,
For SGBS Unnati Foundation

Ramesh Swamy
CEO

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

I Have read, understood and hereby accept the terms and conditions of this appointment letter.

Name: SUSHMA.R

Signature: Sushma.R

Date: 22/09/2018

Indus-Arc

Indus Arc Power Pvt. Ltd

Date: 3rd December, 2018

Mr. Giridarshan K. S
Melanahalli village, Melanahalli
Chikkanayakanahalli Taluk, Tumkur Dist,
Karnataka 572214
Ph: 9632173722

Dear Mr. Giridarshan K.S,

Sub: Letter Of Appointment As "TRAINEE ENGINEER- TECHNICAL SUPPORT".

This has reference to the Interview you had with us, We are pleased to appoint you as **"TRAINEE ENGINEER- TECHNICAL SUPPORT"** on the following terms & conditions

Terms OF Employment:

1. Your Consolidated Salary during the training will be Rs. 10,000/- per month + ESI benifit.
2. You will be under Probation for a period of 12 months from the date of joining. On Successful completion of this period and based on your performance you will be confirmed as a permanent employ.
3. On confirmation of your employmen. your salary will be revised depending on your performance.
4. After completion of 1 year you are eligible for annual leave of 15 days for completed year.
5. Your nature of Job will include Per & Post Sales technical support for the welding machine & other products of company. It also includes other administrative works as and when needed by the company.
6. You are required to maintain confidentiality about the company product & the technical details of the product all the time.
7. In the event of Resignation/termination of employment, One month notice from either side will required or 1 month salary from either side is required to be paid
8. You are required to give copies of your certificate, address proof, reliving letter from your present employer if applicable & 2 Passport size Photograph while joining.
9. You have to report to duty on or before 5th Sept. 2018

Please confirm that the above terms are acceptable to you & that you accepted the appointment by signing a copy of this letter of appointment.

We welcome you to Indus Arc Power Pvt. Limited & wish you a rewarding carrier.

Sincerely Yours,
For Indus Arc Power Pvt. limited,

Harish Kumar,
Director

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

SHOT ON REDMI Y3
AI DUAL CAMERA

KIRLOSKAR ELECTRIC COMPANY LTD.,

Ref: KECL/HR/KN/1
Wednesday, May 15, 2019

Mr. Kushal N
#177/3 2nd main 2nd cross
Mahalakshmi Layout Near Namma Metro
Bengaluru 560086

Dear Mr. **Kushal N**

Sub.: Appointment as a Graduate Engineer Trainee

We refer to your application dated 29th **April 2019** and subsequent discussion you had with us on the subject. We are pleased to appoint you as a Graduate Engineer Trainee, in our organization on the terms and conditions as detailed below.

a) The training period will be of **12** months from the date of your joining.

b) You will be trained at our, **Bangalore Unit 1- Govenahalli.**You are liable to be transferred to any other branch/department/establishment within the Company during the period of training.

c) Your training will include, interalia, induction training and on the job training. The training will include training at one or more of our manufacturing units or branch marketing offices, at the sole discretion of the Management. Requests for change of posting will not be entertained at any cost

d) A consolidated stipend of **Rs.18, 000/-** (Eighteen Thousand Only) per month will be paid to you during the training period.

e) Your performance, conduct, attitude and maintenance of discipline, will be continuously monitored during the period of your training and if at any time during this training period, it is found that your performance on any of the above criteria is unsatisfactory, the management may discontinue your training without any notice or without any compensation.

f) You will be eligible for leave as per the leave policy which is in force .The eligibility to avail of the leave is established after completion of three months of training. You can avail of leave only after prior approval of your supervisory officer.

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

P.B. No. 5555, Malleswaram West, Bangalore - 560 055, India
T+91 80 2337 4865 / 2337 8901 F +91 80 2337 7706
Customer Care No. : 1800 102 8268, website : www.kirloskarelectric.com
Regd. Office : Industrial Suburb, Rajajinagar, Bangalore - 560 010
CIN:L31100KA1946PLC000415

Mr. Kushal N

g) Your training will automatically stand terminated incase you remain absent from the training for more than **8 consecutive days** without prior permission of your supervisory officer.

h) You shall not cause any damage to the property of the Company and if it is caused, you shall reimburse the Company the cost of repairs and all incidental expenses.

i) You shall not engage in any trade or business either alone or in partnership during the training period.

j) You will observe and conform to all guidelines, directions and instructions communicated to you by your supervisors. You will carryout your duties diligently and will use your best endeavour to promote the interest of Company. You shall not at any time or under any circumstances pass on to any person any information regarding the Company, its business, position, progress, prospects or the affairs of the Company and shall not pledge the credit of the Company for any purpose whatsoever. You shall not remove, disclose, divulge or make public in any manner processes, methods secrets, information, know-how, knowledge etc. relating to manufacture, trade, and business of the Company.

k) During the period of training, the service may be relieved by either party by giving 15days notice or assigning any reason there on.

l) You will observe rules and regulations of the Company as in existence from time to time.

m) On completion of the Training period, if your work is found satisfactory, Subject to availability of vacancy, you may be considered for employment in the Company.

n) Your appointment is subject to your being found medically fit and further on the condition that you will continue to be so.

In case you are agreeable for the above terms and conditions, you may report for training on or before **20th May 2019 at our Bangalore Unit 1, Situated at Govenahalli Bangalore Rural position will report to Senior Manager - Engineering Department** .Please note this offer stands cancelled if you do not report for training before the said date.

Principal
Sapthagiri College of Engineer
14/5, Chikkasandra, Hesaraghatta Main R
Bangalore - 560 057

Mr. Kushal N

At the time of reporting, please bring the following documents:

1. SSLC Marks card or any other certificate as proof of age (original with a copy thereof),
2. Education Certificate/Marks Card (original with a copy thereof),
3. Original medical fitness certificate issued by a Registered Medical Practitioner, not below the rank of District Medical Officer.
4. Any other documents mentioned by you in your application/individual information proforma,
5. Three passport size photographs.

We look forward to a rewarding association with you.

Yours faithfully,

For KIRLOSKAR ELECTRIC CO.LTD

Authorised Signatory

The above terms and conditions are acceptable to me and I agree to abide by them

(Mr. Kushal N)

Place:
Date:

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

SAFEHALO

CIN No.:U31400KA2015PTC084431

Date: 19th, Sep, 2019

To.

Mr. Sandesh R
Bangalore

Dear Sandesh:

Sub: APPOINTMENT LETTER

It gives me great pleasure to offer you the position of Systems Engineer at Safe Halo Products private limited. As one of the early members of our exciting team, I am confident that you will make a huge difference in the success of our company and hence share in its success.

1.You will draw a consclidated salary as discussed in the interview.

2. You will follow all the rules & regulations of the company in force & from time to time

3. You will work exclusively for our company & will not be involved in any other external activities detrimental to the business of our company

4. Two month's notice period would be required if you decide to leave the company.

We are confident that your association with us will be fruitful and mutually beneficial

Best Regards
VIJAY DHULER
CEO

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

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: September 27, 2019

Madhushree S
Surappanahalli,kundur,magadi,Ramanagara,bangalore
Surappanahalli,kundur,magadi,Ramanagara,bangalore
Bangalore, Karnataka

Dear Madhushree S,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in HCL Technologies Limited(1000) (herein referred as "HCL" or "Company") we are pleased to inform you that you have been selected for employment in our organization as **Software Engineer.**

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

We take this opportunity to thank & appreciate your decision to join HCL. You are requested to join us on or before **October 7, 2019.**

You will be on probation for a period of **12 months** from the date of your joining. Your compensation would be as outlined in a separate document **"Salary Structure"**. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL. **Annexure I** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter and Annexure and submit the same within 7 days to at the address given below:

Recruiter: Bhawani Selvaraj
Recruiter Address: Bangalore

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by HCL. Your written consent and requisite copies of documents is necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation is solicited in this regard to enable us complete the necessary pre-employment check on time and enable you on-board us.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance.

Principal
Sapthagiri College
14/E, Chikkasandra, Hesaraghatta Main
Bengaluru - 560 057

SIGNATURE OF EMPLOYEE:

HCL

PROTECTION SYSTEMS (INDIA)

Factory & Office :
C-296 8th Cross, 1st Stage,
Peenya Industrial Estate
Bangalore - 560 058.

Ph. : 080-28395651
Email : contact@protectionsystems.co.in
Web : www.protectionsystems.co.in

Ref :

Date :

GN/PSI/2311/2019-20

28-11-2019

To
Dilip.M
#73/1, 5th cross,
11th main, Maruthi Nagar,
Kamakshipalya,
Bangalore – 79.

Sir,

Sub : Appointment letter.

We are pleased to inform you that you passed your interview and we are hereby offering you employment in our company Protection Systems (India) from 2nd December 2019 with a monthly salary of [redacted]/-. Your will be committed to work in our company for a minimum period of 3 years.

You are requested to report to duty on 02-12-2019.

Truly yours,

(Dr Bhagwant Singh)

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

UNPLUGGED
INDIA

126, Railway Parallel Road
Kumarapark West
Bangalore-560020
+91 080 2356 7405
www.unpluggedindia.com

Sept 30, 2019

Mr. Bijith KB
#936,Binil Bhavan 9th Main 6th cross,
Havanur extension Nagasandra Post,
Bangalore-560073

Dear Bijith,

On behalf of Unplugged India, I am pleased to extend to you this offer of temporary employment as an Intern. If you accept this offer, you will begin your internship with the Company and will be expected to work for atleast 5 days/week. And may extend depending on the project.You will be paid on monthly basis with the stipend of INR 8000/- per month.

As an intern you will receive "temporary employment" status. Your internship is expected to end on 18th December 2019. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice or extend purely based on your performance. Post which will be hired on permanent roles of the Company

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. I hope that your association with the

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14/5, Chikkasandra, Hesaraghatta Main Road
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INDIA

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Kumarapark West
Bangalore -560020
+91 080 2356 7405
www.unpluggedindia.com

Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and return a copy to Unplugged India.

If you have any questions, please do not hesitate to contact me.

Neelam Isaac
9880167665
HR

Unplugged India is eager to have you as a part of our team. We foresee your potential skills as a valuable contribution to our company and clients.

Sincerely,

Karthickle
Karthick.K
Founder
Unplugged India

UNPLUGGED INDIA
No.126/1, Railway Parallel Road
Kumara Park (West)
BANGALORE-560 020

I accept employment with the Unplugged India on the terms and conditions set out in this letter.

Name - BIJITH.K.B Signature- Date- 9/10/2019

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

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accenture

BLESSY PHILIP

11673552

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

Name : Blessy Philip

Emergency Contact :

Person : Philip MJ

Tel. No : +91-9448331239

This card is property of Accenture
if found please return to :

Accenture Solutions Pvt. Ltd.
Divyasree Technopark, SEZ
Kundanahalli Village,
KR Puram Hobli, Whitefield,
Bangalore - 560 037
Tel : 080 - 4106 0000
www.accenture.com

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

14EC102

Strictly Private and Confidential

21-Jan-2019

Tejas Rao M

#397, Sambhrama, 14th cross, 2nd Stage, 2nd phase, WOC road, Mahalakshmipuram, Bengaluru-86

7795763866

Dear **Tejas,**

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% or 7.25 CGPA or more, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Candidate's Signature _____

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

Reference Id: 5c9b99eb-a466-486d-a8b5-83bf1680fddb_1
Signed By: Mohan Sekhar

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

Candidate's Signature _____

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

After accepting this Offer, we encourage you visit Countdown to the Company - http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx. This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNCWLEDGED AND AGREED:

[Insert full legal name]

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

Candidate's Signature _____

ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation – Total Additional Benefits (A+B+C)	350,000

Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

 Candidate's Signature _____

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Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.

   a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.

   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

      - 10% of such claims for self, spouse and 2 dependent children
      - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan

2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity as per law
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

Candidate's Signature _____

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From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

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Bengaluru - 560 057

Candidate's Signature _____

BE YOURSELF.
MAKE A DIFFERENCE.

accenture

05-Nov-2018

Sindhu Krishnamurthy
C3354635
No. 1744/46, 1st Main Road, Maruthi Extension, Bangalore 560 021560021

Dear Sindhu,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Limited (hereinafter referred to as 'the Company' or 'Accenture') in our Accenture Operations Delivery Centers in India, **Bengaluru** . This letter will officially confirm your annual total earning potential and terms of your employment.

Role- **Medical Services Associate**
Career Level- **12**
Sublevel- **3**
Talent Segment- **Business Process Specialization**
Business Deal- **Non Contact Center**

Principal
Dayanand Sagar College of Engineering
Bangalore Hesaraghatta Main Road
Bangalore - 560 037

1S6HBT034

accenture

11649401

SINDHU K

Name : Sindhu K

Emergency Contact Person : M S Krishna Murthy

Tel No. : +91-9886448065

This card is the property of Accenture
If found please return to :

Accenture Solutions Pvt. Ltd.
8/1, Prestige Technopolis
Dr. M H Mari Gowda Road
Adugodi Road
Bangalore - 560029
Tel : 080 - 41060000
www.accenture.com

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

FORM Q

[See Rule 24(9A)]

APPOINTMENT ORDER

1. Name & Address of the Establishment	Accenture Solutions Pvt. Ltd. Plant2, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai - 400 079, INDIA
2. Name & Address of the Employer (Joining Location)	Bangalore
3. Name of the Employee	Chandan Srinivasa
4. His/Her Postal Address	47/1 1st A cross muthyalamma nagara bandappa garden yeshwanthpura bangalore
5. His/Her Permanent Address	NA
6. Father/Husband Name	Father SRINIVASA M
7. Date of Birth (dd-mm-yyyy)	27/06/1995
8. Date of his/her entry into employment (DOJ) – dd-mm-yyyy)	28/01/2019
9. Designation (Career Level)	2
10. Nature of work entrusted to him/her (Role)	Application Development Associate
11. His/Her serial number in the Register of employment (CID)	IN-DA7-84380
12. Rate of wages payable to him/her	Refer to annexure 1 of the Offer Letter.
Place: Bengaluru Date: 28/01/2019	Mohan Sekhar Mohan Sekhar Senior Managing Director Lead, Advanced Technology Centers India
Acknowledgement by the employee with date & signature	Accenture Solutions Private Limited

13

Principal
of Engine
saraghatta Ma
- 560 057

Offer: Computer Consultancy
Ref: TCSL/DT20184821167/Bangalore
Date: 18/10/2019

Mr. Manjunath T
61/1,R-6, Anjanadri Building,3rd Main Road1st E Cross,
Nethaji Circle,
Bangalore-560054,
Karnataka.
Tel# -

Dear Manjunath T,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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

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Sapthagiri College of Engineering

TATA

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

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20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training.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.

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.

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

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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

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 TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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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

Justdial

Keerthana A Bavasar
Bangalore

Dear Keerthana,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **Tele Marketing Executive**, in **G12** on the following terms and conditions:

Your Employee Code is **10077346.**

Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **20-05-2019** and your place of posting is **Bangalore**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

Compensation

Your consolidated compensation per annum on Cost to Company basis is **Rs. 196000 (One lakh ninety six thousand only).**

The details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.14000 /-p.m.	84000
2	Next Six Months	Rs.16000 /-p.m.	96000
	Performance Cum Retention Bonus**	**Amount**	
4	**End of 12 Months - One month Salary**	**16000**	**16000**
	Total CTC per annum		**196000/-p.a**

***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the **end of 12 months** after successful completion of probation in writing.

Further details are given in the **Annexure.**

Incentive **or** Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.

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Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will deem to be in probation until issuance of confirmation letter.

Hours of Work

You shall abide by the policy on working days and working hours as applicable to you and this can be reviewed from time to time based on business exigencies. You shall have no objection to working on shifts or staggered shift duty hours, if required.

Good Faith and Confidentiality

During your employment with the Company, you will devote the whole of your energies to your work and you will not - directly or indirectly - carry-on or engage or be interested in any other business or trade or employment or project or assignment of any nature, regardless of whether it has a monetary benefit or not.

You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets-hardware and software - including Books, Documents, Files, Digital products like CD's and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

Inventions and Patents

All inventions, creations,developments, improvements and any or all work done by you either your employment with the Company shall remain the property of and singly or jointly during vested in the Company.

The Company reserves the right to obtain copy right or patent registration of any invention, creation, development or improvement of any work done by you either singly or jointly during your employment with us.

You will execute all papers and documents that may be necessary to obtain patents or copyrights in favour of the Company.

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Termination of Employment

Your services may be terminated any time during the probationary period by giving 15 days notice in writing by either side and without assigning any reasons thereof.

Your services may be terminated after confirmation by giving 30 days notice in writing by either side in accordance with Notice Period Policy.

If you leave the employment of the company without giving the required notice as per Notice Period Policy, then you will have to pay the payment in lieu of notice period, otherwise, we shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.

In case of absconding or unauthorized absence from work or non-submission of resignation as per Exit Policy, the Company reserves the right to hold all your legal dues till all the formalities will be completed and also recover/deduct/adjust the same from your legal dues if any other dues payable by you to the company.

Jurisdiction

It is agreed that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company in force from time to time.

Period of Employment

The age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits as are available under the law and/or the rules framed by the Company.

General

Please note that individual salary is a confidential matter and not to be discussed with any other employee.

You will keep us informed of any change in your mobile phone number or your residential address or your marital status.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms and conditions contained therein.

Yours sincerely,
For Just Dial Ltd.

Ajiv O V

Head - Human Resources, Bangalore

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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TESSOLVE

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5th October 2018

Nethravathi Belgumba Nagaraju
Bangalore

Dear Nethravathi

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.

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W: www.tessolve.com CIN - U72300KA1993PTC034929 ISO 9001 : 2015

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.

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15. The retirement age as per the company's policy is 60 years.

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:

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

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A HERO ELECTRONIX VENTURE

5th October 2018

Keerthana Krishnappa
Bangalore

Dear Keerthana

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.

1/6

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Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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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.

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Sapthagiri College of Engineering
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Bengaluru - 560 057

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15. The retirement age as per the company's policy is 60 years.

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 cancelled, 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

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

Rajakumar D
Vice President - Operations

I have read, understood and accept the above-mentioned terms and conditions and I will join duty on 15/10/18

Signature: Keerthana.K Date: 15/10/18

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A HERO ELECTRONIX VENTURE

5th October 2018

Nitheesh Gowda Channadevi Rajanna
Bangalore

Dear Nitheesh Gowda

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.

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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.

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14FE062

Continental

POOJA B C

Staff No : 40010630

Bangalore Plant

Blood Group : B+ve

Principal
Sapthagiri College of Engi
14/5, Chikkasandra, Hesaraghatta M
Bangalore - 560 057

Koushik V.A
1SG18IS099
ISE, 2018

PACE WISDOM SOLUTIONS PVT. LTD.

pacewisdom

February 01, 2019

Dear Koushik V A,

We are pleased to offer you the role of **Business Analyst** with **Pace Wisdom Solutions Private Limited**. In this capacity, you will perform the duties and responsibilities set out by the organization that may be required by the Company and assigned to you from time to time.

The key terms and conditions of employment are as set out in this letter.

Your initial place of work will be **Bangalore** and you will be a full-time employee of the Company.

The base pay and allowances will be governed by the prevalent employment policies of the Company as in force from time and subject to deductions under applicable laws as may be in force from time to time. You shall be paid a compensation of **Rs 15,000/- per month.**

You will be under the contract with the Company for one year from the Date of Joining. During the period of 1(One year) form the date of joining, if you leave/ resign/ abandon the services or violates the terms of this Agreement, you will have to pay **liquidated damages amounting to Rs 2,00,000 /- (Rupees Two Lakhs Only).** The employment can be terminated by either party by giving **3-month notice** or payment of one month's salary in lieu of notice. The Company reserves the right to refuse reimbursement of notice period from the employee and can insist that the employee serve the full notice period.

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and this offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer / or terminate employment at any time. You will be governed by the service rules and regulations of the Company which are in force or may come in force from time to time.

Pace Wisdom Solutions is excited about your joining and looks forward to a beneficial and productive relationship.

Sincerely,

Bharath

Bharath Jatangi

Director, PACE Wisdom Solutions Pvt. Ltd.

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

Candidate Name	Signature	Date

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

Annexure 1

Documents required at the time of joining

We request you to the following documents:

1. All educational certificates including mark sheets.
2. Original Marks card of 10th and 12th along one copy of Xerox of each
3. ID Proof – Original+2 copies (Preferably PAN Card)
4. Address Proof-Original+2 copies (Preferably Aadhar Card)
5. Five recent passport sized photographs with white background.

The Company reserves the right to request for any additional documents to be submitted along with the above on the Date of Joining or at any time during the term of employment

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 56

14EC095

docon

DOCON TECHNOLOGIES PRIVATE LIMITED
77/A, 3rd Floor, Cygnus Chambers, Jyothi Nivas College Road, Koramangala 5th Block,
Bengaluru, Karnataka 560034
Ph: +91- 9844703777 Email: contact@docon.co.in Website : www.docon.co.in

14th December 2018
Bangalore

To,
Ms. Somya Singh,
(somyasingh2196@gmail.com)

Dear Somya,

Congratulations and Welcome to Docon Technologies!

We are pleased to offer you the position of " **Relationship Officer** " with Docon Technologies Private Limited. Your work Location will be **Bangalore.**

Your overall annual compensation, calculated on a cost-to-company basis, is **Rs 2,80,000/- p.a. (Rupees two Lakhs Eighty Thousand per annum only)** [Refer the Details CTC breakup structure on Annexure-1] which will be based on your individual and company performance, in accordance with the company's standard payroll practice and subject to applicable withholding taxes and statutory deductions.

Your compensation package is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

You are expected to join us on or before **Monday, 17th December, 2018.**

On your day of joining, you are requested to report at our office at 11:00 a.m on the below mentioned Address-

Docon Technologies Pvt Ltd, #77/A, 3rd Floor, Cygnus Chambers, Jyothi Nivas College Road, Koramangala 5th Block, Bengaluru, Karnataka 560034

(Please carry the original documents along with its photo copies as specified in the Annexure-2).

Please return the attested duplicate copy of this letter as a token of your acceptance within 2 business days from the date of offer.
If we do not hear from you within 2 days from the date of offer, this offer will automatically expire.
In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

We welcome you to be a part of our team and look forward to your valuable contribution in taking Docon Technologies to greater heights.

Terms & Conditions of employment are as mentioned by the company policies.
We look forward to your joining Docon Technologies Pvt Ltd for a long and successful association.

Yours Sincerely,

Ashok Hasan
Co-Founder, Docon Technologies Pvt Ltd

docon

DOCON TECHNOLOGIES PRIVATE LIMITED
77/A, 3rd Floor, Cygnus Chambers, Jyothi Nivas College Road, Koramangala 5th Block,
Bengaluru, Karnataka 560034
Ph: +91- 9844703777 Email: contact@docon.co.in Website : www.docon.co.in

Annexure- 1

NAME	Somya Singh	
DESIGNATION	Relationship Officer	
Date of Joining	17th December 2018	
	COMPENSATION DETAILS	
SALARY COMPONENTS	Monthly (Rs)	Annually (Rs)
BASIC	8,000	1,12,000
HRA	4,000	56,000
FOOD ALLOWANCE	2,500	30,000

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

XSEED
FOUNDATION FOR LIFE

Swetha P.
1 SG14ISE095
2017-18
ISE

August 7, 2019

Swetha Prabhakar
Bangalore

Employment Letter

Dear **Swetha,**

Following the various meetings with the team and our conversations, we think you would be an excellent addition to our team and it will be a privilege to have you on board.

Role

We are pleased to make you an offer to join our XSEED Team as **Inside Sales Associate.**
Your Job description/ assignment will be and will include –

1. The Inside Sales Specialist is primarily responsible for acquiring new customers for XSEED Education with a PAN India focus.
2. Work in collaboration with Marketing, Presales & Sales team to formulate Sales strategies that drive adoption of XSEED's academic solutions.
3. Execute prospecting techniques such as Calls and Email Marketing to hunt for new business.
4. Will be responsible to manage Monthly, Quarterly & Annual goals towards new acquisitions as well as revenue.
5. Generate incremental business from existing clients by up-selling additional products and services.
6. Drive awareness for XSEED's Solutions into the account base by promoting attendance to live and online events.

Additionally, given your varied skills, you may be called upon to play a role in our other forays too. Over time, there will be ample opportunity to grow within the team and the larger XSEED organization which spans several segments within the education domain.

Mission

XSEED's mission is to create an education that helps each human being realize their true potential. Our flagship school program specifically provides a quality foundation in the K-8 years making them skilled, confident, life-long learners. We believe this is possible for all children, everywhere.

With a million children, 100,000 teachers, 3000+ schools served, we have built a solid base of capability and credibility. We are a profitable rapidly growing organization built from scratch with a high-quality team of impeccable integrity. We are now embarking on a critical next stage for which we need some exceptional people on board. Our vision is to build a globally competitive technology enabled education company that transforms the learning of 10 million children in the developing world. Presently the No. 1 challenge in achieving this vision is having the right people in right place with the right tools of work.

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

XSEED
FOUNDATION FOR LIFE

Your Collaborators

You will be responsible to your Manager for your deliverables. You will also closely work with other team members in the team.
Our organization is evolving rapidly, and in general we are not hung up about levels and hierarchy and are driven by authentic work and relationships. The Position is based in **Bangalore, Karnataka.** Basis our discussions we are looking forward to your joining on **12-08-2019**.

The compensation and standard terms of employment are enclosed in Appendix I, II, & III. Please return the duplicate copy of the employment letter and the attachment duly signed as your acceptance.

Congratulations and wish you a great year ahead!

Warm Regards

Anustup Nayak
Vice President
XSEED Education Private Limited

Acceptance Confirmation

I, _____ (Name) accept the offer and would join the organization on _____ (Date of joining) at _____ (location).

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

Vinay P Shetty
1SG14IS105
2017-18
ISE

Dear Vinay P Shetty,

This has reference to the interviews you had with us. We are pleased to inform you that you are provisionally selected subject to the terms and conditions mentioned below. 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 7.0 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.

It may be noted submission of Provisional Degree Certificate (PDC) of the University is mandatory. The PDC shall be submitted within 6 months from date of joining the services of the Company.

Your date of joining will be on 27th August,2018 at Bangalore.

Candidates 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
ITPB Road, Whitefield
Bangalore-560048

Reporting Time: 9:00 AM

Contact Person: Rekha Y / Landline :080 22979662

Your salary details are given below.

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

Name	Vinay P Shetty
Level	D
Designation	Engineer
Location	Bangalore
	Amount in INR
Basic	14,000
House Rent Allowance	7,000
Flexible Benefit Plan*	4,414
Statutory Bonus	1,400
Monthly Salary	26,814
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	20,160
Gratuity (As per the Gratuity Act 1972)	3,081
Annual Gross Salary	350,009

Medical Insurance (Hospitalization) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*Please refer the annexure for details of FBP

If you agree with the above conditions, please indicate your acceptance over e-mail to **rekhay@tataelxsi.co.in**

Should you have any questions concerning this job offer, please contact Rekha at **080-2297 9662.**

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

Enginium Designs Private Limited

CIN : U74999KA2011PTC060213 AS 9100 CERTIFIED ORGANIZATION

2, 1st Floor, KIADB Quarters, BWSSB Compound,
2nd Phase, 100 Feet Road, Opp. Fouress,
Peenya Industrial Area, Bangalore - 560 058.
Email : services@enginium.co.in www.enginium.co.in
Ph.: 080 28372552, Fax : 080 28372554

Offer & Appointment Letter

Date: 29th June 2018

To,

Mr. Suhas KR
S/o Ramakrishna KT
816, 6th C Cross,
Kempegowda Nagar,
T. Dasarahalli, Bangalore-560057

Ref No: T-1807078-EMP

Dear Mr. Suhas KR,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for an employment in our organization as Trainee Engineer in Electrical Design Department.

You are requested to join us on or before **02/07/2018**

You will be on Training cum probation for a period for 12 months from the date of your appointment. Your compensation would be as outlined in **Annexure I**. The general terms and conditions governing your employment are outlined in employment agreement. Within one week of the date of joining, you would be required to submit supporting documents listed in your CV. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company. **Annexure I** provides details on the various compensation components and selected benefits that we offer you as a part of the Enginium family.

Within 10 days of joining you will also be required to read the HR document of Enginium and sign the office copy as acknowledgement of having read & understood.

Enginium Designs Private Limited.
#2, I Floor, KIADB Quatres BWSSB Compound, II Phase, Peenya Industrial Area,
Opp Fouress, 100ft Road, Bangalore- 560058,
Tel : +91 80 28372552. Fax : +91 80 28372552

Welcome to our Organization! We look forward to a mutually fruitful association.

Enginium Designs Private Limited

For HR
Bangalore. hr@enginium.co.in

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

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QUALITAS TECHNOLOGIES

No.53,5th Stage, 80Ft. Road,
BEML Layout, Rajarajeshwari Nagar,
Bangaluru - 560 098,
Karnataka, India.

Tel: +91 (80) 3939 1686
Fax: +91 (80) 2860 3213
Web: http://www.qualitastech.com
Email: info@qualitastech.com

02-04-2018

DIVYA M
D/o,Mohan Kumar A S
#19, Raghav Nivas
2nd Cross Prashanth Nagar
T-Dasarahalli
Bangalore -560057

Dear Divya M,

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 Applications Engineer** in our organization. You will be reporting to the Managing Director of the company on the following terms and conditions:

Date of Joining: You will join us no later than July 1st 2018.

Salary: Your Monthly Salary would be **Rs. 14,000 (Rupees Fourteen Thousand only)** during probation which will be increased to **Rs 18,000 (Rupees Eighteen Thousand only)** after completion of probation.

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.

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. 60,000 (Rupees Sixty Thousand only) will have to be paid as dues to the company as compensation for costs incurred

Probation/Confirmation: You will be on a Probation period for duration of 6 months. Further based on your performance, your services will be confirmed by the company. After confirmation of employment,

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

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QUALITAS TECHNOLOGIES

No.53,5th Stage, 80Ft. Road,
BEML Layout, Rajarajeshwari Nagar,
Bengaluru - 560 098,
Karnataka, India.

Tel: +91 (80) 3539 1686
Fax: +91 (80) 2864 3213
Web: http://www.qualitastech.com
Email: info@qualitastech.com

02-04-2018

ANKITH JHA
S/o Ashok Kumar Jha
B-508, Pinnacle Tower
Ahinsakhand Two Indirapuram
Ghaziabadh- 201014
Uttar Pradesh

Dear Ankith Jha,

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 Applications Engineer in our organization. You will be reporting to the Managing Director of the company on the following terms and conditions:

Date of Joining: You will join us no later than July 1st 2018.

Salary: Your Monthly Salary would be Rs. 14,000 (Rupees Fourteen Thousand only) during probation which will be increased to Rs 18,000 (Rupees Eighteen Thousand only) after completion of probation.

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 Ind a or outside, at the sole discretion of the Management.

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. 60,000 (Rupees Sixty Thousand only) will have to be paid as dues to the company as compensation for costs incurred

Probation/Confirmation: You will be on a Probation period for duration of 3 months. Further based on your performance, your services will be confirmed by the company. After confirmation of employment,

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

QUALITAS TECHNOLOGIES

No.53,5th Stage, 80Ft. Road,
BEML Layout, Rajarajeshwari Nagar,
Bengaluru - 560 098,
Karnataka, India.

Tel: +91 (80) 3959 1686
Fax: +91 (80) 2860 3213
Web: http://www.qualitastech.com
Email: info@qualitastech.com

02-04-2018

ANKIT PAL
SAPTHAGIRI COLLEGE OF ENGINEERING
BANGALORE -560057
KARNATAKA

Dear ANKIT PAL,

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 Applications Engineer in our organization. You will be reporting to the Managing Director of the company on the following terms and conditions:

Date of Joining: You will join us no later than July 1st 2018.

Salary: Your Monthly Salary would be Rs. 14,000 (Rupees Fourteen Thousand only) during probation which will be increased to Rs 18,000 (Rupees Eighteen Thousand only) after completion of probation.

Place/Transfer: Your present place of work will be at Place, but during the course of the service, you shall be liable to be postec / 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.

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. 60,000 (Rupees Sixty Thousand only) will have to be paid as dues to the company as compensation for costs incurred

Probation/Confirmation: You will be on a Probation period for duration of 6 months. Further based on your performance, your services will be confirmed by the company. After confirmation of employment,

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

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you will be eligible for additional benefits such as an increment in salary, sales incentives, profit sharing bonus and other benefits based on demonstrated performance.

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 within 15 days of notice. 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.

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.

1) 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 policies, 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 Datasensor.

2) You will be required to comply with all such rules and regulations as the Company may frame from time to time.

3) 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.

4) If at any time in our opinion, which is final in this matter you are found to be a non-performer, guilty of fraud, dishonest, disobedient, negligent, undisciplined, absent from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or

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more terms of this etter, your services may be terminated without notice and on account of reason of any of the acts o· omission the company shall be entitled to recover the damages from you.

1) 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 undersigned the duplicate copy of this letter signifying your acceptance.

Congratulations anc we look to welcome you to the Qualitas family and ook forward to a fruitful collaboration.

With best wishes,

X

Raghava Kashyapa
Managing Director

Document Security Provided to Company

- PUC Marks Certificate (Serial No 1090846) of University Register No (5666322)

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Vidhya G
1SG14IS102
2017-18, ISE

Vol) LTE LTE 41% 18:38

Venue : Cranes Varsity (Division of Cranes Software International Ltd).

Cream.

Bannerghatta Road, Bangalore – 560 029, Karnataka, India.

Website: www.cranesvarsity.com

Landmark : Next to Bharat petroleum & Jalbhavan bldg

Please confirm your attendance for training by replying to this mail directly mentioning the following details.

Name of Student : Vidhya G

College : SCE

Students have to confirm latest by **23 June'18 (Saturday)**. We will not be scheduling further training sessions other then above mentioned dates.

Students have to arrange their own accommodation and travel to Bangalore during the training session.

Namitha Shetty
Placements
Cranes Varsity
A Division of CSIL

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

S Harish Reddy
1SG 14 I S080
2017-18, ISE

103661088_1133.pdf

amazon | Development Centre India

13-Nov-2019

Dear **S. Harish Reddy**
Employee ID: **103661088**

This is to confirm that you are relieved from the services of the company effective close of working hours on **30 Aug 2019**

We confirm that you have been working for **Amazon Development Centre India Pvt. Ltd., Bangalore from 17 Sep 2018 till 30 Aug 2019** as a Full Time Employee, and your designation at the time of leaving the organization was **AD OPERATIONS ASSOCIATE L**

With regards to the settlement of your dues please contact the HR department on queries, if any.

We would like to take this opportunity to remind you of the clauses pertaining to confidentiality agreement signed by you at the time of joining, especially emphasizing on Section 4(b) (i) and (ii) of the confidentiality agreement which is as follows:

Section 4 (b): While employed by the Company and for a period of twelve (12) months after the Date of Termination, without regard to the reason, if any, such employment shall terminate, the Employee will not, directly or indirectly, and whether or not for compensation, either on his or her own behalf or as an employee, officer, agent, consultant, director, owner, partner, joint venturer, shareholder, investor, or in any other capacity

(i) induce or attempt to induce any employee, consultant, sales agent, supplier, customer or independent contractor of the Company to end his or her relationship with the Company, or

(ii) employ, retain as a consultant or contractor, or cause to be so employed or retained, any employee (or former employee within twelve (12) months after the date such former employee ceases to be employed by the Company), consultant, sales agent, or independent contractor of the Company.

These clauses stipulate that you will adhere to the terms & conditions specified in the clauses even after the period of employment with Amazon.

For any future correspondence, please write to employmentverifications@amazon.com or call Toll Free 1800 3090 2058"

We at **Amazon Development Centre India Pvt. Ltd.** wish you all the best in your future endeavors.

For **Amazon Development Centre India Pvt. Ltd.**

Priyank Neha
Manager, Human Resource Services

Signature Not Verified

Digitally signed by DS AMAZON DEVELOPMENT CENTRE INDIA PRIVATE LIMITED 2
Date: 2019.11.13 11:33:40 IST
Location: Bengaluru

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 1st
Dr. Rajkumar Road, Malleshwaram (W), Bangalore - 560055, Karnataka
Tel : +91 - 80 - 6787 3000, Fax : +91 - 80 - 5807 8031 / 33
CIN : U72200KA2004FTC034233

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

Ruhi Kumari
1SG14IS079
2017-18, ISE

amazon

25 May 2019

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Ruhi Kumari
Address: #14,Pattegarpalya circle ,Vijaynagar, Bangalore, 560040

This letter is to confirm that **Ruhi Kumari** is currently employed at Amazon Development Centre (India) Private Limited.

Ruhi Kumari is employed as a **Ad Operations Associate I** and commenced employment with Amazon on **27 May 2019**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

ABasu

Arijit Basu
Sr. Manager, HR Operations – HR Services

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

Vijay D
1SG15IS404
2017-18, ISE

3i Infotech® Consultancy Services

LIMITLESS EXCELLENCE

November 26, 2019
HRD/2019-20/CSL/CSLINTR00025

Mr Vijay D
No. 11/2, Ground Floor, 4th Main, 8th Cross
Ganesha Block, Nandhini Layout
Bangalore City Junction - 560096.

Dear Vijay,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you an opportunity to work with our organization as "Intern" on the terms stated hereafter:

1. Date of Joining : Your training shall commence with effect from 26th November 2019.

2. Term of Training : You shall be appointed as trainee for a period of 6 months or Up to your project conclusion date on 25th May 2020 or on your project completion date whichever is earlier, your services with company shall Cease immediately. The discretion with respect to the training period or absorption as employee shall solely vest with the company and shall be effective only when communicated to you in writing. Your project may be terminated without assigning any reason anytime by giving one day's notice.

3. Location : You shall be deployed at any of our locations. However, during the course of the service, you may be deputed / transferred on any other locations for executing projects.

4. Stipend/Remuneration : You will be eligible for a gross stipend of Rs. 10,000 per month. You will not eligible for any other benefit / facility.

5. The discretion with respect to the training period shall vest solely with the company. During the period of your engagement with the company, you shall devote full time to the work of the company. Further, you shall not take up any other employment or assignments or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the company.

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

3i Infotech® Consultancy Services

LIMITLESS EXCELLENCE

Mr Vijay D
Emp ID: CSLINTR00025

14. 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.
15. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or company having dealing with the company and if you are offered any, you should immediately report the same to the company.
16. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data or resume etc), 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 company may take such action as it deems fit in its sole discretion, including termination of your employment.
17. You will be responsible for safekeeping and return in good condition and order of all company property, which may be in your use, custody or charge.
18. Under the Information Technology (Reasonable security practices and procedures and sensitive personal data or information) Rules, 2011, you agree to give your consent for collecting your Biometric data to be stored safely & securely on Company server for Biometric security system for entering into office premises. The information collected from you shall be only used for the purpose for which it has been collected and will not be retained longer than it is required or is otherwise required under any other law for the time being in force. The Information collected from you will not be shared with any third party without your consent except order under the law for the time being in force.

I agree to render services on the terms and conditions mentioned above under Serial numbers 1 to 18. I shall be reporting for duty on November 26, 2019.

With best wishes,

For **3i Infotech Consultancy Services Ltd**

Sreerupa Sengupta
Global Head Human Resources

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

Suma B N
1SG14IS093
2017-18, ISE

CONCENTRIX

Private & Confidential

Date : 13/12/2018

Suma B N
#317/#11 Near Solar Factory Madavara
Karnataka -562125

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

APPOINTMENT LETTER

Dear Suma B N ,

Subsequent to the meetings between **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/'Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of **Representative, Operations** in Career Level **12**. This would be your Social Job Title and your Global Internal Job Title would be **Digital Builder I**. Any change in your Social Job Title / Global Internal Job Title will be at the discretion of the Company, depending upon the work assigned to you. Global internal job title must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Global internal job title for social purposes as well.

1.2 Your initial place of work shall be **Bangalore**.

However, your services are transferable to any other role, competency, 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. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from **18/12/2018** or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on **17/12/2018** failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at **nimitha.ravindra@concentrix.com** to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Suma B N
Signature of Candidate

CNX/REC/ART/AGHR/AFTE/4.0

6:03 Vo)) LTE1 Vo)) LTE2 4G 35%

Sneha P
1SG14IS091
2017-18, ISE

Offer Confirmation-Torry Harris Business Solutions for Associate Software Engineer - Trainee

Inbox

Lohith Nagendra 5 Jan
to me

Dear Sneha,
Congratulations!

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

We are pleased to make you an offer for the position of Associate Software Engineer - Trainee with Torry Harris Business Solutions subject to you submitting photocopies (one set) and originals of the following list of documents on your day of your joining:

NOTE: Your CTC will be 3,50,000/-, 3,00,000/- will be fixed and 50,000/- will be performance linked bonus(applicable after 6 months)

Seema G Naik
1SG14IS085
2017-18, ISE

Monday, 03rd June 2019

Dear Seema Gajanan Naik

With reference to discussion, we are pleased to offer you the position of **Associate Manual Test Engineer**. You will be based at Bangalore.

We request you to share your joining Date and on confirmation you are requested to report at the below given address.

C-SQUARE INFO SOLUTIONS PVT LTD
69, 2nd Floor, Al-Ameen Towers
Near Lal Bagh Gate,
Hosur Road,
Bangalore - 560027

Your annual fixed compensation will be: Rs. 2,00,000.00 p.a.

Apart from this, there will be allowances for local transportation and outstation allowances.

Your Compensation Packages is all inclusive CTC per annum and monthly payout will be 1/12th of that. However, the structure of your compensation plan may be altered / changed from time to time in line with the compensation policy practices of the company.

On the date of joining, please bring the following documents for verification /submission.

1. Copies of all Education Qualification Certificates with Mark sheets (10th, 12th, Degree/Diploma/PG etc.)
2. Relieving Letter / Declaration of having been relieved and Experience Certificate of past Employments (if applicable)
3. Last Drawn Salary Slip / Salary Certificate from Previous Employer
4. Proof of Age (Passport copies or 10th Std. Mark Card copy or Birth Certificate)
5. Copy of the passport or Aadhar
6. 4 Passport Size Photographs
7. Pan Card
8. Cancelled Cheque leaf

A formal Appointment letter would be issued to you upon your joining the organization. You are also required to sign a confidentiality agreement.

Please sign and return to us the duplicate copy of this letter as token of your acceptance.

With best wishes and looking forward to a mutually fruitful association

For **C-Square Info Solutions Pvt. Ltd.**

Suja V

Head – Operations

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

Numerify™

NUMERIFY SOFTWARE INDIA PRIVATE LIMITED

22nd December, 2017

To,
Syed Ahmad Taqi,
Bangalore.

In furtherance to your application and subsequent interviews with Numerify India Software Private Limited (herein after referred to as "Company"), located at Bangalore, we are pleased to appoint you as Associate Software Development Engineer with the Company, inter-alia on the terms and conditions stated herein below.

Terms of appointment:

1. Validity and Date of Joining

Your offer is valid subject to you completing your graduation before the date of joining by clearing your papers in the first attempt. Your date of joining will be 2nd July, 2018.

2. Probation:

You will be on probation for an initial period of 2 months commencing from your date of joining the Company, which can be further extended at the discretion of the Company depending upon your performance during this period. You will be deemed to be on probation until the Company confirms your employment in writing.

3. Duties & Responsibilities

Your duties and responsibilities will be as assigned to you from time to time by the Board of Directors or your manager or any person authorized by your manager.

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

Numerify™

4. Remuneration

The details of your annual compensation package and benefits are described in detail in the Annexure I enclosed herein. Your compensation is subject to statutory and tax deductions, as may be applicable.

5. Working Hours

You will be required to work for 5days a week, from Monday to Friday. The Company would be operational between 9:00 AM to 6:00PMwith a lunch break of one 1hour.If you are required by the Company to work on any of your weekly offs or on holidays, you will be compensated accordingly by the Company as per the applicable laws.

6. Leave and other Benefits

6.1 You will be entitled to 15 days of annual leave and 5 days of sick leave in a year. Further you will be entitled to such other benefits, as may be intimated by the Company from time to time.

6.2 You will be entitled to other benefits as per the rules of the Company that may be in effect from time to time.

6.3 You are entitled to carry forward to the succeeding year any unused annual leave to a maximum of 30 days.

6.4 You are further entitled to 10 days of national and festival holidays in a year as may be informed by the Company.

6.5 Company has decided to allot to its eligible Employee's shares, pursuant to which the Company has come out with the ESOP plan administered by the parent company Numerify Inc. Accordingly you will be entitled for stock options as part of the ESOP plan as per the terms and conditions of the Company.

6.6 You are entitled for reimbursement of your monthly mobile and internet bill in accordance with company policy.

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

7. Termination

7.1 During the probation period either the Company or you may terminate the employment on one weeks' notice or by payment in lieu thereof.

7.2 After confirmation, either party may terminate this employment by giving 1 month prior notice or salary in lieu thereof. The notice period shall be effective from the date of acceptance of the resignation by the Company.

7.3 Company is entitled to terminate your services for any reasonable cause pursuant to conducting a disciplinary inquiry, without any notice period or payment in lieu of notice, if you are proved guilty of gross misconduct or

IFB Automotive Private Limited.

Head Office and Factory:
16/17 Visveswariah Industrial Estate
1st Main Road, Off Whitefield Road
Mahadevpura, Bangalore - 560048, India
Phone :(91) (80) 39884450
Fax :(91) (80) 39842778
Email :info@ifbautomotive.com
Website :www.ifbautomotive.com
CIN No. U29130WB1989PTC046693

14ECO05

15th March 2019

Mr. Abhishek Pandey

#348, Sai nivas,
Anjeneya temple road, anchepalya, Tumkur road, Bangalore-560073
Karnataka, 560073

Dear Mr. Abhishek Pandey

APPOINTMENT FOR TRAINING

With reference to our discussions and your application we are pleased to appoint you as **'Graduate Engineer Trainee'** in our organization. Your place of posting will be in **Bengaluru** reporting to **Mr. THIRUMARAIRAJAN M.B**, at **Bangalore Plant** at 16/17 Visveswariah Industrial Estate, Off Whitefield Road Bangalore - 560048, India and advise you to join on 15th March 2019 or 15th March 2019. The terms and conditions of your appointment are appended below:-

1. Subject to satisfactory progress of your performance, attendance and good conduct during your training period, you will be paid Rs. 8,810/- (Rupees Eight Thousand Eight Hundred and Ten only) as Basic Pay plus House Rent Allowance of Rs. /- (Rupees Zero only) and Conveyance Allowance of Rs. /- (Rupees Zero only) per month.

2. You will also be paid Rs. 14,100/- (Rupees Fourteen Thousand One Hundred only) per month as Special Allowance plus other benefits as applicable – break up of salary components provided separately for your information.

3. You will be on training for a period of **one year**, which may be further extended at Management's discretion. At the end of the training period, your appointment as a Trainee will automatically stand terminated.

4. At the end of your training period or extended period of training, if any and if you are considered fit and suitable for confirmed employment, and only if an appropriate job is available, the Management may offer you, in writing, confirmed employment in the Company.

5. **Cessation from the training** :

   During training period you will be subject to termination at any time by 30 days notice given in writing by either side or no reason need to be assigned, or by payment of Basic Salary in lieu of notice.

   On your training being confirmed as a permanent employee in writing, by 90 days notice served in writing by either side, or by payment of Basic Salary in lieu of notice, or unexpired part of the notice period or remaining absent for a period of 90 days on account of ill health, accident or disability or any other reason without any sanction, being medically unfit if the same is certified by a qualified medical practitioner appointed by the company and without notice or payment in lieu of notice on your being found guilty of any gross default or misconduct or for non-observance of any Rules of the Company, or terms of the employment.

   Provided always that in the event of your serving the notice or termination of contract of employment, the Company in its absolute discretion may require you to serve the entire period of notice to clear all pending issues relating to your functions and for a proper handing over of charge to your successor. **The decision of the Company in the matter of the date of relieving shall be final and binding and it shall not be lawful for you to take up employment elsewhere during the notice period.**

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

IFB Automotive Private Limited.

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1st Main Road, Off Whitefield Road
Mahadevpura, Bangalore - 560048, India
Phone :(91) (80) 39884450
Fax :(91) (80) 39842778
Email :info@ifbautomotive.com
Website :www.ifbautomotive.com
CIN No. U2913CWB1989PTC045693

6. You will not be entitled to accept, whether directly or indirectly any part time job or business of any kind whatsoever, as long as you are associated with Company.

7. During the continuance of your association and thereafter you will keep all Company secrets and will not divulge to any person, firm or Company whatsoever any technical or confidential information of any description acquired by you while in the Company's service concerning its business or affairs or any of its branches, offices, associates, subsidiaries, their customers or suppliers, or details of your salary, increment and emoluments.

8. Upon completion of your training, you will return to the Company, all papers and documents which may at that time be in your possession relating to the business or affairs of the Company or any of its branches, offices, associates, their customers or suppliers and will not retain any copies or extracts there from.

9. You will at all times during your training devote your whole time and attention to the business of the company or any of its branches, offices, associates, their customers, suppliers or subsidiaries within the territory of the Indian Union to which you may be posted by the Management and will not retain any copies or extracts there from.

10. During the training period you will not be entitled to any leave other than the statutory leave declared by the company.

11. Any change in your residential address or civil status should be notified in writing forthwith to the company.

12. The cause of action in any matter relating to your training will be deemed to have arisen in **Bangalore** and any issue regarding your employment will be settled in **Bangalore.**

13. **You are to submit a photocopy of your PAN Card issued by the Statutory Authority**

14. During your training with the Company, you shall be governed by the rules and regulation of the Company that is in force at present and that which may come into effect from time to time in future.

If you are agreeable to the aforesaid terms and conditions, please return the duplicate of this letter with your signature thereon signifying your acceptance.

Thanking you,

Yours faithfully,
For **IFB Automotive Private Limited.**

GSV Murthy
Head - HR & Admin

Accepted and abide by the terms & Conditions as spelt out in the letter

Abhishek Pandey

Note : This is a computer generated letter and for your reference only. The original signed copy will be sent to your present address through courier.

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

IFB Automotive Private Limited.

Head Office and Factory:
16/17 Visveswariah Industrial Estate
1st Main Road, Off Whitefield Road
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CIN No. U29130WB1989PTC046693

15th March 2019

Mr. Abhishek Pandey

#348, Sai nivas,
Anjeneya temple road, anchepalya, Tumkur road, Bangalore-560073
Karnataka, 560073

Dear Mr. Abhishek Pandey

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3. You will be on training for a period of **one year**, which may be further extended at Management's discretion. At the end of the training period, your appointment as a Trainee will automatically stand terminated.

4. At the end of your training period or extended period of training, if any and if you are considered fit and suitable for confirmed employment, and only if an appropriate job is available, the Management may offer you, in writing, confirmed employment in the Company.

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   On your training being confirmed as a permanent employee in writing, by 90 days notice served in writing by either side, or by payment of Basic Salary in lieu of notice, or unexpired part of the notice period or remaining absent for a period of 90 days on account of ill health, accident or disability or any other reason without any sanction, being medically unfit if the same is certified by a qualified medical practitioner appointed by the company and without notice or payment in lieu of notice on your being found guilty of any gross default or misconduct or for non-observance of any Rules of the Company, or terms of the employment.

   Provided always that in the event of your serving the notice or termination of contract of employment, the Company in its absolute discretion may require you to serve the entire period of notice to clear all pending issues relating to your functions and for a proper handing over of charge to your successor. **The decision of the Company in the matter of the date of relieving shall be final and binding and it shall not be lawful for you to take up employment elsewhere during the notice period.**

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Website www.ifbautomotive.com
CIN No. U29130WB1989PTC046693

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7. During the continuance of your association and thereafter you will keep all Company secrets and will not divulge to any person, firm or Company whatsoever any technical or confidential information of any description acquired by you while in the Company's service concerning its business or affairs or any of its branches, offices, associates, subsidiaries, their customers or suppliers, or details of your salary, increment and emoluments.

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9. You will at all times during your training devote your whole time and attention to the business of the company or any of its branches, offices, associates, their customers, suppliers or subsidiaries within the territory of the Indian Union to which you may be posted by the Management and will not retain any copies or extracts there from.

10. During the training period you will not be entitled to any leave other than the statutory leave declared by the company.

11. Any change in your residential address or civil status should be notified in writing forthwith to the company.

12. The cause of action in any matter relating to your training will be deemed to have arisen in **Bangalore** and any issue regarding your employment will be settled in **Bangalore.**

13. **You are to submit a photocopy of your PAN Card issued by the Statutory Authority.**

14. During your training with the Company, you shall be governed by the rules and regulation of the Company that is in force at present and that which may come into effect from time to time in future.

If you are agreeable to the aforesaid terms and conditions, please return the cuplicate of this letter with your signature thereon signifying your acceptance.

Thanking you,

Yours faithfully,
For **IFB Automotive Private Limited.**

Accepted and abide by the terms & Conditions as spelt out in the letter

Abhishek Pandey

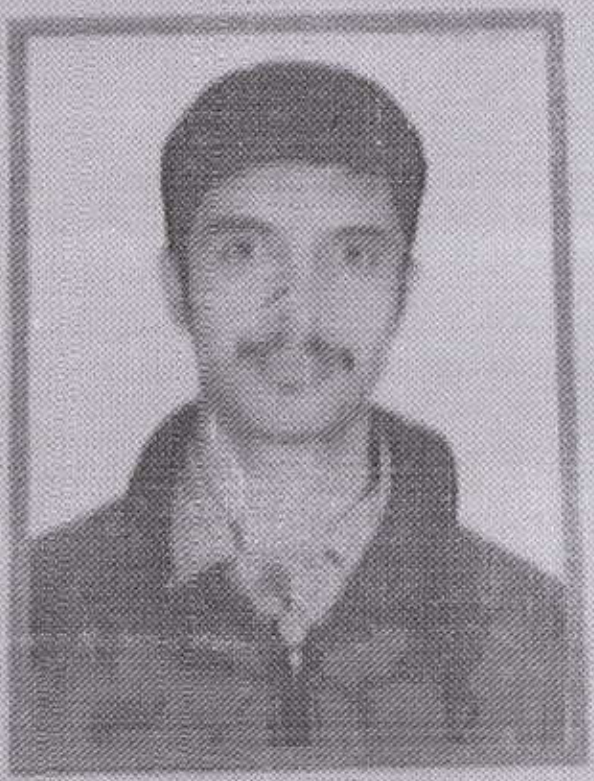
GSV Murthy
Head - HR & Admin

Note : This is a computer generated letter and for your reference only. The original signed copy will be sent to your present address through courier.

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

1SG14BT033
(17-18)

EMPLOYEE



Siddharth

M V

IQVIA

11/13/2023

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

October 30, 2018

IQVIA Offer of Employment for Clin Process Coord GDN

Siddharth M V
#8, Angeerasa, LKR nagar, Lottegollahalli, RMV 2nd stage,
Bangalore, Karnataka 560094

Dear Mr Siddharth M V,

We refer to the meeting you had with us and are pleased to offer you a position in our organization. At **IQVIA RDS (India) Private Limited (formerly Quintiles Research (India) Private Limited)**", we commit to empowering you to determine your own career path and to connecting you to great opportunity.

Your designation will be Clin Process Coord GDN. You will be based in Bangalore, India (QBAN).

included is information about our offer of employment for your review.

Please read the statements given below carefully before accepting the offer.

1. I know and agree that I will be required to work in shifts (including night shifts).

2. I confirm that I have understood my eligibility

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

1SG1HBT0H5.
(1-18)

EMPLOYEE

Yamini

Acharya

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

IQVIA

11/05/2023

Dear Yamini,

We want to welcome you to IQVIA™

On behalf of IQVIA, we are pleased to extend an **offer of employment** for you to join us

Your designation will be Clin Process Coord
You will be based in Bangalore.

IQVIA'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.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hasaraghatta Main Road

1. I know and agree that I will be required to work in shifts (including night shifts).

2. I confirm that I have understood my eligibility regarding transport explained by the Talent Acquisition representative.

3. I know and agree that I will work 5 days a week and my weekly holidays may or may not necessarily fall on Saturday and Sunday.

4. I know that I may be required to undergo medical checkup (if applicable) before joining and agree that a negative medical report may lead to revoking of the offer letter as per company policy.

5. I know that I will be required to undergo a background verification check as specified by the end clients and company policy. (Please Note: A third party agent appointed by **IQVIA RDS (India) Private Limited (formerly Quintiles Research (India) Private Limited)**" may contact you directly for any further queries or documentation required. Request your cooperation in this regard)

6. I know and agree that a negative verification check report or concealing or misrepresentation of information in my resume/job application form may lead to my termination from company services without any notice period.

7. I know that salary offered varies depending upon skill sets & relevant past experience and internal parity. I also confirm that I have understood the salary break-up explained to me by the Talent Acquisition

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

7. I know that salary offered varies depending upon skill sets & relevant past experience and internal parity. I also confirm that I have understood the salary break-up explained to me by the Talent Acquisition representative.

8. I know that my salary is not to be discussed with anyone in the organization and has to be kept strictly confidential.

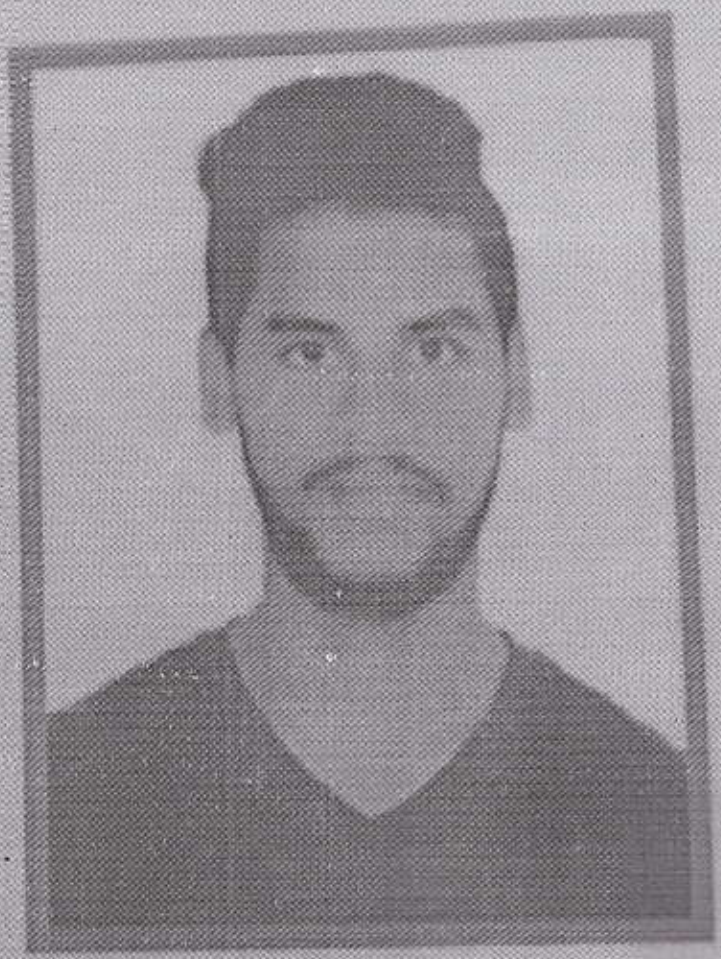
9. I know that based on business requirement I should be ready to relocate to any **IQVIA RDS (India) Private Limited (formerly Quintiles Research (India) Private Limited)**" India office.

Your acceptance of this offer is acknowledged by logging into our Online Onboarding Portal and providing your electronic signature within the portal, an invitation of which will be sent to you via a separate email. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding tasks will become available to you for completion within a further 3 days. **Please read and follow the instructions on each of the documents carefully as some may require printing and returning via email / post. Failure to complete the tasks may affect the downstream activities of your onboarding process.** If you have any questions regarding the new hire documentation, please call the concerned **IQVIA RDS (India) Private Limited (formerly Quintiles Research (India) Private Limited)**" recruiter.

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

1SG1HB101

EMPLOYEE



Harish

G

IQVIA

05/10/2024

Principal
Sapthagiri College of Engineer
Hesaraghatta Main
Bengaluru - 560 0

1SG19BTOH2

EMPLOYEE

Vibha

M

IQVIA

11/11/2023

Principal
Sahyadri College of Engineer
1, Chikkasandra, Hesaraghatta Main R
Bengaluru - 560 057

1SG14BT018

PAREXEL
YOUR JOURNEY. OUR MISSION.

PXL-BAN-COS/LIQ-FY19-569

December 12, 2018

Vinay Kolegaddo Anant
Kolegadde, Mavinagundi,
Siddapur,
Uttara Kannada - 581355.

Dear Vinay,

We are pleased to offer you the position of **Junior Regulatory Affairs Associate** in **Liquent Software India Private Limited, A PAREXEL Company, Bengaluru** under the following terms and conditions.

1. DESIGNATION, GRADE AND PLACEMENT

1.1 You are designated as **Junior Regulatory Affairs Associate**, in "Group **3 Tier (IG3T3)**". Your designation is merely indicative of the responsibilities, which you are required to carry out. However, it is expressly understood that your services are transferable to any of the offices/ group companies in India or abroad, at the sole discretion of the management of the Company. You can also be deputed/ seconded to any of our offices / group companies. Your primary office will be at Prestige Eco World,SEZ,Campus 5B,3rd Floor,Sarakpur, Marathalli Outer Ring road, Devarabeesanahalli Village, Varthur Hobli, Bengaluru East Taluk, Bengaluru. This is an SEZ location and you need to abide by all the relevant SEZ rules.

1.2 Upon joining you shall be signing the 'Employee Confidentiality, Invention & Non-Solicitation Agreement' with us in this regard and you shall comply with the provisions of these documents during and after the course of your employment, as the case may be.

2. DATE OF JOINING

2.1 Your date of joining would be _____. This offer is valid only up to that date. You are requested to confirm your acceptance on or before 17th December 2018.

PAREXEL
YOUR JOURNEY. OUR MISSION.

3.0 PROBATION

3.1 You will be on probation for a period of 6 months from the date of your joining the organization, which may be extended at the sole discretion of the Management. The company's standard training period is three months out of the six months' probation mentioned here and may vary based on the job requirement and candidate's skills.

3.2 You will be intimated about your confirmation in writing and shall be deemed to be on probation till such time an order is not issued.

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Bengaluru - 560 057

Vinay K A

name

CORE

department

PAREXEL.

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14/5, Chikkasandra, Hesaraghatta Main Road

1SG1HBT083
17-1s paid.

dhiti omics TECHNOLOGIES

Dhiti Omics Technologies Pvt Ltd
Insights into Health and Disease

Ref No: DO/HR/19-20/023 Dt:01-July-2019

Ms.Chandana
#156, 6th Cross, 19th Main
1st 'N' Block Rajajinagar
Bangalore-560010

Dear Chandana,

Sub: Letter of offer for the position of "Junior Scientific Analyst".

With reference to our discussion , we are pleased to offer you the position of "Junior Scientific Analyst", at Dhiti Omics Technologies Pvt Ltd. Bangalore. Your appointment takes effect from the date of reporting which shall not be later than 1st July 2019.

As a "Junior Scientific Analyst" you shall be responsible for liaisoning with the Scientist 3/ the Project Coordinator. In this position, you shall report to the "Scientist-Wet Lab".

You shall be on probation for a period of 6 (Six) months or such extended period as determined by the Company. You will be eligible for a CTC of INR 2,64,000/- (Rupees Two Lakh sixty four thousand) only per annum including company benefits. The Company shall be entitled to deduct taxes and other components as applicable.

We are confident that you will find our Company to be an excellent place to work. Please confirm your interest in this offer by an email reply. On the date of reporting set out above, you shall sign the Confidentiality Agreement and Employment agreement provided by the Company.

We look forward to having a mutually beneficial association with you.

Regards,

For Dhiti Omics Technologies Pvt. Ltd

Dhiti Omics Technologies Pvt Ltd Bangalore

Sudha NarayanaRao, PhD
Director

Received on
01/07/19

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

Address for Correspondence:
#2/10, 2nd Floor, Prasad Group Complex, 80 Feet Road, RMV 2nd Stage, Poojari Layout, Bengaluru - 560094
Tel: +91-80-4051 6348, Fax: +91-80-2351 6555, E-mail: contact@dhitiomics.com, www.dhitiomics.com

Scanned by CamScanner

Tejas Rao
1SG14IS097
2017-18, ISE

DXC.technology

27 Nov, 2018

TEJAS RAO
L-102,1st main, 5th cross, Kirloskar colony, Basaveshvaranagar

Bangalore, 560079
India

Dear TEJAS,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as ITO Svc Delivery Cons I-b at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 26 Nov, 2018.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at Sy No.9/1, 91/2 & 91/3 Veerasandra Village, Electronic City Pha Bangalore , Karnataka 560100 at 10:30 am to complete your joining formalities.

1 PAY and BENEFITS

Your Fixed Gross Salary will be INR 335,949.00 per annum.

1.1 Basic Salary
You will be eligible for a Basic Salary. The amount towards the basic salary is INR 134,379.60.

1.2. Flexible Benefit Plan (FBP):
You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.5 Variable Pay Program

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You will be eligible to participate in any one Variable Pay Program, which would vary according to your business/role. Goals and metrics may vary with each performance period, and payments under this plan are granted at the sole discretion of the Company. The plan details as applicable to you will be communicated to you at the time of joining.

1.6 Insurance

The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization Insurance Coverage for yourself. The annual premium equivalent to Rs 11,577 will be borne by the Company and is over and above your fixed gross salary, mentioned above. Your spouse and maximum up to 2 children will be covered as per Hospitalization Insurance Policy of the Company.

Additionally, if you come within the purview of the Employee State Insurance Act 1948, you will be eligible for coverage as per the said Act. Your share of contribution along with the company's share of contribution will be remitted, as per the said Act.

1.7. Leave

You are entitled for 15 days of annual Leave per annum as per the Company's leave policy. In addition you will be entitled to a maximum of 12 working days of sick-cum-casual leave per annum. You may utilize your leave as per the company policy.

1.8 Relocation Expenses

In the event of you having to relocate to your place of posting, you would be eligible for relocation expenses as per the Company Policy (to be claimed within 3 months of joining). This amount is fully recoverable in the event you leave the Company within 12 months from your date of joining the company.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1.Your job classification detail is as listed below:

Job Function: ES - Services

Job Family: ES - SVC-ITO Service Delivery
Job Title (Internal): ITO Svc Delivery Cons I-b
Salary Grade: M16

2.2. Work Place

You are initially appointed to work in our office in Bangalore. You may be transferred or required to travel for the Company's business/training at the sole discretion of the Company.

2.3 Probation

You will be on probation for a period of six months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Transfer

Though you have been engaged for a specific position, your services can be transferred by the company from one location to another, one department/entity to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc. anywhere in India or abroad depending on the exigencies of business.

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Yours Sincerely,

Arun D Rao
Arun D Rao (Nov 27, 2018)

Arun D Rao
Director - Human Resources
* This is an electronically generated letter and hence does not require a signature.

I accept the above referred Pay and Benefits and the general terms and conditions of employment

Tejas rao
Tejas rao (Nov 29, 2018)

TEJAS RAO

Nov 29, 2018

Candidate Physical Signature (to be completed first day of work):

I accept the above referred Pay and Benefits and the general terms and conditions of employment

First Name Middle Name Last Name

Date

Place

Annexure II

Flexible Benefits Plan (FBP)

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1. Employees will be eligible to select a package of benefits for one year from the menu of benefits annexed to this scheme. The selection of benefits must be done and communicated to the Payroll group. All new employees are expected to do the same within two weeks of joining the company.

2. The year for the purpose of this plan will be 1st April to 31st March.

3. The menu of benefits finalized cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
a) Transfer of the employee from one city to another.
b) Change of grade/level.
c) Change of residential accommodation.
d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children and parents

4. While selection of the menu of benefits and spending the same, the employee must ensure that he/she should not draw more than:
a) 25% of the annual kitty in Q1
b) 25% of the annual kitty in Q2 & balance of Q1, if any
c) 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
d) 25% of the annual kitty in Q4 & balance of Q1,Q2,Q3, if any

For the purposes of the plan, the quarters will be as follows:
a) Q1 – April, May, June
b) Q2 – July, August, September
c) Q3 – October, November, December
d) Q4 – January, February, March

Any unutilized amount in the kitty as on 31st March will be paid along with the April salary and tax recovered appropriately.

5. In the event of separation of an employee from the services of the company, only pro-rata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.

6. The company will recover tax from the salary every month as per the tax laws in force in respect of benefits selected by the employee.

7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.

Mandatory Documents List

You are required to submit the following documents, prior to your Joining Date These documents will be verified with originals and hence, please make sure to bring the originals with you.

Please note

1. Originals are required only for verification and will be returned back immediately
2. Please carry a printout of this letter when submitting the joining documents.

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1. **Consideration and Relationship to Employment.** As a condition of my employment with DXC or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. **Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties;
(b) to hold such information in confidence and trust; and
(c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company. I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. **Proprietary Developments.** This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company;
(b) to sign any assignment document to formally perfect and confirm my assignment of title to Company
(c) to assign any right of recovery for past damages to Company; and
(d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense. I understand that Company may delegate these rights. I agree that if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed

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separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

8. **Enforcement.** I make these agreements to avoid any future dispute between myself and Company regarding specific restrictions on my post-employment conduct that will be reasonable, necessary and enforceable to protect Company's Confidential Information and Proprietary Developments and other legitimate business interests. The Protective Covenants are ancillary to the other terms of this Agreement and my employment relationship with Company. This Agreement benefits both me and the Company because, among other things, it provides finality and predictability for both me and the company regarding enforceable boundaries on my future conduct. Accordingly, I agree that this Agreement and the restrictions in it should be enforced under common law rules favoring the enforcement of such agreements. For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my employment with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

9. **Relief; Extension.** I understand that if I violate this Agreement (particularly the Protective Covenants), Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply. If I am found to have violated any restrictions in the Protective Covenants, then the time period for such restrictions will be extended by one day for each day that I am found to have violated them, up to a maximum extension equal to the time period originally prescribed for the restrictions.

10. **Severability Authority for Revision; Assignment; Governing Law.** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement

11. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior

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Bengaluru - 560 057

Tanushree K C
1SG14IS096
2017-18, ISE

Newtech Solutions

(An ISO 9001:2008 Certified Company)

29, 1st 'A' Cross, 3rd Main Road,
Hanumanthnagar, Bangalore - 560 019.
Telefax : 080-22426360 Mob : +91 9449028360
E-mail : ntsblr@yahoo.co.in / anand@ntsblr.co.in
Website : www.ntsblr.com

OFFER LETTER

02 Feb 2019

Tanushree K C
D/o Chandrashekar
Ward # 7, Ganigara street
Kamgal(rural), Tumkur,
Karnataka - 572130

We refer to your application for employment and to your subsequent interview with us, we are pleased to offer you an employment effective **02nd February 2019 to 31st March 2019** as **'Man Power Contract'(ISAC/CF/2015-E00-1201-01-01)** at **ISRO Satellite Centre (ISAC/ISITE)** in Bangalore on the following terms and condition.

1. You shall undergo on the job training under the company's officers the company shall be the sole judge to determine whether the work assigned to you and the mode of training is suitable or not.
2. The training period can be extended from its scheduled completion date at the discretion of the company without assigning any reason. During this entire period, you shall have no claim against the company for any remuneration except the salary as provided hereunder. If you are working beyond office works or Extra Days you will not be entitled for extra payment.
3. Salary during this contract will be 42,900/-(Assuming for 26 Days) per month (Deductions are included).
4. You will be required to comply with the requirements of the Provident Fund Act.
5. You will be covered under Medical insurance worth of Rs/- 2 lakhs.
6. You shall devote your full time and attention to the work assigned to you. You shall at all times obey and abide by the lawful directions and orders given to you by your superiors, and shall work diligently, faithfully and well.
7. You should work under the job entitled in engineering category.
8. Company will not give any guarantee for the Permanent Job at ISRO or at Newtech Solutions, Bangalore after this contract period.
9. No allowances will be provided during this contract period.
10. You shall submit your Original marks cards at the time of joining.
11. You shall abide by the rules and regulations of the company which are in force and or which may be farmed from time to time.
12. You shall be liable to be transferred to any department, office or establishment of the company. You shall give **Three month Notice prior to your resignation**.
13. You will be under Probationary for a period of One Month. During this period if we find your performance is not up to the level you will be terminated without any notice.

Please confirm your acceptance of this appointment / engagement on the above-mentioned terms and conditions by returning to us the copy of this letter duly signed by you.

Very truly yours
for Newtech Solutions

ANAND.K.O
PROPRIETOR

I hereby accept the above mentioned terms and conditions and agree to abide by the rules & regulations of the Company as in force or may be farmed from time to time.

SIGNATURE: Tanushree K C

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

Jyoti Verma
1SG14IS032

edureka!

2017-18, ISE

OFFER LETTER

28/06/2019

Dear **Jyoti Verma**,

We are pleased to extend our offer of employment to you for the position of **Technical Consultant** with **Edureka! (Registered as: Bra n4ce Education Solutions (P) Ltd.).** We extend this offer, and the opportunity it represents, with great confidence in your abilities.

Your date of joining is **01/07/2019.**

Terms & Conditions of Your Employment:

Compensation Package:

Your **Total Annual Cost To Company** will be **Rs. 3,45,841** (Rupees Three Lakhs forty-five thousand eight hundred and forty-one only) per annum. 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 **Technical Consultant** 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/establishment/times 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.

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Bengaluru - 560 057

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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.

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
Bengaluru - 560 057

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ANNEXURE 1-A

Brain4ce Education Solutions (P) Ltd

Employee Name	**Jyoti Verma**
Designation	**Technical Consultant**
Employee Band	**Band 'D'**

Components	Monthly in INR	Annual in INR
Basic	9,427	1,13,120
HRA	3,771	45,248
LTA	786	9,427
Special Allowance	9,584	1,15,005
Gross	**23,567**	**2,82,800**
Company's Contribution to PF	1,800	21,600
Employee Welfare Benefit Plan**	3,000	36,000
Gratuity (As Per Gratuity Act 1972)	453	5,441
Total Cost to Company (CTC)	**28,820**	**3,45,841**

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, 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/CL (Sick/Casual Leave) per year.

Acceptance:

Name:_____ Signature:_____

Date:_____ Location:_____

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Bengaluru - 560 057

Varsha shekar
1SG14IS100
2017-18, ISE

SECON™

Varsha Shekar

Emp#: 2409

Blood Group: O +Ve

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Bengaluru - 560 057

HashInclude Computech Pvt Ltd
A Business Technology Incubator
No.11, 4th Cross 2nd main, RPC Layout, Vijayanagar, Bengaluru - 560 040. India

Kanhiya Raj
ISG 14I S034
2017-18, ISE

To,

Mr. Kanhiya Raj
Laxmanpur, Jamalpur,
Dist- Muger,
Bihar- 811214
Contact no:9036380648

Subject: JOB OFFER

We are pleased to offer you the position of **Software Engineer** at our Bengaluru office in our organization.

Your appointment will be on a probation basis for the first six months and thereafter might be converted on the basis of your performance to a permanent employee status. Your date of joining will be **06th May 2019**. Your total cost to the company will be **Rs 2,50,000** (Rupees Two lakh fifty thousand only) per annum.

You will also avail of standard company benefits such as:

- Sick leave /Vacation and personal days off (1.5 days earned per month)
- Standard Holidays
- Maternity benefit of 26 weeks.

Work Hours: Standard work hours are from 9 AM to 6 PM from Monday to Friday. There may be circumstances that require you to work late or work on weekends. Leaves will be provided to compensate such occurrences.

Kindly indicate your acceptance of this offer by signing this as well as the Non-Compete and Confidentiality agreements and returning a copy for our records.

We at HashInclude hope that you'll accept this job offer and look forward to welcoming you aboard.
Sincerely,

Arpitha C
Human Resource Department

Accepted:
Date:

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

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Debashis Saha
1SG14IS024
2017-18, ISE

SYNTEL

Consider IT Done®

SYNTEL PRIVATE LIMITED
SEZ - Unit
(Syntel - Special Economic Zone)
Plot No. B-7/62, Software Technology Park,
Dehu - Alandi Road, MIDC Talawade, Tal - Haveli,
Pune - 412 114 India
Tel: 91 020 40701000
Fax: 91 020 40731100

Date: 17th October 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Debashis Saha,
Syntellect ID: SBEC1822617

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with Syntel nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Principal
Sapthagiri College of Engineering
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Encl: Annexure

SYNTEL
Consider IT Done®

ANNEXURE A

SALARY DISTRIBUTION

Name : Debashis Sana			
Designation : Associate Consultant			
Band : AC1			
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)		1,500	18,000
Special Allowance (D)		2,830	33,960
City Allowance (EE)		903	10,840
Bonus (F)		2,000	24,000
Co.'s Contribution to PF (G)		1,800	21,600
Transport Expenses		1,600	19,200
Medical Reimbursement Expenses		1,250	15,000
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
Reimbursements and Other Benefits			
Leave Travel Assistance		400	4,800
Sub-Total - II		**400**	**4,800**
Total Compensation (I + II)		**25,833**	**310,000**

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Bengaluru - 560 057

Sadhana Pawalae
1SG15IS403
2017-18, ISE

Salary Slip

StartVis

STARTVIS TECHNOLOGIES PRIVATE LIMITED

NO. 7, I FLOOR, SRI KAMADHENU NILAYAM
COAL MAIN RD,NEAR SEMLER RESEARCH CENTRE
BANGALORE -KA 560092 IN

Month of December **Year** 2018

Name	: Sadhana	Title	: Jr. Software Engineer
Empolyee Id	: 8	Department	: Information Technology

Description	Earnings	Deductions
Basic & DA	6000	
Conveyeance & Reimbursement	1600	
Flexible Pay	2200	
House Rent Allowance	2400	
Food Allowance		
Professional Tax		200
Provident Fund		0
Income Tax		0
Total	12200	200
Net Payment		12000

No. of working days : **31**

Authorized Signatory

Pavan Narayan

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

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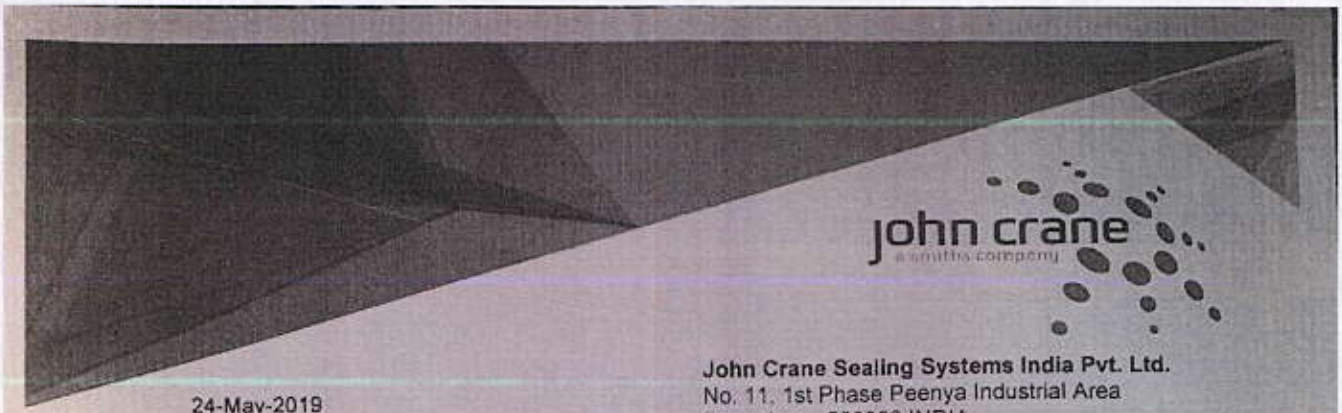

John Crane Sealing Systems India Pvt. Ltd.
No. 11, 1st Phase Peenya Industrial Area
Bangalore - 560058 INDIA
T : +91 (80) 22186220 F : +91 (80) 28398205/06
www.johncrane.com
CIN: U28991KA1995PTC086282
Email: Jcss.hq@johncrane.co.uk

24-May-2019

Aditya V Kulkarni
Flat No.5, Sri Sai Apartments-6
1st Main Road, Dollars Colony
RMV 2nd Stage, Bangalore-560094

Dear Aditya,

SUB: OFFER LETTER FOR THE POSITION OF "MASTER DATA ASSOCIATE"

With reference to your application and further interview with us and on acceptance of salary proposal, we are pleased to offer you the post of **"Master Data Associate"** on the following terms and conditions.

Designation	**: Master Data Associate**
Reporting to	**: Team Lead-Central Data Team**
Total Salary per annum	**: INR 306,000 (Refer the Annexure)**
Location	**: Bangalore**
Date of joining	**: 03-June-2019**

Detailed appointment letter and employment contract will be issued on the date of joining, and the draft copy of the same is enclosed with this document for your reference.

This offer is subject to your declaration and disclosure that you do not have any specific restrictive obligation with your present employer.

You will be referred for a pre-employment medical check-up at a designated hospital by the company. You need to attend the same and be certified medically fit to join the organization.

Please bring along the below listed documents / details on your day of joining.

a) Passport copy/ any other Address proof copy.
b) PAN card copy
c) Academic Certificates (From 10th to Highest, original for verification)
d) Relieving letter from previous employer (Original)
e) Proof of compensation last drawn (3 Months - Original)
f) Service Certificates from all your previous employers.
g) Two passport size photographs (Recent)

Kindly send us the acceptance of the same by signing the duplicate copy within 2 days of receiving this offer, failing which the offer will stand withdrawn.

Looking forward to a long and mutually beneficial career with us.

Wish you all the best.

for **John Crane Sealing Systems India Pvt. Ltd.**

Prasad Kumar
HR Manager

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

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: U28991TN1995PTC031516

14-October-2019

Sanjay Prasad
Engineer-System Design
40001326

Dear **Sanjay,**

SUBJECT: CONFIRMATION LETTER

Further to joining the organization on **15-April-2019**, we are pleased to inform you that you have successfully completed your probation period on **14-October-2019.**

Therefore we are happy to inform you that you have been confirmed on the roles of the Company with effect from **15-October-2019.**

All the other terms and conditions stipulated in the appointment letter remains the same.

Please acknowledge this letter by signing the copy provided and hand it over to the HR.

We look forward to your continued contribution to the organization and wish you all the best.

For **John Crane Sealing Systems India Pvt. Ltd**

Prasad Kumar
HR Manager

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

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No. 11, 1st Phase Peenya Industrial Area
Bangalore - 560058 INDIA
T : +91 (80) 22186220 F : +91 (80) 28398205/06
www.johncrane.com
CIN: U28991KA1995PTC086282
Email: Jcss.hq@johncrane.co.uk

06-December-2018

Varsha D
No.4, 16th A cross, Bagalagunte
Nagasandra Post
Bangalore-560073

APPOINTMENT LETTER FOR THE POSITION OF "ENGINEER-SYSTEM DESIGN" AND EMPLOYMENT CONTRACT

Dear Varsha,

Further to the discussion and acceptance of the offer by you, we are pleased to appoint you for position of **"Engineer-System Design"** with effective from **06-December-2018** as per the compensa mentioned in the Annexure and with the following terms and conditions;

1. **Appointment and Employment terms and conditions:** The appointment and the employm contract shall be governed by the Policies, Procedures and Guidelines of the "Smiths Group Plc" "John Crane Sealing Systems India Private Limited" (hereafter together referred as "Company") published and reviewed from time to time along with terms and conditions enumerated in appointment letter and Employment Contract, which is attached with this letter. You are requeste read and understand and sign both the documents as acceptance.

2. **Place of work:** Your present place of work will be at **Bangalore.** However, at the sole discretio the company, you will be transferred to any other locations in India or abroad where the compar having their branch, office, or business interest. During such transfers company may or may not the terms and conditions of the employment or compensation.

Should these terms be acceptable to you, please sign the duplicate of this Appointment and Employr Contract in the acknowledgement thereof.

We look forward to having you with us over a long and mutually beneficial association and offer y challenging and rewarding career.

for **John Crane Sealing Systems India Pvt. Ltd**

Ramesh Shettigar
Sr.HR Manager Delivery Lead, India

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

Declaration by the Employee

17-18

AKE INFRASTRUCTURE PVT LTD

Engineering The Future

No 424, 11th Cross, 4th Phase, Peenya Industrial Area, Bengaluru - 560 058.
Tel : 080 - 2836 0317, 4166 6602 Website: www.akeinfra.com E-mail: arunkumar.ts@akeinfra.com

No. Ref No: AKE/EMP/DET/2019-20/06 Date : 23/08/19

Arun K V
Puttayallammana Palya,
Kempalinganahalli,
Nelamangala, Bangalore – 562123

Sub: Appointment Letter GET - Production

With reference to your application dated 13.08.2019 and subsequent interview we had with you, we have pleasure in offering you an appointment as "GET" in our Company on the following terms and conditions.

1. The offer of training shall be effective from 23.08.2019. You are requested to report at AKE INFRASTRUCTURE PVT LTD, No. 424, 11th Cross, 4th Phase, Peenya Industrial Area, Bangalore - 560058.
2. Designation - You will be designated as GET - Production for a period of one year from the date of reporting for the said training.
3. Period: You will be put on training for a period of one Year from the date of your joining. If your progress during the training period is not satisfactory, the training period may be extended by a further period of 6 months at the discretion of the management.
4. Probation period: On successful completion of training, you will be placed on probation for a period of 6 months. On satisfactory completion of probationary period of service, and subject to availability of vacancy in the company, your services will be confirmed subject to the applicable rules and regulations of the company.

Extension: If found that your work and performance is not satisfactory during the said period of probation, management reserves the right to extend your probationary period by another 6 months.

Termination: During the period of Training and or probation, management reserves the right to terminate your services without assigning any reason whatsoever.

Termination for misconduct, violation of any rules: Management shall terminate your Training and or probationary services, if found, guilty of any violation of the service rules of the company, without any prior notice or pay in lieu of such notice as above mentioned.

5. Emoluments: During the period of training you shall be entitled for a monthly stipend of Rs: 12,000/-during the first year.

AKE INFRASTRUCTURE PVT LTD BANGALORE 560058

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

INDEA DESIGN SYSTEMS PVT. LTD.

Appointment Letter

27/06/2019

Private & Confidential

Mr. Nithin S
S/O: Sanjeeva Kulal
3-162, Gudde Mane,
Shiriyara Post,
Udupi- 576210

Dear Mr. Nithin

Subsequent to the interview between Indea Design Systems Private Limited, and yourself, we are pleased to make an offer of employment on the following terms and conditions:

Appointment

1.1 You shall be appointed to the position of **Software Developer**

1.2 Your joining date is effective as of **June 27, 2019**

1.3 You shall complete **6.0** months of Probation.

1.4 You shall be based in **Mangalore,** but may be asked to travel (within India and outside of India) for support of the Indea Design Systems Pvt Ltd.

1.5 Your employment with Indea Design Systems Pvt Ltd is subject to:

1.5.1. The accuracy of the testimonials and information provided by you.

1.5.2. You're being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date

1.5.3. Your signature to this agreement will confirm that you have accepted this employment contract as well as the Indea Design Systems Non-Disclosure and Non- Compete Contract, and the Indea Design Systems Acceptable Usage Contract.

Head office : Rose Aliya Arcade, Above Federal Bank
Kolenchery, Ernakulam, Kerala 682 311
+91 9745940273

Branch office : S204, 2nd Floor, Crystal Arc, Balmatta Road,
Hampankatta, Mangaluru, Karnataka - 575001

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Sapthagiri College of Engineering
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https://mail.google.com/mail/u/0/?pli=1#inbox/FMfcgxwGCkdRmgNvHGVQGFmzGtlpvGSC?projector=1&messagePartId=0.1

1/9/2020

STARTEK

Aegis Customer Support Services Pvt. Ltd.
Vijayanagar, Bengaluru, Reliance Mart,
Basement, TTMC Vijayanagar,
Near Maruthi Mandira, Bangalore - 560040,
Karnataka, India.
T +91 80 3763 1367
www.startek.com

Date: 28/07/2019

Full Name: N. Pehithitha

Temp ID: _____

SUB: OFFER LETTER

Dear Nethithitha,

With reference to the interview you had with us, we are pleased to offer you the position of Executive in Band 5 in BPO Business. You will be initially posted at Aegis Customer Support Service Pvt. Ltd. Reliance Mart Building Basement, TTMC Vijay Nagar, Near Maruthi Mandir, 560040

1. You will be paid salary of INR 175cal per month as CTC. A detailed appointment letter will be issued to you at the time of your joining the company.
2. You will be required to join the office on Sept 2019 Kindly sign a copy of this offer as a token of your acceptance of the offer and return the same for our records.
3. You are also requested to bring the below mentioned, at the time of joining, this would facilitate the smooth completion of the joining formalities.
   a) Date of Birth proof certificate (Copy of passport, birth certificate, SSLC Marks Sheet) (3 Set Photo Copies)
   b) Address Proof Mandatory (Voters ID, DL, Passport, Ration Card, Adhaar Card) (3 Set Photo Copies)
   c) ID Proof Mandatory (Pan card, Voters ID, DL, Passport, Ration Card, Adhaar Card) (3 Set Photo Copies)
   d) Copy of academic certificates (SSLC & PUC Mandatory) (3 Set Photo Copies)
   e) Passport if, available please furnish the details. (3 Set Photo Copies)
   f) Relieving letter/ Resignation Acceptance from previous employer (3 set Photo Copies)
   g) Proof of compensation last drawn 3months Pay slips/ Bank Statement.
   h) 10 colour passport size photographs Mandatory
   i) It is mandatory to have PAN No or ensure it is applied on the day of joining.
   j) Blood group detail.
4. Please note that, the company has a Background verification process for all new incumbents. Any adverse report shall be dealt with as per company rules.

We look forward to your joining our organization and contribute towards a mutual and beneficial association.

Thanking you,

Yours faithfully
For AEGIS CUSTOMER SUPPORTSERVICE PVT LTD

ASHWIN PRABHU R
Senior Manager-Human Resources

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MI DUAL CAMERA

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Bengaluru - 560 057

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1/9/2020

Niam Ventures Pvt Ltd.

Creating strong, proactive relationships with customers.

PAN: AAGCN1779C.
GSTN: 29AAGCN1779C1ZB.

Dated: 27th Sep 2019

Employee REF: NIAMTSSE03

RAKESH.C.

525, 2nd Cross, 2nd Main,
LGR Layout, Laggere,
Bangalore-560058

Sub: Appointment Letter: Software Engineer

Dear RAKESH

Congratulations! We are pleased to inform you that you have been selected for employment in our organization as **Software Engineer** and you are requested to join us on 1st Oct 2019 at 10.00 A.M at Bangalore.

Terms and conditions of your appointment:

1)**Assignment**: Your present position will be that of Software Engineer to be posted at our in Bangalore.The company may however reassign and/or transfer you to any other similar or any other position in the company, anywhere in India.You will be expected to undertake such reasonable duties, as the company shall determine from time to time. You may also be required to perform duties for other group companies if necessary as per the instructions of the Company.

2)**Salary:** Your CTC will be **INR 2,34,000** Per Annum, which will be paid on monthly basis.

3)**Deduction:** All payments to you under the terms of employment are subject to tax deduction at source under the Income Tax Act and other encashment that may be in force from time to time. The company is entitled to deduct the applicable tax from the payments due to you and vice versa

4) **Probation:** You will be under a probationary period of 6 months from the date of joining. At the end of the probationary period; based on performance you will be continuec as a regular employee.

5) **Separation:** The notice period for termination of employment contract; the notice period will be 30 (Thirty) days in writing to the concerned person. A resigned employee is not eligible to avail any earned leaves during notice period, he should serve the company for the entire period of notice. The company may however, at its discretion, decide to allow to avail the leave or relieve the employee immediately on resignation on such terms and conditions as may found feasible.

NIAM VENTURES PVT LTD. Bangalore

No. [illegible], Saraswathipuram Nandini Layout, Bangalore-560096.
[illegible]3858. 7899055564/9902498967/9900062908.
www.niamventures.com

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MI DUAL CAMERA

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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road

1SG15CV407

GOKHALE
CONSTRUCTIONS

Date: 25/02/2019

To,
Mr. Mahesh Kumar,
Flat No. 10B, Wing I, B- Building
Indraprabha Housing Society,
Kiwale, Pune-412101

OFFER LETTER

Dear Mr. Mahesh Kumar,

This is reference to the interview you had with us. We are pleased to offer you the position of "Junior Engineer".

Your Annual Gross Salary will be Rs. 2,40,000 (Rupees Twenty Lakhs Forty Thousand Only) all inclusive. (Basic, H.R.A, Medical Allowance, Travelling Allowance, Education Allowance Etc. & Deduction as per company policy)

Please note that this offer is valid subject to you sending us an acceptance of this offer via email by today only 26th February, 2019.

We welcome you and are delighted that you have chosen to be part of our team.

We hope your association with us will be mutually beneficial, pleasant and fulfilling and wish you all the best at Gokhale Constructions.

Yours truly,

Gokhale Constructions,

For HR & Legal Head

Gokhale Construction

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

1SG17CV022

docon

DOCON TECHNOLOGIES PRIVATE LIMITED
77/A, 3rd Floor, Cygnus Chambers, Jyothi Nivas College Road, Koramangala 5th Block,
Bengaluru, Karnataka 560034
Ph: +91- 9844703777 Email: [illegible] Website: [illegible]

17/12/2018
Bangalore

Appointment letter

Dear Kruthi Changappa(DOC0212),

Docon Welcomes you onboard.

We are pleased to inform you that you have been appointed as the "Relationship Officer" with DocOn Technologies Private Limited.

You have Joined us at the registered office of the Company today, 17/12/2018
All the best and have a wonderful Career ahead with us.

Regards,

Alokik Bhasin

Alokik Bhasin
Co-Founder, DocOn Technologies Private Limited

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

Acknowledged & Received By:

Kruthi

Employee Name: KRUTHI CHANGAPPA
Employee Code: DOC0212
Date: 17/12/18

1SH14CV024

Letter Of Intent ::Mamantheshwari

1 message

Reshma Shetty <reshma.shetty@adarshdevelopers.com> Mon, 18 Mar, 2019 at 10:29 AM
To: Mamatha K S <mamantheshwariks@gmail.com>

Dear Mamantheshwari,

As discussed Kindly carry the below documents on the Date of Joining (01/04/2019)

And request you to report our head office @ 10.30 AM or Before

1) All original certificates of qualification, experience and relieving letter / copy of acceptance of resignation letter along with photocopies of the same
2) Four passport size photographs,
3) Address proof (Passport, Voter ID, PAN card, Driving License, Adhaar Card)
4) 1 Copy of your family Photograph for ESI

Regards
RESHMA SHETTY
Senior Executive- HR

ADARSH
GROUP

Corporate Office:
#10, Vittal Mallya Road, Bengaluru 560 001
Mobile: +91 7338582459 Office: +91 80 41343518
www.adarshdevelopers.com

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

ABEZ
be smart

ABEZ SMART SOLUTIONS PVT LTD

Mr. Aravind Kumar K

Date: 02nd December 2019

#61, 3rd cross, Saibabanagar, Srirampuram

Bangalore-560021

Dear Aravind,

Further to your recent interview, I am pleased to offer you the position of **Product Development Engineer**, based at the above address in Bangalore.

You will be reporting to the Department Head on your day to day activities.

A formal contract will be supplied in the due course; however, the principle terms and conditions of this offer are summarized below and subject to contract.

1. It is envisaged that your start date will be 2nd December 2019.
   Your salary will be INR 5,40,000/annum and will be entitled for incentive scheme formulated by the company.

2. This will be broken up to various components and the same can be decided in consultation with Company's Consultants and in accordance with prevailing Company policy.

   The Company reserves a right to deduct from your salary and benefits any sums which you may owe the company including, without limitation, any overpayment made to you by the Company or other deductions authorized or required by law. Withholding taxes, if any, shall be deducted from the salary.

   Payments are made monthly, by the 05th of each month, by direct credit transfer.

   During your six- month probationary period the employment can be terminated. by either party, by giving one month's notice in writing

No.5, 2nd floor Laksmi Pura cross, Guniagrahara Village Bangalore- 560097
Karnataka|| email: info@abez.in|| web: www.abez.in

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

ABEZ
be smart

ABEZ SMART SOLUTIONS PVT LTD

Please let us if we have to clarify any other matters. Otherwise I look forward to receiving confirmation of your acceptance of this offer. Please sign one copy and return to me for our records.

Yours sincerely,

For **ABEZ SMART SOLUTIONS PVT LTD**

Santosh V K

Director

I have read, understood and accept the above terms and conditions of employment.

Name : Aravind kumar K

Signature :

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

No.5, 2nd floor Lakshmi Pura cross, Guniagrahara Village Bangalore- 560097
Karnataka|| email: info@abez.in|| web: www.abez.in

ABEZ
be smart

ABEZ SMART SOLUTIONS PVT LTD

Please let us if we have to clarify any other matters. Otherwise, I look forward to receiving confirmation of your acceptance of this offer. Please sign one copy and return to me for our records.

Yours sincerely,

For **ABEZ SMART SOLUTIONS PVT LTD**

Santosh V K

Director

I have read, understood and accept the above terms and conditions of employment.

Name : Aravind kumar K

Signature :

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

02/12/19

ABEZ
be smart

ABEZ SMART SOLUTIONS PVT LTD

Mr. Aravind Kumar K

Date: 02nd December 2019

461, 3rd cross, Saibabanagar, Srirampuram

Bangalore-560021

Dear Aravind,

Further to your recent interview, I am pleased to offer you the position of **Product Development Engineer**, based at the above address in Bangalore.

You will be reporting to the Department Head on your day to day activities.

A formal contract will be supplied in the due course; however, the principle terms and conditions of this offer are summarized below and subject to contract.

1. It is envisaged that your start date will be 2nd December 2019.
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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 57

No.5, 2nd floor Lakshmi Pura cross, Guniagrahara Village Bangalore- 560097
Karnataka|| email: info@abez.in|| web: www.abez.in

Ankit Raj
1SG14IS008
2017-18, ISE

HELLO AR

Offer of Employment

5th Jan 2018

On behalf of HelloAR, we are pleased to offer you a position with HelloAR as Software Engineer. Your experience and skills will enable you to play a key role in HelloAR's growth and we look forward to working with you in this exciting venture. This letter sets out the terms of your working with HelloAR.

You will be paid a gross salary of 2,76,000/- INR per year. The gross monthly salary would be 23,000 INR. Applicable tax and other withholdings would be deducted from above mentioned amounts in accordance with the payroll policy.

This offer does not include any group nor personal health insurance and other fringe benefits. You shall be personally responsible for ensuring that adequate health insurance is covered for you and others in the family.

Your work with HelloAR is "at will"; it is for no specified term, and may be terminated by you or the company at any time, with an advance notice of 1 month. The company under exceptional circumstances has the option of relieving you at an earlier date based on its own discretion.

As a condition of your joining, you will be required to sign the company's standard form of employee nondisclosure and assignment agreements, and to provide the company with documents establishing your identity and educational certificates. Those documents must be provided to the company within three days after your employment start date.

This agreement and the non-disclosure referred to above constitute the entire agreement between you and HelloAR regarding the terms and conditions of your work.

Ankit, we look forward to working with you for an outstanding and cherished career in making HelloAR the best technology company in India.

I agree to and accept employment with HelloAR. on the terms and conditions set forth in this agreement.

Date: 5th Jan 2018

7evenC Technologies Private Limited

Suresh K
Founder

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

Abhishek Sinha
1SG14IS002
2017-18, ISE

Candidate ID: 1969095 /285983,

Date of Joining: 03/20/2019,

Joining Location: Pune,

Designation: Analyst,

Dear Abhishek Sinha,

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 at Pune office, for joining formalities as per the address mentioned below:

Address

Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057
Telephone: +91 20 2760 1000,Fax: +91 20 2760 1002, http://goo.gl/maps/Lj4QO

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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

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Abhishek Sinha,

Analyst

Total Cost to Company (CTC). **Rs.240,003.00**

Monthly Components	Per Month	Annualizac
Basic	Rs 10,000.00	Rs 120,000.00
House Rent Allowance	Rs. 3,974.00	Rs 47,688.00
Other Reimbursements & Allowances#	Rs. 0.00	Rs.0.00
Personal Allowance	Rs. 0.00	Rs. 0.00
Advance Statutory Bonus	Rs. 2,941.00	Rs. 35,292.00
Gross monthly salary	**Rs.16,915.00**	**Rs. 202,980.00**
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,200.00	Rs.14,400.00
Gratuity (accrual only)		Rs.5,772.00
Total Fixed Compensation		**Rs.223,152.00**
Total Cash Compensation		**Rs.223,152.00**
Benefits		
Medical, Accident & Life Insurance Premium		**Rs.** 7,215.00
Capgemini contribution to ESI		Rs.9,636.00
Total Cost to Company		**Rs.** 240,003.00

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D.) The following elements are included 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 conditions) 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.

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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

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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.

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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, or any technical platforms/skills and nature of the project or (i) 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.

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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.

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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, leased 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 lapse, 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.

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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 wilful 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).

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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:

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1SJ14EC041.

Candidate ID: 1643931 /229828,

Date of Joining: 09/26/2018,

Joining Location: Chennai-PCT,

Designation: Analyst,

Dear Jishnu S,

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 Chennai-PCT office, for joining formalities as per the address mentioned below:

Address

B-45 & B-46, SIPCOT IT Park,
Old Mahabalipuram Road, Siruseri, Chennai – 603103, India
https://goo.gl/maps/3cdT5Nsjb4P2

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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.

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 1643531 /229828,

09/24.2018,

Jishnu S
Manukadan house, Kuttichira PO, Kundukuzhi padam,Trichur district, Kerela,
Kerela
ndia

Confidential

Dear Jishnu S

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 **09/26/2018** (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 **Chennai-PCT**

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:

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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

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Jishnu S,

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

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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.

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D.) The following elements are included 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 definec 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 wil 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.

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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 28-Sep-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.

      b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

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c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.

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

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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: Jishnu S

Date: 09/24/2018

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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

c) 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.

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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.

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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.

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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 concitions 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, procucts, 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.

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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.

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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,

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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 lapse, 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.

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3.3 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.

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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 enactment/s (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.

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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.

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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:

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1SG14EC059.

Candidate ID: 1933130 /279810,

Date of Joining: 03/15/2019,

Joining Location: Bangalore (SEZ premises),

Designation: Analyst,

Dear Nithin N,

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 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.
https://goo.gl/maps/63guavjsGqz

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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/D plcma 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.

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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

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 1933130 /279810,

03/12/2019,

Nithin N
#2 'Matha Krupa' 2nd main 3rd block Goragunta Palya,
Bangalore ,
India

Confidential

Dear Nithin N,

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 240,001.00 (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:

Nithin N,

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 Prem um		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 on 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 included 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 15-March-2019, 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: Nithin N

Date: 03/12/2019

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.

You agree and confirm that, you will at all times:

6.4

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 lapse, 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 enactment/s (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 adcresses 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.

For use of Persona 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:

1SG1HBTO23

GD GROUP
Sapthagiri Clintrac
A division of GD Group of Companies

Sapthagiri Clintrac
Evolving Tomorrow's Therapies Today

OFFER LETTER

Date: 14-Feb-2018

Dear **MEGHANA M,**

Sapthagiri Clintrac Pvt Ltd is pleased to offer you a position as a **Clinical Research Analyst**

Your monthly-proposed salary will be **INR 11000, which** equates to an annual total of **INR 132000 /per year and break up,** will give in your appointment letter.

The Roles and Responsibilities and other terms and conditions of your employment will be informed you on joining day.

Please carry originals for verification and submit the following documents photocopies to HR at the time of your joining: ***(1) Educational certificates, (2) Adhar Card (3) Offer & Appointment letters of previous employer (4) experience/ relieving letters of previous employer (if applicable) (5) Three colour passport-size photos, (6) 3-month salary slip from your previous organization (if applicable) and (7) 3 months' bank statement (if applicable)***

We welcome you to Sapthagiri Clintrac Pvt Ltd and hope it would be the beginning of a long and mutually beneficial association.

Yours Truly,

Director
Sapthagiri Clintrac Pvt Ltd
Bangalore - 560090

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

ISGIHBTOH3 (2017-18)

GD GROUP
Sapthagiri Clintrac
A division of GD Group of Companies

Sapthagiri Clintrac
Evolving Tomorrow's Therapies Today

OFFER LETTER

Date: 14-Feb-2018

Dear **VIDYA G V,**

Sapthagiri Clintrac Pvt Ltd is pleased to offer you a position as a **Clinical Research Analyst**

Your monthly-proposed salary will be **INR 11000, which** equates to an annual total of **INR 132000 /per year and break up,** will give in your appointment letter.

The Roles and Responsibilities and other terms and conditions of your employment will be informed you on joining day.

Please carry originals for verification and submit the following documents photocopies to HR at the time of your joining: ***(1) Educational certificates, (2) Adhar Card (3) Offer & Appointment letters of previous employer (4) experience/ relieving letters of previous employer (if applicable) (5) Three colour passport-size photos, (6) 3-month salary slip from your previous organization (if applicable) and (7) 3 months' bank statement (if applicable)***

We welcome you to Sapthagiri Clintrac Pvt Ltd and hope it would be the beginning of a long and mutually beneficial association.

Yours Truly,

Director
Sapthagiri Clintrac Pvt Ltd
Bangalore - 560090

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

ISGHBTOH] [2017-2018]

GD GROUP
Sapthagiri Clintrac
A division of GD Group of Companies

Sapthagiri Clintrac
Evolving Tomorrow's Therapies Today

OFFER LETTER

Date: 14-Feb-2018

Dear **VEENA G V,**

Sapthagiri Clintrac Pvt Ltd is pleased to offer you a position as a **Clinical Research Analyst**

Your monthly-proposed salary will be **INR 11000, which** equates to an annual total of **INR 132000 /per year and break up,** will give in your appointment letter.

The Roles and Responsibilities and other terms and conditions of your employment will be informed you on joining day.

Please carry originals for verification and submit the following documents photocopies to HR at the time of your joining: ***(1) Educational certificates, (2) Adhar Card (3) Offer & Appointment letters of previous employer (4) experience/ relieving letters of previous employer (if applicable) (5) Three colour passport-size photos, (6) 3-month salary slip from your previous organization (if applicable) and (7) 3 months' bank statement (if applicable)***

We welcome you to Sapthagiri Clintrac Pvt Ltd and hope it would be the beginning of a long and mutually beneficial association.

Yours Truly,

Director
Sapthagiri Clintrac Pvt Ltd
Bangalore - 560090

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

emids
experience partnership

Ref: HR/Offer Letter/3-9
February 26, 2019

Ms. Archana S
Bangalore.

Sub: Letter of Offer

Dear Archana,

Thank you for your interest in discussing employment opportunities with emids.

1) Further to the discussions we have had in the recent past we are pleased to offer you the position of **Trainee Test Engineer** in our organization.

2) Your Annual compensation (Cost to Company) including PF will be **Rs 1,20,000/- (One Lakh Twenty Thousand Only).**

3) You are requested to join on or before **February 27, 2019**. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

4) A detailed appointment letter with terms and conditions governing your employment will be issued on joining the services of emids.

1. SALARY AND OTHER BENEFITS

1.1 The Company shall pay you the amounts, and make available the benefits and privileges as more specifically set forth in Annexure I to this offer letter. You shall be entitled to your salary (as specified in Annexure I hereto) on a monthly basis ("Salary") and such monthly Salary shall be payable to you on the 1stof every calendar month, in accordance with the Company's regular payroll practices in effect from time-to-time. Your salary includes a performance variable component (if applicable) ("Variable Pay").

1.2 If the Joining Date commences on a date other than the first day of a calendar month, then the Salary for that calendar month shall be prorated based on the number of days in such month and you shall receive such prorated salary for that calendar month.

1.3 The Salary is subject to deductions and withholdings of tax or otherwise as the Company may be mandated or required to do so by any applicable laws, regulations, or guidelines.

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

emids
experience partnership

Sumit Gandhi
Chief Delivery Officer

ACKNOWLEDGEMENT CLAUSE:

I have read and understood the contents of the offer letter dated **February 26, 2019** issued to me by the Company and hereby agree to the terms and conditions of my employment with the Company set out in this offer letter.

Accepted: Yes/No

Signature:
Name: Ms.Archana S

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

SS Automation Solutions P. Ltd.
Industrial Automation and Robotic Solutions
#1&2, Sy. No.46, 12th Cross, 4th Phase, Peenya 2nd Stage
Peenya Industrial Area, Bangaluru-560058
E-mail: info@ssautomation.in www.ssautomation.in
CIN: U29309KA2005PTC037329

Redefining Automation.

Ref No. : SS/APPT/192001
No. of Pages: 3 Nos

To,
Mr. Mathew O M
32, Mathai building,
Belmar Layout,
Nagasandra Post,
Bangalore - 560073

LETTER OF APPOINTMENT

Dear Mr. Mathew O M

We are pleased to appoint you for the post of **Design Trainee** in reference to our mutual discussion and on the following terms and conditions.

Your date of joining is

1. **Current Posting & Reporting:**
Your primary place of posting will be at #1 & 2, (Old # 456, 457 & 458) Survey # 46, 12th Cross, 4th Phase, 2nc Stage, Peenya Industrial Area Bangalore. Presently, you shall report to **Mr. Suresh M S or may be directed by Mr. Suresh M S.**

2. **Remuneration:**
Your salary and other allowances will be as per the Annexure – IIA

3. **Probation:**
You shall be under probation period for **SIX** months from the date of joining the Company. Duration may be reduced or increased based on your conduct and performance. On satisfactory completion of probation of which the Company shall be sole judge, you may be considered for confirmation if there is vacancy. Your probationary period shall deemed to have been extended even though no intimation is given to you in writing to that effect for such period till you are confirmed as an engineer by order in writing. During this period of probation (original/extended), your services are liable to be terminated forthwith without assigning any reasons. The decision of the Company in this regard will be final and binding on you.

4. **Confirmation:**
After satisfactory completion of Probationary period, you will be confirmed in writing. All Service Benefits like: Personal accident insurance scheme, Workmen Compensation Policy, Bonus, Gratuity and other benefits will become applicable on confirmation and applicable rules of the Company at that time.

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

P P AUTO INNOVATORS

OFFER LETTER

Date: 01/11/2018

Mr. Gaurav Kumar
Add: H. No. 16, Gali-1, Singh Colony,
Rudrapur, Dist. Udham Singh Nagar
Uttarakhand - 263139

Dear Mr. Kumar,

With reference to your C.V, & discussion held at the office, we are pleased to appoint you as **Quality Assurance Engineer** in our organization on the following terms & conditions:-

1) **Date of Joining**: You will be joining us from 01/11/2018.
2) **Salary**: Rs. 25,000/- P.M. & benefit of PF /ESIC as per rules.
3) **Place of Work**: Your present place of work will be at Plot No. 61, Sector-4, IIE, Pant Nagar, Sidcul, Industrial Area, Rudrapur – 263153 (Uttarakhand).
4) **Working Days & Timings**: Working will be 6 days a week & work timings will be from 9.00 a.m. to 6.00 p.m. + payment of overtime as per company norms
5) **Notice Period**: You will be required to serve prior notice of 15 days before leaving the job & vice-versa will be applicable on the company.

You will be required to comply with all such rules & regulations as the company may from time to time. Please confirm your acceptance & joining date. Please bring all your KYC + Qualification documents while joining duty.

We welcome you to the company & look forward to a fruitful collaboration.

Authorized signatory
PP Auto Innovators Pvt. Ltd

For P.P. Auto Innovators
Auth. Signatory

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

OBARA INDIA PRIVATE LIMITED
W-17, F-2 Block, MIDC,
Pimpri, Pune 411 018, India.
Phone : +91 20 67301600
Fax : +91 20 30688550
E mail : admin@obara.co.in
CIN-U-31506PN2006PTC022129

OBARA

25/07/2018

To,

Ms. Vinay Yadav,
#251,A, 3rd Cross, Gokula,
1st Stage, 1st Phase Mathikere Layout,
Bangalore - 560054

Subject: Offer Letter

Dear Vinay,

Further to your application & the subsequent interview you had with us; we are pleased to offer you the post as a **"Trainee Engineer"** in our Company on the terms & conditions discussed & agreed upon at the time of interview.

The offer is valid subject to you being found medically fit. This offer is valid for a period of 2 days from the date offer.

Your appointment will be w.e.f. **01/08/2018**. Your probation period would be for 6 months in this company. As agreed that this period will be extended, having regard to the nature and circumstances of your employment. Your Job Profile may change as & when assigned by the Management. The management reserves right to transfer you to sister concern company or to any location where the company work is carried in India or abroad.

Please sign the copy of this letter as a token of acceptance of our offer.

You will receive the appointment letter & final roles & responsibilities after the HR procedurals are completed.

At the time of joining, please bring the documents (original + self-attested copy) as asked by HR Head.

Thanking you,

Yours truly,

For Obara India Pvt Ltd

Authorised Signatory

OBARA INDIA PRIVATE LIMITED

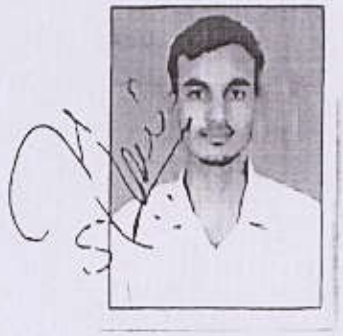
Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

CADVIN

The Winning Solution

Ref: HR/Personal File/ /CADVIN/201812

01 DEC 2018



Mr. SYED AFTAB HUSSANI

#12/A Dwarakanagara, Chikkabanavara Post, Bangalore-560090.
Aadhar No: 8737 5927 6348
E-mail: Aftabhussaini100@gmail.com
Cell Phone: +91-7760703358

Dear Mr. Syed Aftab Hussani,

SUB: Work Order

We are pleased to offer you the position of Sales & Support Engineer,

Your cate of appointment is effective from Dec 17th 2018.

We are enclosing a copy of the terms and conditions of employment. Please sign and return the same to acknowledge your acceptance. The Company reserves the right to amend the terms and conditions from time to time, but will keep you informed in writing, of any changes.

P ease fill in the joining and acceptance forms and returns it to us.

We take this opportunity to welcome you to CADVIN Technologies and trust that this will be the beginning of a mutually rewarding association.

Best Wishes,
For CADVIN Technologies

GIRISHA H.R
Director

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

CADVIN Technologies, No#3, 4th Cross, Udupa Garden, S M Road, Jalahalli West, Bangalore 560015
Ph: +91 99020 45214 E Mail: girish@cadvintech.com, GST : 29AJUPG5198E1ZL

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BUSINESS SOLUIONS INTERNATIONAL

17th May 2019

Mr. Vishal R
S/o Rerukaradhya H B
Nc 84 4th A main road 6th
Cross near K G ground
Mahalakshmi layout
Mahalakshmipuram
Bangalore-560086

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

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

GOVT OF INDIA REGD
NSIC ISO 9001:2008
MSME MICRO
Scanned by CamScanner

CBSI
India Private Limited
[Formerly known as Syscva]

OFFER LETTER

13 January'2020

Ms. Sushmitha P
D/o. Paramesha
Karakuchi AColony, Tarikere
Chikkamagaluru-577144

Dear Sushmitha,

Further to the discussions you had with us, we are pleased to engage you as a **Trainee**, for our Talent Acquisition Team. You will be in training for a period of 2 months and then become a part of our TA Group. To equip you to meet the standards of our business needs, the Organization will be providing you with necessary training, exposure etc whether "on the job" or otherwise, at its own cost. This will be unique tailor-made program on **Recruitment**.

During this period, you will also go through an evaluation session to assess your uptake and the readiness to be deployed on a live scenario. The training, assessments and deployment is expected to be completed within 2 months. You would be compensated as per the below schedule.

Compensation

From DOJ to completion of one month- No Stipend

From 2nd month to 6th month - You would be eligible for a stipend amount of **INR. 12,000/-** **(Rupees Twelve Thousand only) per month**

From 7th month to next appraisal cycle- You would be eligible for a stipend amount of **INR 15,000/-** **(Rupees Fifteen Thousand only)** per month

The above revision is subject to your performance matching up to our required standards.

Post completion of 12 months, your performance will be reviewed and suitable revision shall be accommodated, if you meet the required standards.

You will be eligible to earn incentives on the closure made from the 3rd month of your deployment.

Besides offering ample opportunities if you are recurrently found unsuitable, then this will be termed as poor performance and this agreement will cease. Please note that the organization has no obligation to serve any notice or compensation.

The organization is incurring an enormous amount of investment, apart from time & energy in equipping you to become a Technical Recruiter and no fees is charged to you for this program, hence you will be required to sign a service agreement with us, which will confirm your acceptance to abide by its terms.

We wish you all the best and encourage your enthusiasm to work with us and look forward to your contribution.

Yours sincerely
For CBSI India Pvt. Ltd.

Sushma A Patil
HR Department

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

CONTROLPRODUCTS

July 16th, 2018

Ms. Pooja M S
D/O M H Siddegowda
Shree Kalabhyraweshwara nilaya, 3rd cross
Shakthinagar, behind old Gaddekempamma
Bikeshowroom, Turuvekere - 572227

Dear Ms. Pooja M S,

Sub: Appointment Letter

With reference to your employment application and the subsequent interview you had with us, we have pleasure in offering you the appointment subject to the following terms and conditions:

1. Appointment Details

a. Your Job title, remuneration, joining date and other details shall be as per the enclosed Annexure A.

b. In In case your salary package includes Result Based Payment (RBP), the criteria for evaluating the same shall be decided mutually as per company's business plan and your role in achieving the same. The decision shall be documented through a separate letter.

2. Probation

a. You will be on probation for a period of 3 months from the date of joining.

b. Your employment will be confirmed through a written letter before the end of the probation period based on your performance during this period.

c. Should you not receive a confirmation letter before the end of your probation, your probation period will be deemed to have been automatically extended till the time a confirmation letter is issued. Please feel free to make enquiries with the undersigned in such an event.

3. Termination

a. After joining the services, Employer or Employee ('Parties' when referred to jointly or 'Party' when referred to individually) can terminate the employment by giving sufficient notice ahead of the desired relieving date:

CONTROLPRODUCTS
No.2-B06, Block No.2, MS Industrial Complex, Plot No.488B
Peenya Industrial Area
Bangalore 560 058

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

For senior positions above 'Managers' (including Deputy, Assistant or Jr. Managers) by 30 regular working days' notice is required.
For positions below above levels the notice period shall be 20 working days.
During probation, if applicable to you, the notice period shall be 6 working days.

b. A relieving date is decided after adding the non working days like routine weekly off days, scheduled and unscheduled holidays and any leave availed etc..

c. For any shortage in this period, the responsible party shall be debited an amount pro rata to the shortage period. The same shall be adjusted at the time of final settlement before leaving. Salary is defined as Cost-to-Company (CTC) for this purpose.

d. Any amount due to the company at the time of exit should be settled before getting relieved or else Bonus or ex grat a amount will be adjusted against the same.

e. Employer reserves the right to settle the amount payable on the relieving date either immediately or on the next payroll date.

f. The Employer has no obligation to provide any 'Employment', 'Relieving' or 'Reference' letter to the employee on the latter's exist from the company.

4. Confidentiality

a. Remuneration: It is a condition of your service to ensure that the organization's policy of maintaining the strictest confidentiality for the remuneration you receive is observed by you at all times within and outside the organization. Any violation of this guideline will be considered as a serious breach.

b. Information: You shall observe utmost confidentiality and secrecy of any and all information received by you or entrusted to you in the course of your employment and you shall at all times whether during or after the termination of your employment act with utmost fidelity and not disclose or divulge such information to a third party or make use of such information for your own benefit.

c. Non Disclosure: Any or all Non Disclosure Agreements (NDA's) signed by the company with the external parties to safeguard the confidentiality of their classified information and intellectual property are automatically applicable to you.

ANANTH TECHNOLOGIES LTD.
Ananth Info Park, Plot No. 39, Hitec City, Phase II, Madhapur, HYDERABAD - 500 081, India
Ph.No. +91-40-6615 6615, Fax No. +91-40-6615 6531, 6615 6655
E-mail: hr.mail@ananthtech.com; ci.pur@ananthtech.com
Website : www.ananthtech.com
NVT : QC
AS9100C
ISO 9001 : 2008

Date: October 1, 2018

To

Ms. Shree Raksha V,
202, 9th Block,
Sir M.V. Layout,
Ullal Main Road
Bengaluru-560056

Dear Ms. Shree Raksha V,

APPOINTMENT LETTER

Further to our discussions, we are pleased to confirm your appointment as an **Engineer** with our esteemed organization on the following terms and conditions appended.

1. **Type of Employment:** Contract
2. **Position / Designation:** Engineer
3. **Department:** Space Systems (Bangalore)
4. **Compensation:** You will receive a monthly CTC Pay of **Rs.48,048/-** (Rupees Forty Eight Thousand and Forty Eight) only. Details of salary breakup is mentioned in **Annexure –B**.
5. **Duties & Responsibilities:** Your job responsibility has already been outlined to you while confirming the offer. You shall render such business and professional services consistent with the position as shall reasonably be assigned to you by the Head of the Department/Management from time to time.
6. **Reporting Authority:** You shall report to your Head of the Department. However your duties and responsibilities are assigned by your immediate supervisor / HOD from time to time as per the discretion of the Management.
7. **Commencement date:** Your employment with the company commenced on September 3, 2018.
8. **General Terms & Conditions:** This letter of Appointment is highlighted with the basic contract employment terms appended as **Contract EMPLOYEMENT TERMS** referred in **Annexure-A**. However the detailed rules and regulations in respect service conditions, statutory, non statutory, social security benefits and compliance, Leave and other terms are defined in the Company policy guidelines. You are expected to comply with the same as they form an integral part of the terms of employment with Ananth Technologies Ltd. issued from time to time.

Principal
Sahyadri College of Engineering
Adyar, Mukkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Annexure-A

EMPLOYEMENT TERMS

1. **Authenticity:**
This offer is made based on your proficiency on the proposed job skills you have declared to posses as per your profile / the job application and on the ability to handle any assignment/s independently anywhere in India or overseas. This offer is also made subject to the authenticity of the information and documentation provided by you.

2. **Working Hours:**
You will be required to work **6 (six) days a week i.e.** from Monday to Saturday. The normal working hours are from 9.30 am to 6.00 pm.

3. **Statutory Compliance:**
Deductions like TDS, Professional Tax and or any other applicable taxes, contributions will be deducted from your salary as per the prevailing laws from time to time.

4. **Duties & Responsibilities:**
The Management from time to time will assign your duties and responsibilities through your HOD / Immediate supervisor based on the position. You are expected to comply with the same effectively diligently and perform all responsibilities to the best of your ability.

5. **Confidentiality:**
You are committed not to divulge any secret or valuable information, which is likely to damage the interests of the company. All the intellectual and other output (in any means) you produced / developed during the period of employment with the company is the property of the company.

6. **Notice Period & Severance:**
   i. The Management reserves the right to reduce, dispense with or extend your service period at its absolute discretion.

   ii. **Resignation:** The employee can submit his resignation by giving **30 days** notice in writing or make payment of **30 days** salary in lieu of such notice.

7. **Conflict of Interest:**
You should not take up any other work for remuneration or work on advisory capacity or be involved directly or indirectly in any business during your association with the company that conflicts the interest of the company, with out prior written consent from the company as mentioned in the proposal document.

8. **Notice of change:**

Any change in respect of your residential address, contacts, marital status and education & certifications status should be notified to the company in writing from time to time to update your personal profile in the organization.

We believe that you will enjoy being a part of ATL as much as we shall cherish our association with you. Looking forward to the prospect of a long and mutually rewarding professional relationship.

Yours sincerely,

S. Latha

LATHA SUNDARESWARAN
MANAGER HR

Accepted

Shree Gakte N

Signature of the Employee

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Tech Mahindra

1SJ14EC075

Ref: 712272/1686330/ELTP

18-APR-2019

Mr. Ranjith Shastry
Bangalore ("KAR
") - 560073
Mobile: 9482720812

Subject: Offer of Appointment

Dear **Mr. Ranjith Shastry**

It is our pleasure to welcome you to **Tech Mahindra Limited.**

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme.**

2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(**ELITE**) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.

3. Unless informed in writing of the extension of your probation period, for whatsoever reasons, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.

4. Your remuneration while on probation has been detailed in **Annexure A.** Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only).** Please refer **Annexure B** for details on the compensation and statutory deductions.

5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

6. This offer is valid subject to your fulfilling the following:-

   - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
   - Meeting the set eligibility criteria at the end of your academic course
   - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
   - Submission of all necessary legal documentation pertaining to your employment.

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

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.

8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.

9. You are required to join on **25-APR-2019** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.

10. You are requested to report to **Navya Thandaveshwara** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.

11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **25-APR-2019.**

For Tech Mahindra Limited

Venkat Paturi
Head - Resource Management Group

Encl: **Annexure-A & B**(Salary Structure, **Annexure-C** Important / Indicative Terms & Conditions of Employment, **Annexure-D** Check List of Documents, **Annexure-E** Confidentiality Agreement, **Annexure-F** Medical Self Declaration, **Annexure G** Intellectual property Assignment, **Annexure-H** – General Covenant, **Annexure - I** Acknowledgement, **Annexure J** Indemnity bond

Date:

Signature:
Ranjith Shastry

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ANNEXURE - A

NAME	**Mr Ranjith Shastry**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**BENGALURU**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67,712
HRA (@50% OF BASIC)	33,856
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,125
FLEXIBLE CCMPONENTS OF TFP	92,013
TOTAL FIXED PAY..... (A)	**2,25,706**
TOTAL VARIABLE PAY (TVP)..... (B)	**25,079**
ADDITIONAL BENEFITS..... (C)	**9,215**
GRATUITY	3,257
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,958
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**260,000**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** , You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

Component	Max Limit
Leave Travel Assistance	12, 000
Meal Card	26,400

(Contd...)

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ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
   a) **Group Term Life Insurance (GTLI) Coverage**: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakh** to the beneficiary on the unfortunate death of the associate
   b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakh.**
   c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**
   a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
   b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,

Venkat Paturi
Head - Resource Management Group

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ANNEXURE - B

NAME	**Mr Ranjith Shastry**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**BENGALURU**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	85,037
HRA (@50% OF BASIC)	42,519
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10,204
FLEXIBLE COMPONENTS OF TFP	1,21,695
TOTAL FIXED PAY.....(A)	**2,83,455**
TOTAL VARIABLE PAY (TVP)..... (B)	**31,496**
ADDITIONAL BENEFITS..... (C)	**10,049**
GRATUITY	4,091
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,958
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**325,000**

1. **Salary** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay

Component	Max Limit
Leave Travel Assistance	12, 000
Meal Card	26,400

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ANNEXURE B(Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
   a) **Group Term Life Insurance (GTLI) Coverage**: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakh** to the beneficiary on the unfortunate death of the associate
   b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self + spouse + up to 2 children) will be **INR 2 lakh.**
   c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**
   a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
   b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited

Venkat Paturi
Head - Resource Management Group

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ANNEXURE - C

1 **Terms and Conditions**

(a) **Code of Conduct.**

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

(b) **Secrecy**

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.
Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

(c) **Conflict of Interest**

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

(d) **Non-Solicitation / Non-Compete**

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd

ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.

iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.

iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.

v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company

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(e) **Exclusivity of Services, Publications, Gifts/Anti-bribery**

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.

(f) **Confidentiality / Non-Disclosure**

You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.

i) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

ii) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

(g) **Mandatory Period of Service**

In consideration of impartation of training, you shall work in the Company at least for the mandatory period as mentioned below.

During such period of training (including on the job training) and Mandatory Period of Service of **24 (Twenty Four)** months from the date of your joining, you shall not leave, abandon or resign from the services of the

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Company.
In the event of:

i) Yourself leaving, abandoning or resigning from the services of the Company

Or

ii) Your services being terminated by the Company for nonperformance, breach of any of the terms & conditions of your service or for any other reason whatsoever,

During the above-mentioned period of training of 24 (twenty four) months of mandatory period of service from the date of your joining, you shall be liable to follow the terms and conditions mentioned in the Indemnity Bond. You are required to execute the Indemnity Bond on **INR 500 (Rupees Five Hundred)** Stamp Paper and submit the same at the time of joining.

2. **Assignments/Transfer/Deputation**

On completion of your training period, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests

3. **Termination of Employment**

i) **Training Period**: During the initial training period as mentioned in Offer letter, your performance would be closely monitored and if your performance is not as per the prescribed criteria, the Company reserves the right to terminate your services without notice.

ii) Either party can terminate this employment by serving a notice of **90 days** on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.

iii) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.

iv) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.

v) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.

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vi) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

vii) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3** herein above on the grounds of misrepresentation of facts.

viii) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.

ix) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to forthwith terminate your employment as per the procedure mentioned in **Clause 3** herein above and/or revoke your appointment with The Company, without further reference in the matter.

4. **Statement of Facts**

(a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

(b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

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5. **Company Policies**

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Prevention of Sexual Harassment (POSH) and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

6. **Personal Indebtedness**

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

7. **Restraints**

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

Smoking

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

Passwords

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

Unauthorized Software

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Security

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

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(a) **Destroying Papers & Material**
Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

(b) **Use of Company Resources**
(i) You shall use The Company's resources only for official purposes as per the applicable Company policy.
(ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual user's activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

3. **Overseas Service Agreement**
As The Company will be spending substantial amount of time and money for your deputation / secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. **Intellectual Property Rights**
You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arise out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit.

You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

10. **Jurisdiction**
Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.

11. **Retirement**
Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.
Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

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12. **General**
The above terms and conditions including those in **Annexure - A & B** (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24*7 project on shift basis if required and your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.

14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.

15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in **Annexure – C** and I hereby accept and agree to abide by them.

Name in full :

Signature :

Address :

Date :

Place :

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ANNEXURE - D - Checklist of Documents

At the time of joining, you are requested to bring the following documents in **original (For Verification only).**

(a) Certificates' supporting your educational qualifications along with marks sheets - **Three** copies each

- Xth Certificate & mark sheets
- XIIth Certificate & mark sheets
- Degree Certificate & Semester/year-wise mark sheets
- Master's Certificate & Semester/year-wise mark sheets
- Diploma/PG Diploma Certificate & Transcripts
- Any other Certificate with supporting documents – if any

(b) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed

(c) **Five** passport-sized color photographs with white background

(d) **Valid Passport**
Please submit copy of the valid Passport (front and back pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.

(e) **PAN Card and Proof of PAN Number**
You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.

(f) **Aadhaar Card**
You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgment as issued by the authorities.

(g) **Indemnity Bond**
*Print only the first page of **Annexure J** on a Stamp Paper of **INR 500/-** and rest of the pages on plain white paper. Have one Surety (Blood relations i.e. father/mother/elder brother/sister with independent income only) sign at the designated space on the last page of the Bond. Tech Mahindra will have a Notary available on the day of joining at joining location to facilitate notarization of Bond. These services will be chargeable and payable directly to the Notary by you. Should you desire to get the Bond notarized on your own, you may do so. In case of non-availability of Notary at joining location, you will be guided by the Joining Team on further action.*

***Note:** -The Bond has to be notarized as on the date of joining. Please **DO NOT** get a pre-notarized bond.*

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer.

Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

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ANNEXURE - E - Confidentiality Agreement

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.

2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.

3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.

4) I hereby agree that :

- The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
- The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
- The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
- I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited. to receive such information.
- I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited officials or the expressed written authorization of the third party owner.
- Upon termination of my employment with Tech Mahindra Limited., or at any other time at Tech Mahindra Limited. request, I agree to return promptly to Tech Mahindra Limited., all confidential information including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited upon termination of my employment.
- This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.

If any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name :
Signature :
Date :

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ANNEXURE - F - Medical Self-Declaration

MEDICAL DECLARATION FORM

Applicant ID *(To be filled by HR)*		Associate ID *(To be filled by HR)*	

First Name: Last Name:

Gender: Male / Female Date of birth (DD/MM/YYYY) Blood Group

Candidate's Medical History:

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds			

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from any previous employment opportunity?			
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

Have you ever suffered/are you suffering from any of the following? *(Please tick whichever applicable)*

	Heart Attack		Diabetes
	High Blood Pressure		Stroke
	Night Blindness		Valve Disorders
	Asthma		Slipped disc
Any other major disease/illness that you may be willing to disclose			

Candidate's Declaration:

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature: _____

Name: _____

Date: _____
(DD/MMM/YYYY)

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ANNEXURE - G - Intellectual Property Assignment

Associate Name:
Associate ID:
Date:

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

(a) **Intellectual Property Assignment**

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating of developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

(b) **Restrictions after Termination**

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

_____

ACCEPTED

_____

Tech Mahindra Limited
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ANNEXURE - H - Agreement – General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.

2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.

3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.

4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

   Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers. This Section 4 is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

   a. Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.

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b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.

c. In the event of a breach or threatened breach of this Section 4 by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.

d. In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

5. **Ownership of Work Product:** Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.

6. **Partial Restriction on Post-Termination Competition:** Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited .

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7. **Covenant Not To Compete.** I hereby covenant and agree as a part of and ancillary to this Agreement that for the period of 12 months following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

   a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the 12 months period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest;

   b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

   I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. **Compliance Not Contingent Upon Additional Consideration**: I understand and acknowledge that the wages, compensation,, benefits training and experience that Tech Mahindra Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.

9. **Damages and Remedies:** I acknowledge and agree that if violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited may take legal action in the court specified below in **Section 13** for the liquidated damages specified in **Section 6** above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

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10. **Severability:** Each clause and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.

11. **Entire Agreement:** This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.

12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited (together with their successors and assigns).

13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.

14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited for liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this _____ day of _____, 20___

For and on Behalf Of
Tech Mahindra Limited

Venkat Paturi
Head - Resource Management Group

Signature

_____

(Ranjith Shastry)

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ANNEXURE - I - ACKNOWLEDGMENT

This acknowledgment shall be attached to and considered part of the employment agreement executed this date by and between Tech Mahindra Ltd "Company" and the **Mr. Ranjith Shastry** "Employee".

The Employee recognizes, understands and specifically agrees to the restrictive covenant contained in the foregoing agreement. The Employee further acknowledges that said restrictive covenant and the territorial limitations set forth therein is reasonable.

I understand that my employment with the Company is absolutely conditioned upon execution of this Acknowledgment and agreement. I have fully read, understood and agree to be bound by the attached agreement and this Acknowledgment. I, **Ranjith Shastry** hereby further acknowledge and confirm that I have read and understood the foregoing agreement. I understand that I have the right and the time to have this agreement reviewed by Advocate of my choice but has declined to do so.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the Employee has set his or her hand on this ___day of _____ (month), _____ (year), and hereby acknowledges, understands and agrees to the above.

[Name & Signature]

Witness/ Notary Public: _____

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Annexure - J - INDEMNITY BOND WITH SURETY

This Indemnity is made and executed at **<<Joining Location>>** on this **<< Joining Date>> day** of **<< Joining Month>> << Joining Year>>** by Mr. /Ms. /Mrs. **<< Name >> age <<Age>>** S/o Mr. **<<Father's Name>>** a permanent resident of **<<Address>>** *hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the first par

AND

Mr. **<<Name of Surety>>** age **<<Age>>** S/o Mr.**<< Father's Name of Surety>>** a permanent resident of **<< Surety Address>>** [hereinafter called **"Surety"** which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the second part,

IN FAVOUR OF Tech Mahindra Limited, a company incorporated under the Companies Act, 1956 and having its Corporate Office at Info city, Hi-tech City Layout Madhapur, Hyderabad 500081,India [hereinafter called **"Tech Mahindra"** which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

WHEREAS the **Employee** has been selected for appointment as _____ in the Band _____ in the service of Tech Mahindra.

AND WHEREAS an Offer of Appointment containing the terms and conditions of the appointments has already been issued to the **Employee** vide letter No _____ dated of **Tech Mahindra**.

AND WHEREAS the acceptance of the terms and conditions of the appointment has already been communicated to **Tech Mahindra** on _____ by the **employee.**

AND WHEREAS one of the terms and conditions of the appointment is that the Employee shall undergo an initial training programme called Entry Level Integrated Training and Enablement (hereinafter referred as ELITE) which may also include the project specific training/s and would be subsequently placed on assignments relating to various projects of Tech-Mahindra. The Employee shall serve Tech Mahindra for a minimum period of **twenty four (24)** months from the date of joining of the Employee and execute an indemnity with surety in favour of **Tech Mahindra**.

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

NOW THIS INDENTURE WITNESSETH as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which **Tech Mahindra** has agreed to give appointment to the Employee, the Employee **hereby** undertakes to undergo the Initial Training Programme as provided by **Tech Mahindra** without any interruption whatsoever and serve **Tech Mahindra**, on its various projects at any location, in India or abroad, for a minimum period of **twenty four (24)** months from the date of joining.

2. The **Employee** hereby undertakes to devote his/her full time and attention to the business of **Tech Mahindra** with due care, skill and diligence. The **Employee** further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of **Tech Mahindra**.

3. The **Employee** hereby undertakes to honor the commitment made by **Tech Mahindra** to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.

4. The party of the Second Part i.e. _____ agrees to stand as Surety for the due performance of the obligation of the **Employee** under this agreement of indemnity. **In case of breach of the terms of this indemnity by the Employee and** failure to indemnify Tech Mahindra, the Surety shall be jointly and severally liable to pay the aforesaid amount of **INR 100,000/- (Rupees One lakh only)** to **Tech Mahindra** with an interest at the rate as specified herein below, immediately on demand.

5. **The Employee further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by Tech Mahindra, he/she shall pay an amount of INR 100,000 (Rupees One lakh only) with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which Tech Mahindra has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by Tech Mahindra during intervening period. The employee and surety agree that assessment of liquidated damages as assessed as INR 100,000 (Rupees One lakh only) are reasonable, which they both agree to pay jointly and severally, on demand made by Tech Mahindra.**

6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the **Employee** to continue in the service of **Tech Mahindra** for the aforesaid term of **twenty four (24)** months, and Tech Mahindra shall always have the right to take appropriate action against the **Employee** as per terms of the appointment letter and/or the rules and regulations of **Tech Mahindra** as applicable, in case of commission of any misconduct by the **Employee**.

7. The amount specified above shall constitute a debt owing to **Tech Mahindra** and shall be recoverable from the **Employee** and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

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CIN L64200MH1986PLC041370

IN WITNESS whereof, the EMPLOYEE & the SURETY have put their signatures in the presence of the witnesses.

Signed and delivered by the Party of the first part i.e. the Employee having read and understood the contents/terms of this Indemnity Bond

Name of First Part: **Sig:**

Signed and delivered by the Party of the second part i.e. the Surety having read and understood the contents/terms of this Indemnity Bond

Name of Surety: **Sig:**

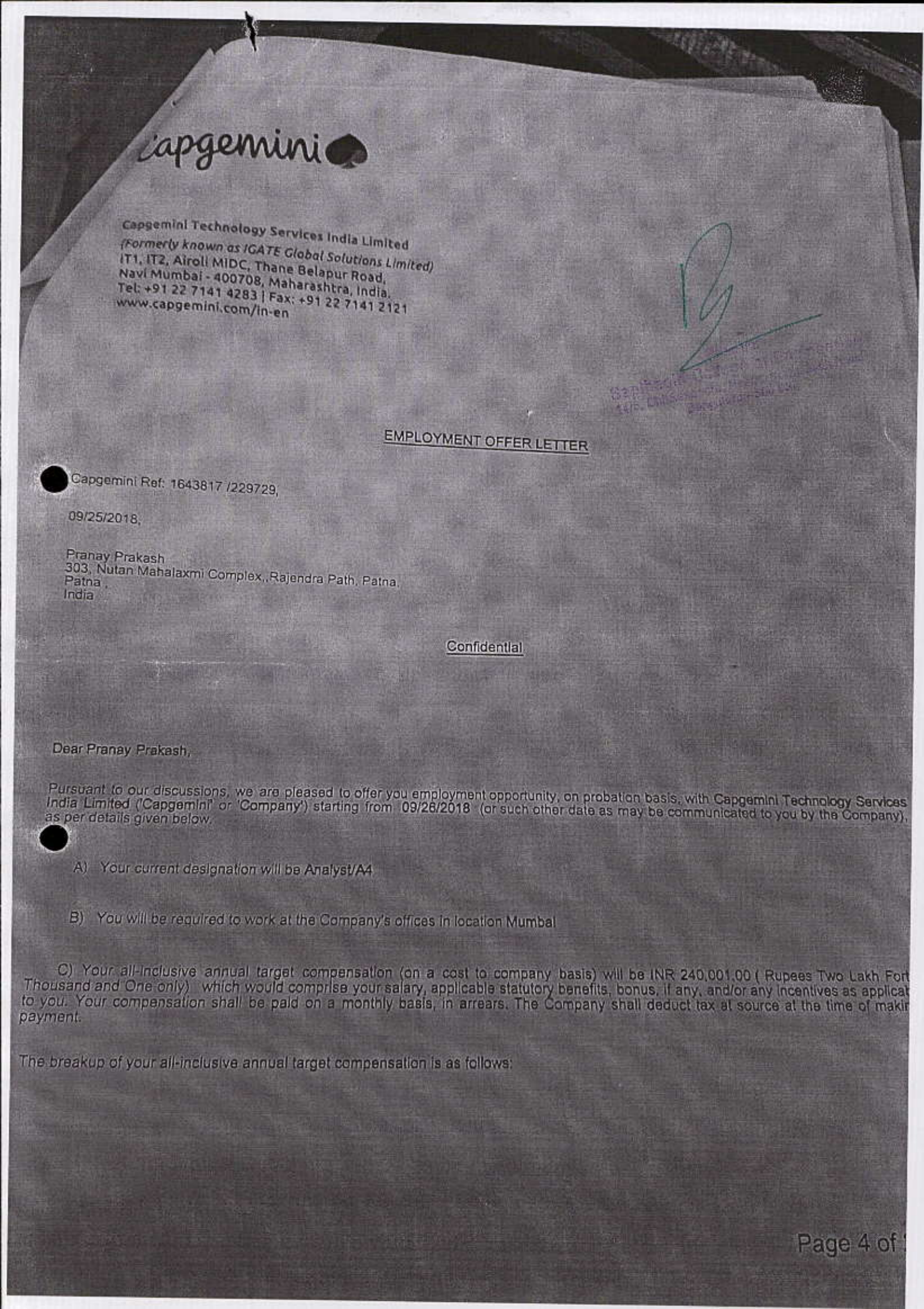
Sid by -

1. WITNESS: _____
(Name)

NAME & ADDRESS:

2. WITNESS: _____
(Name)

NAME & ADDRESS



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT1, IT2, Airoli MIDC, Thane Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7141 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1643817 /229729,

09/25/2018,

Pranay Prakash
303, Nutan Mahalaxmi Complex,, Rajendra Path, Patna,
Patna ,
India

Confidential

Dear Pranay Prakash,

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 09/26/2018 (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 Mumbai

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 240,001.00 (Rupees Two Lakh Fort Thousand and One only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicat to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of makir payment.

The breakup of your all-inclusive annual target compensation is as follows:

CHLORBIOS
Creating Green Biotechnology

Survey No. 73/2,
Jarakabande Kaval, Yelahanka Hobli,
Via Attur Post, Bangalore - 560 106.
+91 53667 688[illegible]ail.com

DATE : 20/03/2018

OFFER LETTER

19-18

Dear PAVAN KUMAR H D,

Congratulations and welcome aboard CHLORBIOS, we are delighted to have you in our exciting team!

We are offering you the position of **"ELECTRICAL MAINTANANCE ENGINEER"**, *with effect from* **July 16th 2018, with the consolidated sclary 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 **July 16th 2018**. 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,

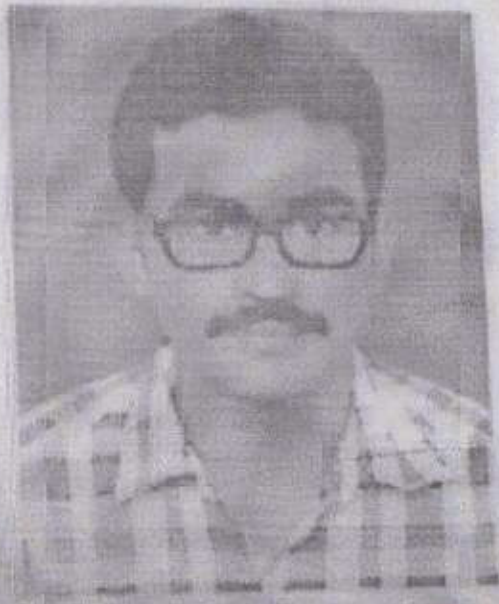
20/03/2018.

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

em electronix



ARAVIND VALSALAN

Employee ID : A4067

Blood Group : A+ve

Contact Phone : 9945334978

em electronix pvt. ltd.

9/12, 2nd Main, II Stage,

Vasherambagar Industrial Suburb,

[illegible]

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

Cognizant

16-Oct-2018

Dear Abhishek M,
B.E, Computer Science & Engineering
Saptagiri Engineering College

Candidate ID – 12460963

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.333,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a deliverable project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bathavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

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

Cognizant

Annexure A

Name: Abhishek M Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https://onecognizant.cognizant.com>Total Rewards App for more details

S.R. TECHNOLOGIES

OFFER LETTER

Date: 23-02-2018

To
Ananya Bondopadhya
SCE, Bangalore -560057

Dear Ananya Bondopadhya,,

We are pleased to offer you the position of Desktop Engineer at **S. R. Technologies, Bangalore**

Your job will commence on first week of August 2018and 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
Bangaluru - 560 057

Bangalore-91

#29,D Group Employees Layout,1st Block Lingadheeranahalli,Andhrahalli Main Road,
Bengaluru 560 091. INDIA. E-mail:- srtechnoblr@gmail.com

17-18
EE

amazon

29 January 2020

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Pavithra C
Address: , India

This letter is to confirm that **Pavithra C** is currently employed at Amazon Development Centre (India) Private Limited.

Pavithra C is employed as a **Content Test Associate** and commenced employment with Amazon on **03 February 2020**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

ABasu

Arijit Basu
Sr. Manager, HR Operations – HR Services

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

MANOBHU TECHNOLOGY PVT. LTD.
No.810, Sri Vari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

Date: 21/09/2017

Ref:2017/WEBHRD/005

Ms. Shilpa H.S.

No. 6, Chikkagollarahatt ,

Magadi Main Road

Bangalore - 562123

Dear Shilpa H.S,

We have pleasure in offering you appointment in our Company in Development Department, as Junior Fython Developer.

This offer of appointment is subject to satisfying the following:

a. Your written undertaking to join, not later than 30/09/2017
b. Certification of your medical fitness by certified Doctor.
c. Submission of all your necessary certificates and documents in respect of educational and professional qualifications proof of age and previous employment, as per the requirements of the Company.

This appointment will commence from the date on which you join the Company.

The terms and conditions of employment shall be as under:

1. You will receive the emoluments /allowances as per attached Annexure.

2. The Company may time to time, station you on deputation, lend or transfer your services to any Departments, Affiliates, Subsidiaries or Associate Companies, or Joint Venture Companies or in any other location in India/Abroad. Consequent to such transfers you will be governed by the terms and conditions as applicable at place of posting.

3. You will be on probation for a period of **six months**. This probation period could be curtailed or extended at the discretion of the Company. However, completion of six months of probation does not entitle you or result in automatic confirmation of your employment, unless the Company confirms your employment in writing. During this period, your employment, may be terminated forthwith without notice and without assigning any reasons.

4. You will be entitled of Casual leave of 9 days and Sick leave of 3 days for a period of one year.

5. Company reserves right to modify or alter the working hours with in force from time to time

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Principal
Bhagiri College of Engineering

Manobhu™

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5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

6. On satisfactory completion of period of probation, you will be confirmed in our service and on confirmation the Company will be entitled to terminate your services by giving 3 months written notice or 3months salary including allowances in the lieu of such notice. In the event of resignation from the services of the Company, you will be required to give the Company, 3 months written notice or forfeit, in lieu thereof, your salary, including allowances, for 3 months, or pro-rated for the period by which your notice falls short of 3 months.

7. So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and not divulge, disclose or make known to any unauthorised person within or outside the Company, nor will you unauthorizedly use any knowledge or information in respect of Web Development, designs, technical trade, non-technical details or business data (including process, architecture, technical know-how, customer information, business plans and like matters), which are necessarily confidential/ critical and have come to your knowledge and possession.

8. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorizedly through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorised person for the purposes of accessing, obtaining copying, transmitting or removing the above. Even after cessation of employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

9. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. you shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.

10. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/body corporate, etc. whether for any consideration or not.

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5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

11. You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.

12. You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all areas, systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such formats as may be required by the Company, without expense to you, which in the judgement of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in IPRs.

13. The Company shall at all times have the right to access and monitor all emails created, sent / received or stored by you using Company facility/services and on Company system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all the times.

14. You shall endeavour to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.

15. You shall on ceasing to be the employee of the Company, forthwith return all Company properties, moveable or immoveable, including, without limitation, all the Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

16. Any expenses reimbursed or any payment made in addition to CTC for the employee will be recovered in the event you leave the organisation within 3 years of joining.

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17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

17. You will be subject to all applicable laws of the land and rules, regulations and policies of the Company which may in force from time to time

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above mentioned terms and conditions of employment, having read the terms and conditions and on joining you will abide by its perspective principles.

We wish you a long and fruitfu career with **Manobhu Technology Pvt. Ltd.**

Thanking You,

Yours Sincerely,

For **Manobhu Technology Pvt. Ltd.**

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU

Murali Manohar V

Managing Director

If the above are not satisfied /fulfilled on or before 30/09/2017, this letter of appointment will become null and void and will stand cancelled.

I hereby confirm my joining on 30/09/2017.

Accepted_____

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

ANNEXURE

NAME	Shilpa HS	
CTC	220000	
DIVISION	WEB	
DEPARTMENT	Development	
LOCATION	Bangalore	
HIERARCHY	Junior Python Developer	
	ANNUAL	MONTHLY
Basic	7500	625
Ad-hoc pay	97500	8125
Total Fixed [A]	105000	8750
Flexi pay [B]	84000	7000
Performance pay [C]	31000	
CTC [A+B+C]	220000	
GROSS PAY P.M		15750

Note: CTC does not include income tax deductions, other reimbursements

**Performance pay at your level is divided into business matrix(20%) and individual matrix(80%) and will be payed at financial year end.*

*** Performace pay is calcelated at mean level for the purpose of CTC calculation. However you have an oppurtunity to earn a maximum performance pay based on your and company performance.*

Mean payment 31000 *Max Payment 62000*

ANY COMMITMENT MADE CTHER THAN THE ABOVE WILL BE VALID ONLY IF GIVEN IN WRITING BY THE UNDERSIGNED

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU

MURALI MANOHAR
MANAGING DIRECTOR

SHILPA HS
I Accept

INVENTING VALUE NODES™

TARUN TECHNOLOGIES

Ref : Tarun/17-18/22 Date : 9/2/2018

OFFER LETTER

Dear Monisha S,

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 **17/08/2018** 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,

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

Mr. Ravi Prasad,
CEO

FOR TARUN TECHNOLOGIES

Proprietor

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

S.R. TECHNOLOGIES

OFFER LETTER

Date: 23-02-2018

To
Pallavi L
SCE, Bangalore -560057

Dear Pallavi L,

We are pleased to offer you the position of Desktop Engineer at **S. R. Technologies, Bangalore**

Your job will commence on first week of August 2018and 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:- srtechnohr@gmail.com

docon

DOCON TECHNOLOGIES PRIVATE LIMITED
77/A, 3rd Floor, Cygnus Chambers, Jyothi Nivas College Road, Koramangala 5th Block,
Bengaluru, Karnataka 560034
Ph: +91-9844703777 Email: contact@docon.co.in Website : www.docon.co.in

Date :10th May ,2019

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr Priyanshu( ), is working with **Docon Technologies Private Limited** since **2nd January 2019** and is a permanent employee with us . As per the employment records available with us , he is working in our Bangalore office. The Amount credited every month from account DocOn Technologies is his monthly salary .

This letter is issued for Specify purpose of Salary proof.

For Docon Technologies Pvt LTD

Yours Sincere

Karthik Selvaraj
Head HR Docon Technologies Pvt Ltd

FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 09-02-2018

Dear Rakshitha Prakash,

We are pleased to offer you the position of HR trainee at FIRST RESOURCE Company.

Your job will commence on 20-08-2018 and your starting salary will be 2 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 10-08-2018 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,

9/2/18

Mr. Veerendra Kumar

Managing Director

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

PRIME
www.primetutor.in

+91 98310 88815
info@primetutor.in

DATE: 08/02/2018

OFFER LETTER

Dear Priya M Pai,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of "**Marketing Engineer** ", *with effect from* **September 3rd 2018, with the Annual CTC of Rs. 2.5 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to SRI.LOKNATH SONI, Director, on or before **September 3rd 2018,** 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 PRIME 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 PRIME.

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

Very truly yours,

Sri.LOKNATH SONI,
Director

Address: 15 C Sarat Bose Road, Kolkata - 700020

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

सीएसआईआर-राष्ट्रीय रासायनिक प्रयोगशाला, पुणे - 411008
(वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद, विज्ञान एवं प्रौद्योगिकी मंत्रालय, भारत सरकार)

CSIR-NATIONAL CHEMICAL LABORATORY, PUNE - 411008
(Ministry of Science & Technology, Govt. of India)

नाम /Name : SNEHA M.

संख्या /Emp. ID : 44880

पदनाम /Desig : PROJECT ASSISTANT II

प्रभाग /Division : BIO CHEM

रक्त समूह /Bl. Gr. : A+

27/05/2019
Issuing Date

Issuing Authority
(Admin Officer)

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

FEE

BYJU'S

OFFER LETTER

Date: Thursday, July 11, 2019

Ms. Sushmitha L

Welcome to BYJU'S!

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

We are pleased to offer you the position of Learning & Development Specialist on following terms and conditions:

Offer Details:

Designation: Learning & Development Specialist

Department: User Experience (51000011)

Sub Department: Mentoring

Employment Type: Regular

CTC per Annum:

- Fixed Compensation: 400000 INR
- Variable Compensation: 75000INR

Reporting Details:

Date of Reporting: Monday, July 15, 2019

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: 8 : 30 AM

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

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

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 Monday July 15, 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

Signature:

Human Resource

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., endeavors 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. 10th Mark sheet
2. 12th 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:

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

OmnicomMediaGroup
India Private Limited
(formerly known as Radeus Advertising Private Limited)

3rd Floor, Global Business Square
Plot No.32, Industrial Area, Sector-44
Gurgaon 122002, India

Tel: +91 124 4932900
www.OmnicomMediaGroup.com

2nd April'19

Ms. Poorva H
Vidya Nagar, Housing Board,
Kungal, K.R.S. Agrahara,
Tumkur, Karnataka - 572130

Sub-Offer letter

Dear Poorva,

I am delighted to offer you the position of **Associate - Marketing Science Group.**

You will be eligible for a CTC of Three Lakh Only per annum.

We would like you to commence employment with us on 3rd April' 2019.You will be on probation for a period of three months from the date of joining and will be governed by the rules and regulations of the company as applicable from time to time.

You will be working within the **Bengaluru** office.

You will report to **Mehul Karnavat** and your reporting time will be **12:00 Noon.**

Kindly send an acceptance for this offer. The detailed appointment letter will be issued once you accept the offer and join.

Yours Sincerely
For Annalect

Ritu Bharadwaj
HR Director

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

Registered office:
G-1, Paragon Condominium,
Pandurang Budhkar Marg
Mumbai 400013 India
Tel: +91 22 61437000

CIN:U74300MH1973PTC016583

OmnicomMediaGroup
India Private Limited
(formerly known as Radeus Advertising Private Limited)

3rd Floor, Global Business Square
Plot No.32, Industrial Area, Sector-44
Gurgaon 122002, India

Tel: +91 124 4932900
www.OmnicomMediaGroup.com

Remuneration Working			
Name – Poorva H	Designation - Associate		
Level - L1.0			
Date of Joining - 3-Apr-19	Location - Bengaluru		
CTC Break - up	Monthly Rs.		Annualised CTC Rs.
Basic	7,500		90,000
HRA	3,750		45,000
Special Allowance	10,489		1,25,873
Total	21,739		2,60,873
Paytm Food Wallet	1,100		13,200
Provident Fund	1,800		21,600
Statutory Bonus			-
LTA			-
Gratuity Provision			4,327
Total	2,900		39,127
Grand Total			3,00,000

For Annalect,

Ritu Bharadwaj
HR Director

Registered office:
G-1, Paragon Condominium,
Pandurang Budhkar Marg,
Mumbai 400013 India
Tel: +91 22 61437000

CIN:U74300MH1973PTC016583

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: 5th March 2018

OFFER LETTER

Dear **Rakshitha K,**

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 **6th July 2018**, 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,

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

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

MANOBHU TECHNOLOGY PVT. LTD
No.810, SriVari Nilaya
17th E Main Road
5th Block Rajajinagar
Bengaluru -560010
www.manobhu.com

Date: 21/09/2017

Ref:2017/WEBHRD/003

Ms. Akshatha K

No. 22A, Kirloskar Layout, 2nd Main,

Bangalore - 560057

Dear Akshatha K,

We have pleasure in offering you appointment in our Company, in Development Department, as Junior Python Developer.

This offer of appointment is subject to satisfying the following:

a. Your written undertaking to join, not later than 30/09/2017
b. Certification of your medical fitness by certified Doctor.
c. Submission of all your necessary certificates and documents in respect of educational and professional qualifications proof of age and previous employment, as per the requirements of the Company.

This appointment will commence from the date on which you join the Company.

The terms and conditions of employment shall be as under:

1. You will receive the emoluments /allowances as per attached Annexure.

2. The Company may time to time, station you on deputation, lend or transfer your services to any Departments, Affiliates, Subsidiaries or Associate Companies, or Joint Venture Companies or in any other location in India/Abroad. Consequent to such transfers, you will be governed by the terms and conditions as applicable at place of posting.

3. You will be on probation for a period of **six months**. This probation period could be curtailed or extended at the discretion of the Company. However, completion of six months of probation does not entitle you or result in automatic confirmation of your employment, unless the Company confirms your employment in writing. During this period, your employment, may be terminated forthwith without notice and without assigning any reasons.

4. You will be entitled of Casual leave of 9 days and Sick leave of 3 days for a period of one year.

5. Company reserves right to modify or alter the working hours with in force from time to time

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Principal
Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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5th Block Rajajinagar
Bengaluru -560010
www.manobhu.com

6. On satisfactory completion of period of probation, you will be confirmed in our service and on confirmation the Company will be entitled to terminate your services by giving 3 months written notice or 3months salary including allowances in the lieu of such notice. In the event of resignation from the services of the Company, you will be required to give the Company, 3 months written notice or forfeit, in lieu thereof, your salary, including allowances, for 3 months, or pro-rated for the period by which your notice falls short of 3 months.

7. So long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality and not divulge, disclose or make known to any unauthorised person within or outside the Company, nor will you unauthorizedly use any knowledge or information in respect of Web Development, designs, technical trade, non-technical details or business data (including process, architecture, technical know-how, customer information, business plans and like matters), which are necessarily confidential/ critical and have come to your knowledge and possession.

8. You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorizedly through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorised person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after cessation of employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.

9. You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. you shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise.

10. In addition to your fulfilling the requirements of secrecy and confidentiality, as specified herein, also during your employment with the Company, you shall not engage in any vocation, training, employment, consultancy, business transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/body corporate, etc. whether for any consideration or not.

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5th Block Rajajinagar
Bengaluru -560010
www.manobhu.com

11. You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in service of this Company you will not work for any person or Company in any capacity either for any consideration or otherwise, nor do any private business without obtaining prior permission of the Company in writing.

12. You will assign to the Company your entire right, title and interest in any Intellectual Property Rights (IPRs for short, which term would include patents, trade-marks, copyrights, designs, whether registered or not, and all improvements thereto) that you may make, solely or jointly with others, in the course of your employment with the Company relating to any or all areas, systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such formats as may be required by the Company, without expense to you, which in the judgement of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in IPRs.

13. The Company shall at all times have the right to access and monitor all emails created, sent / received or stored by you using Company facility/services and on Company system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all the times.

14. You shall endeavour to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.

15. You shall on ceasing to be the employee of the Company, forthwith return all Company properties, moveable or immoveable, including, without limitation, all the Company information, files, reports, memoranda, software, credit cards, door and file keys, computer access codes and such other property which you received or in possession or prepared in connection with your employment with the Company.

16. Any expenses reimbursed or any payment made in addition to CTC for the employee will be recovered in the event you leave the organisation within 3 years of joining.

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No.810, SriVari Nilaya
17th E Main Road
5th Block Rajajinagar
Bengaluru -56001(
www.manobhu.com

17. You will be subject to all applicable laws of the land and rules, regulations and policies of the Company which may in force from time to time

Please return the duplicate of this letter, duly signed, in token of your acceptance of the above mentioned terms and conditions of employment, having read the terms and conditions and on joining you will abide by its perspective principles.

We wish you a long and fruitful career with **Manobhu Technology Pvt. Ltd.**

Thanking You,

Yours Sincerely,

For **Manobhu Technology Pvt. Ltd.**

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU-01

Murali Manohar V

Managing Director

If the above are not satisfied /fulfilled on or before 30/09/2017, this letter of appointment will become null and void and will stand cancelled.

I hereby confirm my joining on 30/09/2017.

Accepted_____

MANOBHU TECHNOLOGY PVT. LTD
No.810, SriVari Nilaya
17th E Main Road
5th Block Rajajinagar
Bengaluru -560010
www.manobhu.com

ANNEXURE

NAME	Akshatha K	
CTC	220000	
DIVISION	WEB	
DEPARTMENT	Development	
LOCATION	Bangalore	
HIERARCHY	Junior Python Developer	
	ANNUAL	MONTHLY
Basic	7500	625
Ad-hoc pay	97500	8125
Total Fixed [A]	105000	8750
Flexi pay [B]	84000	7000
Performance pay [C]	31000	
CTC [A+B+C]	220000	
GROSS PAY P.M		15750

Note: CTC does not include income tax deductions, other reimbursements

**Performance pay at your level is divided into business matrix(20%) and individual matrix(80%) and will be payed at financial year end.*

*** Performace pay is calculated at mean level for the purpose of CTC calculation. However you have an opportunity to earn a maximum performance pay based on your and company performance.*

Mean payment 40000 *Max Payment 70000*

ANY COMMITMENT MADE OTHER THAN THE ABOVE WILL BE VALID ONLY IF GIVEN IN WRITING BY THE UNDERSIGNED

MANOBHU TECHNOLOGY PVT. LTD.

MURALI MANOHAR V
MANAGING DIRECTOR

AKSHATHA K
I Accept

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: 5th March 2018

OFFER LETTER

Dear Aravind B R

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 **06-07-18**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are recuired 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

CHLORBIOS
Creating Green Biotechnology

Survey No. 73/2,
Jarakabande Kaval, Yelahanka Hobli,
Via Attur Post, Bangalore - 560 106.
+91 96329 63235 chlorbios@gmail.com

DATE : 20/03/2018

OFFER LETTER

Dear HINDUSHREE,

Congratulations and welcome aboard CHLORBIOS, we are delighted to have you in our exciting team!

We are offering you the position of **"Junior Scientist"**, *with effect from* **July 16th 2018, with the consolidated salary of Rs 22,000/-(Twenty two 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 **July 16th 2018,** 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,

20/03/2018

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 - 562 157

mindse8
www.mindse8.com

+91 7980 326 055

info.mindse8@gmail.com

JOB OFFER LETTER

12th February 2018

Dear **Shruthi K Pamadi,**

Congratulations!

MINDSE8 is delighted to offer you the full-time job & the position of **"Marketing Trainee"**. You are requested to report directly to the manager on August 20th 2018.

The starting salary for this position is 2.75 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

2017-18

S.R. TECHNOLOGIES

OFFER LETTER

Date: 12-02-2018

To
Akshatha J
SCE, Bangalore -560057

Dear Akshatha J,

We are pleased to offer you the position of Desktop Engineer at **S. R. Technologies, Bangalore**

Your job will commence on first week of June 2018 and your starting salary will be 2.8 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
Bangaluru - 560 057

S.R. TECHNOLOGIES Bangalore-31

#29,D Group Employees Layout,1st Block Lingadheeranahalli,Andhrahalli Main Road,
Bengaluru-560 091. INDIA · E-mail:- srtechnoblr@gmail.com

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: 5th March 2018

OFFER LETTER

Dear Clement Ryan Menezes,

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 **06-07-18**, 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

APT

Tel : +91-80-32953760
Fax : +91-80-23367304
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: 5th March 2018

OFFER LETTER

Dear V Niharika,

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 **06-07-18**, 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
Bangalore - 560 057

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9345529001
E-mail:advent_tech@reciffmail.com

Advent Power Technologies

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

DATE: 5th March 2018

OFFER LETTER

Dear Vivekananda B K,

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 **06-07-18**, 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

mindse8
www.mindse8.com

+91 7980 326 055

info.mindse8@gmail.com

JOB OFFER LETTER

14th February 2018

Dear **Madhuri B**,

Congratulations!

MINDSE8 is delighted to offer you the full-time job & the position of **"Marketing Trainee"**. You are requested to report directly to the manager on August 20th 2018.

The starting salary for this position is 2.75 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

NTT DATA
Global IT Innovator

NTT DATA Global Delivery Services Private Limited
[illegible]

4th November 2015
Monika T
Sapathagiri College of Engineering

Dear *Monika T*,

We are pleased to offer you an appointment in NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the **Company**", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns") and subsequent employment with the Company subject to your completing the training as given below.

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.

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 ICP 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 **Rs. 3,00,000/-** 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.

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 Hemmata Vuka

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Monika T
(Monika T)

Date: 04/11/2015

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

4th November 2015
Prateek G Kulkarni
Sapathagiri College of Engineering

Dear *Prateek G Kulkarni*,

We are pleased to offer you an appointment in NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the **Company**", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns") and subsequent employment with the Company subject to your completing the training as given below.

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.

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 **Rs. 3,00,000/-** 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.

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 Uttimala Sarkar
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date 04/11/15
(Prateek G Kulkarni)

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

DXC.technology

03/18/2019

Revanth C Revanth

Dear Revanth C,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Arun D Rao
Arun D Rao (Mar 26, 2019)

Arun D Rao
Director - Human Resources

* This is an electronically generated letter and hence does not require a signature.

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

DXC.technology

03/18/2019

Revanth C Revanth
#04,11th cross,8th Main,Bhuvaneshwari Nagar,T.Dasarahalli

Bangalore, 560057
India

Dear Revanth C,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional System Analyst at DXC Technology India Private Limited of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 03/26/2019. Your job level at DXC is 3.

Your appointment with DXC Technology India Private Limited is on the following terms and conditions.

You are expected to report at Building # 4 Mindspace IT Park Hyderabad, Andhra Pradesh 500081 at 10:30 am to complete your joining formalities.

Compensation and Benefits

1.0 Salary
Your Fixed Gross Salary will be INR 324,000.00 per annum and Total Gross Salary inclusive of Incentive Compensation (at an indicative payment of 100%) will be INR 340,200.

1.1 Basic Pay
You will be eligible for a Basic Pay which will be INR 129,600.00.

1.2 Provident Fund
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

1.3 Gratuity
You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.4 Insurance
Medical Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of Fixed Gross Salary

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or INR 1,000,000 whichever is higher. Group term life insurance coverage is 2.5 times the Fixed gross salary. The premium payable for these insurance benefits forms a part of your compensation.

ESIC coverage is as per the provisions of the Employee State Insurance Act 1948

1.5 Flexible Benefits

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the amount as mentioned in Fixed Gross Salary after allocation to (1) Basic Salary, (2) PF, (3) Bonus Advance, if applicable. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

2.0 Incentives

You will be eligible to participate in one of the Company's discretionary Incentive Compensation Plans based on the job assigned to you. Your annual target Incentive (at a payment of 100%) for the job title upon joining is INR 16,200. This incentive can vary depending on individual, group and company performance, and can be nil if one or more of the said criteria are not met.

Incentive Compensation Plans will be administered as per the provisions of the respective plans, details of which can be asked to be shared after joining. Employees joining on or after 1st Jan until and including 31st March will not be eligible for any payout for the period from date of joining until 31st March in the year of joining.

Probation:

You will be on probation for a period of six months from the date of joining. At the end of the probation Period of six months your performance will be assessed and your employment with the Company will be confirmed subject to your satisfactory performance.

The company reserves the right to extend your said probation period for a further period of three months. During your probation period, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

Working Hours

The work timings are at the sole discretion of the Management and would normally consist of a 45 hours work week. These are subject to change as per business requirements. Same numbers of work hours are expected even when you are on an assignment abroad unless communicated otherwise by an entity of the company. The general working hours will be 9:00 am to 6:30 pm., Monday through Friday, with half hour break for lunch. Employees may also be expected to work in shifts based on business requirements.

Annual Earned Leave:

You are entitled to 15 days leave of absence on full pay per year and un-availed leaves are accumulative as per current Company policy. Other terms and conditions will be applicable to you as per the prevailing Leave Policy.

Paid Casual Leave:

The entitlement is for 12 days in a year. Other terms and conditions will be applicable to you as per the prevailing Leave Policy.

Holidays:

The Company observes 12 holidays in a year which may consist of fixed days of holidays and flexible ones and may be availed as per policy in force.

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Transferability:
During your employment with the Company, your services can be transferred to any of the locations in India or abroad or any function or department or platform or technology within company offices or client locations or any associate or subsidiary company of the Company whether existing or to be set up in future on the same terms and conditions at the sole discretion of the Management. The benefits linked to such transfers will be governed by the respective Company policy in force from time to time.

Non-Disclosure:
Due to the proprietary nature of our products and services, all employees are expected to maintain the highest level of confidentiality and will be required to sign an agreement not to disclose any information with respect to the Company. Your salary details are confidential; failure to maintain confidentiality will invite disciplinary action and may even result in termination of your services as per the policy of the Company.

Business Code of Conduct and Ethics:
All employees are expected to maintain the highest level of ethical conduct and are required to sign our Code of Ethical Business Conduct / Conflict of Interest certificate. Any instance of improper conduct including but not limited to misconduct, gross negligence or abandonment of the position to which you have been appointed shall constitute sufficient grounds for immediate termination of your services without any notice or payment in lieu of.

Information Security:
All employees are expected to maintain the confidentiality and integrity of the information assets and comply with the Information Security Policies. Employees are expected to maintain confidentiality of information residing in mobile computing devices such as portable laptops, notebooks, palmtops, other transportable computers and storage media. Employees are responsible for maintaining information security outside the premises of organization and outside the normal working hours.

Notice for Termination:
The written notice required for termination of employment by either party will be in accordance with the following:
1. 2 months for Level 1 to 6
2. 3 months for Level 7 and above

For clarity purposes, please note that your notice period will be dependent on your Level at the time of your separation with the Company irrespective of the reason for separation. You would be required to serve the stipulated notice period and early release would be at the sole discretion of the Management. In case you leave your employment without giving requisite notice, no relieving letter will be issued and settlement of dues will be at the sole discretion of the Management. However, under the Company's disciplinary procedure your services can be terminated without any notice period.

Service Agreement:
Post your joining, should you accept any specialized training whether in India or abroad, you will be required to commit to serve the Company for a minimum period of 12 months as per the Company policy. You will be required to enter into a Service Agreement, as per the Company's policy on Training, supported with a Guarantee in the form and manner decided by the Company. You are under no obligation to accept any
training requiring a commitment to serve the Company on your part. However, once accepted by you, it will be a binding contract.

Retirement Age:
All employees on rolls of the Company will retire from the services of the company on reaching the age of

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60.

Non-Smoking Policy:
Smoking is prohibited in the office premises other than the specifically assigned zones, if any.

Joining Requirements:
You are required to contact HR department on the date you report for work as per terms of this letter at 10:30 A.M. You are required to submit a copy of the following documents for joining:
- Relieving letter(s) / Acceptance of resignation from all your previous organizations
- Experience letter(s) from all your previous organizations
- Photocopies of all educational certificates (Class X onwards)
- Mark sheets / Consolidated mark sheets of all educational qualifications (Class X onwards)
- Three recent passport size photographs
- All relevant pages of your Aadhaar card, Passport, Driving License and PAN card
- Last month Pay-slip of your last organization / Form 16 of the last financial year / Last month bank statement depicting salary credit from your last organization

Please bring originals of all documents which will be returned to you after verification except service agreement which will be retained by the Company (if applicable).

This offer/appointment is subject to the condition that you indemnify and also certify that all the information (like educational qualifications, work experience, past salary drawn and all other information) supplied by you to the Company to get an employment with the Company, is accurate and nothing has been given untrue. If it is later found that you had supplied inaccurate/untrue/false information, then the Company reserves the right to terminate your services without any notice and seek appropriate damages or reimbursement of financial expenses incurred towards your training, relocation, any other allowances, etc. This is without prejudice to any other rights which the Company may have against you.

The Company reserves the right to change the terms and conditions of your employment and its policies and procedures at any time.

Please sign a duplicate copy of this letter confirming your acceptance of the above terms and conditions of appointment and return it to us for office records.

We are excited about your decision to join the company and wish you a long successful career with the Company.

Annexure II

Flexible Benefits Plan Guidelines
Upon joining, subject to total salary entitlement, employee has the option to re-structure the flexi salary by selecting from a pool of allowances given below.

House Rent Allowance
0 - 50% of annual basic salary. To be supported by at least one receipt per quarter (as proof of rent paid) from the landlord.

LTA
Can be claimed for Income Tax benefit twice in a block of 4 yrs as declared by IT Ministry. Maximum amount of Rs 2,00,000 per annum can be allocated.

Meal Coupon
Maximum of Rs 26,400 per annum. The entire amount becomes tax free.

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Transport Allowance
Maybe used to opt for Company Car Lease if in levels Professional 1 and above. If car not availed, tax exemption as per conveyance allowance limits in tax rules are provided.

Fuel, Maintenance & Chauffeur Allowance may be claimed from Transport Allowance for both company car and self-owned car subjects to limits defined in the policy.

Telephone / Broadband Reimbursement
Telephone and broadband expenses reimbursement can be opted from within kitty from flexible benefits as per policy.

Thanking You,
Yours Sincerely,

Arun D Rao
Arun D Rao (Mar 20, 2019)

Arun D Rao
Director - Human Resources
* This is an electronically generated letter and hence does not require a signature.

I accept the above referred Pay and Benefits and the general terms and conditions of employment

Revanthc
Revanthc (Mar 21, 2019)

Revanth C Revanth

Mar 21, 2019

Candidate Physical Signature (to be completed first day of work):

I accept the above referred Pay and Benefits and the general terms and conditions of employment

First Name Middle Name Last Name

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Date

Place

Annexure III

Dear Revanth C Revanth,

Please note that you must submit a copy of your Permanent Account Number (PAN) card on your date of joining at company. By acknowledging this document, you undertake that you shall be solely responsible for any consequences arising due to non submission of your PAN copy and company shall not be responsible for the same, in any manner whatsoever.

Date: Mar 21, 2019

Revanthc
Revanthc (Mar 21, 2019)

Revanth C Revanth

FOR Company

Arun D Rao
Arun D Rao (Mar 20, 2019)

Arun D Rao
Director - Human Resources

* This is an electronically generated letter and hence does not require a signature.

FOR Employee

Name : Revanth C Revanth

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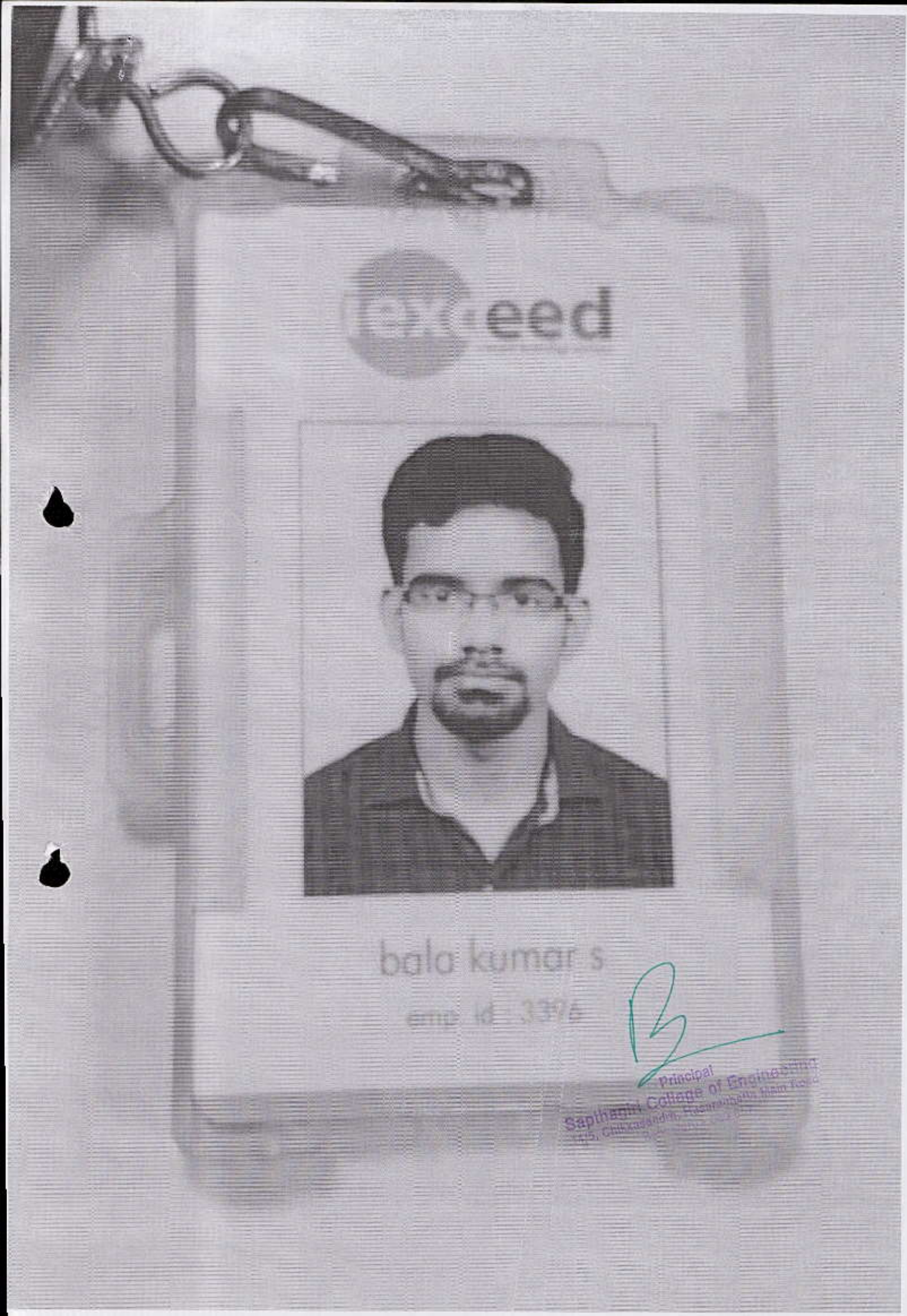
Revanthc
Revanthc (Mar 21, 2019)

Date : Mar 21, 2019


bala kumar s

S.R. TECHNOLOGIES

OFFER LETTER

Date: 12-02-2018

To
Lavanya Krushnaiah
SCE, Bangalore -560057

Dear Lavanya Krushnaiah,

We are pleased to offer you the position of Desktop Engineer at **S. R. Technologies, Bangalore**

Your job will commence on first week of August 2018 and your starting salary will be 2.75 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
Bangaluru - 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

BHOOMIKA MJ

docon

DOCON TECHNOLOGIES PRIVATE LIMITED

www.docon.co.in

Principal

Employee ID : [redacted]

Blood Group : [redacted]

Date of Birth : 8/5/1996

- Emergency Office Contact :
  +91 9152086899 / +91 8467906780

Emergency Family Contact :
+91 9960456625

- docon

DOCON TECHNOLOGIES PRIVATE LIMITED
#77A, 3rd Floor, Cygnus Chambers,
Jyothi Nivas College Road, Koramangala 5th Block,
Bengaluru, Karnataka 560034
PH : +91-8044293777

If found, Please return to the above address.

S.R. TECHNOLOGIES

OFFER LETTER

Date: 12-02-2018

To
Thejaswy K Prasad
SCE, Bangalore -560057

Dear Thejaswy K Prasad,

We are pleased to offer you the position of Desktop Engineer at **S. R. Technologies, Bangalore**

Your job will commence on first week of August 2018 and ycur starting salary will be 2.75 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

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: 5th March 2018

OFFER LETTER

Dear **Shalini Gupta**,

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 **6th July 2018**, 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,

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

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

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

FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 09-02-2018

Dear Chandrabushan Prakash ,

We are pleased to offer you the position of HR trainee at FIRST RESOURCE Company.

Your job will commence on 20-08-2018 and your starting salary will be 2 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 10-08-2017 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,

Mr. Veerendra Kumar

Managing Director

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

MICROLAND®

20-July-2018

NIKHIL SHARAN
INDIA-BANGALORE

Subject: Traineeship Letter

Dear Nikhil sharan,

We are pleased to welcome you to Microland and associate with us as **Service Engineer Trainee** from **01 August 2018** to **31 January 2019**, based at any of our offices in **Bangalore.** During this period, you would undergo classroom and on-the-job training.

You will be eligible for a stipend of **Rs. 16,000/- per month**. You are eligible for a leave of 1 day per month, which can neither be encashed nor carried forward, during your entire Traineeship period or later. The stipend will be prorated based on the number of days worked (present) accounting for the eligible leave and weekly offs.

Microland's core values shape our culture and define our character. The core values guide how we think, behave and make decisions. Our core values are Integrity, Ingenuity, Teamwork, Respect for Individual, Shareholder Value, Responsiveness. You will be governed by the policies of Microland which reflect our Core Values *viz.* Disciplinary Action policy, Prevention of Sexual Harassment (POSH) policy, Code of Business Conduct & Ethics and Dress code policy

During your Traineeship with Microland or thereafter, you will be exposed to confidential information regarding the Company, our customers, employees and other stakeholders. You will hold all such information in utmost confidence and use such information only for the benefit of the Company and only to the extent required thereof. You will not divulge any information concerning the company's (or its associates) to operations, know-how, secrets etc. that you may come to acquire as an employee of the company any unauthorized person, nor use for any purpose other than Company's during the period of your employment with us, or thereafter.

Microland shall be the sole owner of any intellectual property developed by you, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the intellectual property. You shall neither claim any income nor benefit from any such development at any point of time. **You will be required to sign an Undertaking / Non-Disclosure Agreement and a Traineeship Agreement at the time of joining**. You will not divulge any information concerning the company's (or its associates) operations, know-how, secrets etc. that you may come to acquire to any unauthorized person, nor use for any purpose other than the company's.

Attendance and working hours: Work shift consists of 9.5 hours, which includes 1 hour of total break time (= two 15 minutes' breaks + one 30 minutes' break) for 5 days a week. For trainees deployed at different customer sites during their traineeship with Microland, they will be governed by the working hours/days as per the customer policies and guidelines.

Notwithstanding your obligation to provide accurate information/records about yourself to the Company, the Company reserves the right at any time to make such inquiries as it deems fit, including but not limited to inquiries for the purpose of ascertaining the accuracy of any information/records you have given to the Company, and to verify whether you have a criminal record or a record of any indiscipline or misconduct with previous employer/s If such verification proves data inaccuracy,

Microland Limited
18, Ecospace, Bellandur Outer Ring Road, Bangalore 560103, India
P: +91 80 3918 0000 | F: +91 80 3918 0044 | www.microland.com
Corporate Identity Number (CIN): U85110KA1989PLC014458

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

forgery, criminal record, termination based on indiscipline/misconduct and/or non-satisfactory performance you agree to forfeit all monetary and non-monetary benefits as was applicable/accrued. By signing this letter, you shall be deemed to have agreed to conduct the 'background check verification' and to have waived your right to lodge any claim or action against the Company, including but not limited to any claim related to invasion of privacy. Trainees should get their final qualification certificates, within of 3 months of joining the Traineeship program.

You will keep the Company informed of any change in your residential address and / or civil status. Any communication conveyed or letters/documents sent to the last recorded address with the company, shall be deemed to have been duly served on you.

You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by Microland for your use. On demand, you shall take steps to return such assets, properties etc., back in the same condition as given, subject to normal wear and tear, on cessation of Traineeship or any other time as may be required by the company. Failing this, the company shall be entitled to recover such cost / compensation as it may deem fit, keeping in view the cost of such assets, properties etc.

You shall be responsible for the use of e-mail facility provided by the Company on the express understanding that such usage will not be detrimental to the best interest of the Company. You agree not to transmit messages for personal commercial purposes, sending indecent/defamatory messages including any other unlawful materials; disseminate confidential information and trade secrets of the Company; knowingly cause interference or disruption to company's network by sending unsolicited bulk mails also prohibited. The Company shall have all rights and discretion to monitor and record your use of emails and its contents that are held, sent and received through the emails on all such equipment made available to you by the Company at any time. Random checks shall be conducted to ensure the rules of email facilities are observed. Any violation under this provision may result in disciplinary action including termination of Traineeship.

We wish you a successful Traineeship with us. You are requested to sign your full name on the duplicate copy of this letter and return it to us, as a token of acceptance after going through the above terms and conditions

With Warm Regards
For Microland Limited

Sujitesh Das
Vice President - Strategic HR

FIRST RESOURCE
real estate solutions

Job Offer Letter

Date: 09-02-2018

Dear Pavan kumar ,

We are pleased to offer you the position of HR trainee at FIRST RESOURCE Company.

Your job will commence on20-08-2018 and your starting salary will be 2 Lakhs per annum.

Please report to Mr. Veerendra Kumar, Managing Director on 10-08-2018 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,

09/2/18

Mr. Veerendra Kumar

Managing Director

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

Principal
College of Engineering
Kanakapura - 562 112

Principal
College of Engineering
andra, Hesaraghatta Main Road
engaluru - 560 057

PIXEL

Ref: PSPL/AP/19-20/758
Dated: August 26, 2019

APPOINTMENT ORDER

Mr. Sagar B V
S/o Venkatesha, No. 4,
Suryodhaya Nilaya, 2nd Cross,
Old Railway Station Road,
Basappa Garden, Chikkabanavara,
Bengaluru, Karnataka 560090

Dear Sagar B V,

We have pleasure in offering you an appointment as **"Trainee Engineer".** You are expected to join on or before August 26, 2019. You are entitled for a monthly salary as per Annexure-1.

You will be under Training cum Probation for a period of 12 months, from your date of joining. On completion of Training cum Probation, you will be confirmed based on your performance, if your performance is found to be unsatisfactory then the Company reserves its right to terminate your services by giving you one-month notice

You have agreed to serve for a minimum period of two years from the date of joining. You are required to execute a Services/Employment agreement for a period of one year from the date of joining.

Please note that you shall be covered by the terms and conditions of employment of the company prevailing as on this day and as amended by the management from time to time as per PIXEL Employee handbook or any other such governing documents.

The present terms and conditions of employment of the company is enclosed herewith for your reference and records Annexure-2.

You are advised to affix your signature on the copy of the letter and the enclosures confirming your acceptance of present terms and conditions of employment.

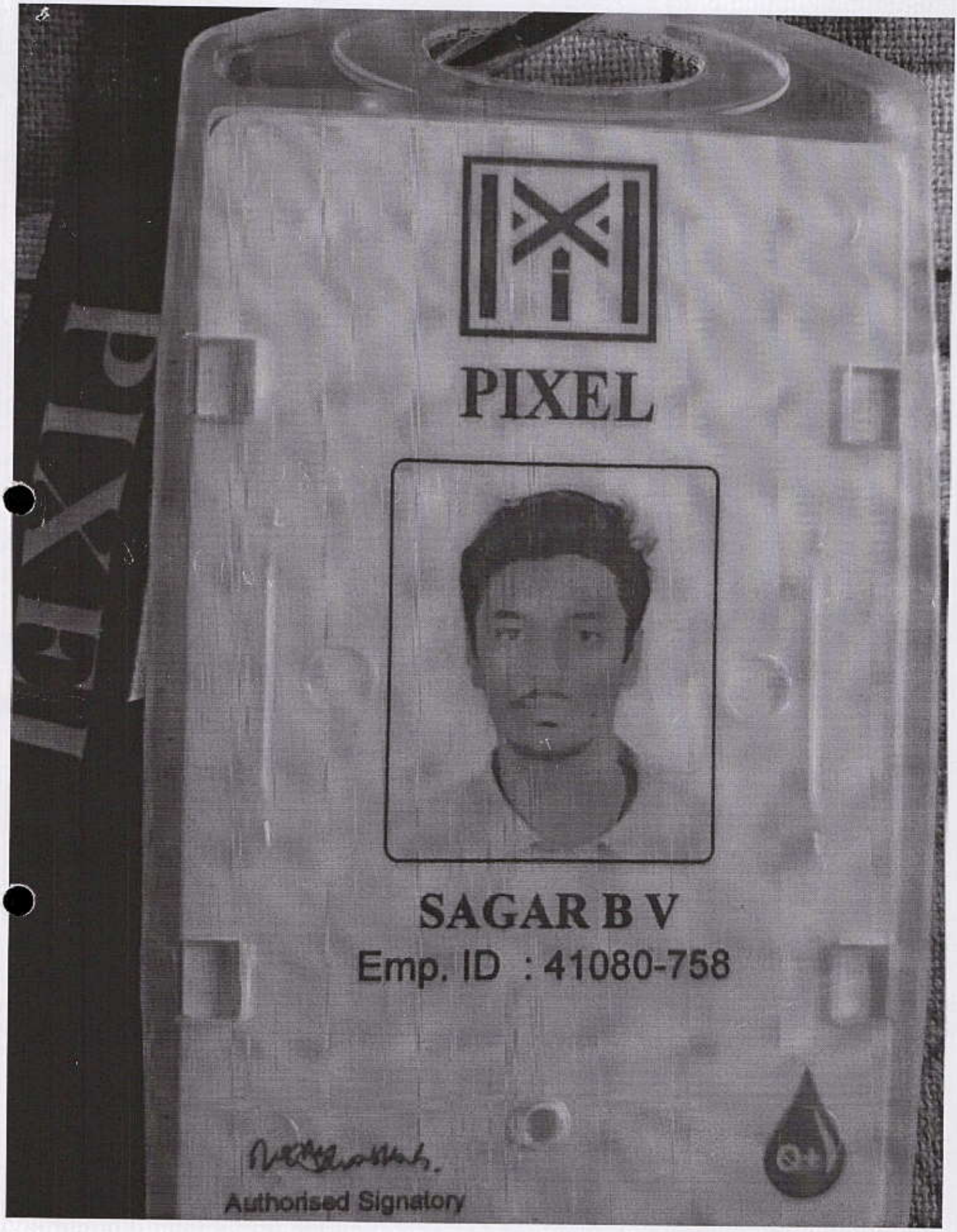
Wishing you all the best.

Thanking you,

Yours sincerely,
for **PIXEL SOFTEK PVT LTD**

BHASKAR V S
GM – Finance & Admin

PIXEL SOFTEK PVT. LTD.
KCN Bhavan, Yamunabai Road, Madhavanagar, Bangalore-560 001. INDIA
Phone : 080 - 23085700 Fax : 080 - 23085729
e-mail : info@pixelsoftek.com Homepage : www.pixelsoftek.in
U72200KA2004PTC033559


PIXEL
SAGAR B V
Emp. ID : 41080-758
Authorised Signatory

Mindtree
A Larsen & Toubro Group Company

Date:19-Nov-2019

To

harshith gowda
BANGALORE

Dear harshith gowda,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the competency Level T4 subject to the following terms and conditions.

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

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

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

Aggregate % = Aggregate * 100

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

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Bangaluru - 560 057

Mindtree
A Larsen & Toubro Group Company

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

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

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

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

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

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna
Vice President - Revenue Assurance

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, harshith gowda, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	Harshith Gowda
Your Name in Capital letters	HARSHITH GOWDA

Annexure 1

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

Name	**: harshith gowda**
Competency	**: T4**
Designation	**: JUNIOR ENGINEER**
Stipend	**: INR 21,100 per month.**

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

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is **INR 500 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

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Bengaluru - 560 057

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Annexure 2

Compensation stack effective from the date of confirmation

Name : **harshith gowda**

Competency : **T4**

Designation : **JUNIOR ENGINEER**

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

Basic	180,000
HRA	45,120
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Annual Gross	**261,360**
Bonus**	35,640
Annual Cost to Company	**297,000**

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

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Bengaluru - 560 057

Harshith

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Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to cover your Parents or Parents-in-law.If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

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Bengaluru - 560 057

Siddhant Technologies

#501, II Floor, 4th Main, 11th 'A' Cross
West of Chord Road, 2nd Stage
Maha akshmipuram, Bengaluru - 560 086
INDIA.

JOB OFFER LETTER

Date: 15-01-2018

To
Loknath V
Mechanical Branch
Sapthagiri College of Engineering
Bangalore -560057

Dear **Loknath V**,

We are pleased to offer you the position of Sales Engineer at ***Siddhant Technologies.***

You have to join the company any day on the first week of June 2018 and your starting salary will be 2.8 Lakhs per annum.

Please report to the proprietor prior to your commencement of working. You are required to complete the necessary payroll and personnel forms and your company perks and package will be explained to you in detail by our HR Manager. Additionally, we require every employee of **Siddhant Technologies** 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, so kindly send us the acceptance to ***Siddhant Technologies***

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

Faithfully,

PRAMOD S.V

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

SIDDHANT TECHNOLOGIES * BENGALURU 560 086

Siddhant Technologies

#501, II Floor, 4th Main, 11th 'A' Cross
West of Chord Road, 2nd Stage
Mahalakshmipuram, Bengaluru - 560 086
INDIA.

JOB OFFER LETTER

Date: 15-01-2018

To
Pramod S
Mechanical Branch
Sapthagiri College of Engineering
Bangalore -560057

Dear **Pramod S**,

We are pleased to offer you the position of Sales Engineer at ***Siddhant Technologies.***

You have to join the company any day on the first week of June 2018 and your starting salary will be 2.8 Lakhs per annum.

Please report to the proprietor prior to your commencement of working. You are required to complete the necessary payroll and personnel forms and your company perks and package will be explained to you in detail by our HR Manager. Additionally, we require every employee of **Siddhant Technologies** 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, so kindly send us the acceptance to ***Siddhant Technologies***

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

Faithfully,

PRAMOD S.V

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

SIDDHANT TECHNOLOGIES BENGALURU 560 086

Siddhant Technologies

#501, II Floor, 4th Main, 11th 'A' Cross
West of Chord Road, 2nd Stage
Mahalakshmipuram, Bengaluru - 560 086
INDIA.

JOB OFFER LETTER

Date: 15-01-2018

To
Dinesh C
Mechanical Branch
Sapthagiri College of Engineering
Bangalore -560057

Dear **Dinesh C**,

We are pleased to offer you the position of Sales Engineer at ***Siddhant Technologies.***

You have to join the company any day on the first week of June 2018 and your starting salary will be 2.8 Lakhs per annum.

Please report to the proprietor prior to your commencement of working. You are required to complete the necessary payroll and personnel forms and your company perks and package will be explained to you in detail by our HR Manager. Additionally, we require every employee of **Siddhant Technologies** 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, so kindly send us the acceptance to ***Siddhant Technologies***

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

Faithfully,

PRAMOD S.V

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

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Siddhant Technologies

#501, II Floor, 4th Main, 11th 'A' Cross
West of Chord Road, 2nd Stage
Mahalakshmipuram, Bengaluru - 560 086
INDIA.

JOB OFFER LETTER

Date: 15-01-2018

To
Gadilingappa Y
Mechanical Branch
Sapthagiri College of Engineering
Bangalore -560057

Dear **Gadilingappa Y,**

We are pleased to offer you the position of Sales Engineer at ***Siddhant Technologies.***

You have to join the company any day on the first week of June 2018 and your starting salary will be 2.8 Lakhs per annum.

Please report to the proprietor prior to your commencement of working. You are required to complete the necessary payroll and personnel forms and your company perks and package will be explained to you in detail by our HR Manager. Additionally, we require every employee of **Siddhant Technologies** 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, so kindly send us the acceptance to ***Siddhant Technologies***

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

Faithfully,

PRAMOD S.V

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

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Siddhant Technologies

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Mahalakshmipuram, Bengaluru - 560 086
INDIA.

JOB OFFER LETTER

Date: 15-01-2018

To
Gopinath E
Mechanical Branch
Sapthagiri College of Engineering
Bangalore -560057

Dear **Gopinath E,**

We are pleased to offer you the position of Sales Engineer at ***Siddhant Technologies.***

You have to join the company any day on the first week of June 2018 and your starting salary will be 2.8 Lakhs per annum.

Please report to the proprietor prior to your commencement of working. You are required to complete the necessary payroll and personnel forms and your company perks and package will be explained to you in detail by our HR Manager. Additionally, we require every employee of **Siddhant Technologies** 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, so kindly send us the acceptance to ***Siddhant Technologies***

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

Faithfully,

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

PRAMOD S.V

SIDDHANT TECHNOLOGIES * BENGALURU 560 058

Siddhant Technologies

#501, II Floor, 4th Main, 11th 'A' Cross
West of Chord Road, 2nd Stage
Mahalakshmipuram, Bengaluru - 560 086
INDIA.

JOB OFFER LETTER

Date: 15-01-2018

To
Manikanta
Mechanical Branch
Sapthagiri College of Engineering
Bangalore -560057

Dear **Manikanta**,

We are pleased to offer you the position of Sales Engineer at ***Siddhant Technologies.***

You have to join the company any day on the first week of June 2018 and your starting salary will be 2.8 Lakhs per annum.

Please report to the proprietor prior to your commencement of working. You are required to complete the necessary payroll and personnel forms and your company perks and package will be explained to you in detail by our HR Manager. Additionally, we require every employee of **Siddhant Technologies** 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, so kindly send us the acceptance to ***Siddhant Technologies***

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

Faithfully,

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

PRAMOD S.V

SIDDHANT TECHNOLOGIES * BENGALURU 560 086

GRM TOOLINGS

14B, Belmar Indl Estate, Nagasandra Post, Bangalore – 560 073.
Email:-gangadharhegde@gmail.com Ph: 9341238673

OFFER LETTER

Date: 03 Jan 2018

To
Roopesh J
Sapthagiri College of Engineering,
Bangalore -560057

Dear Roopesh J,

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 August 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.

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: 03 Jan 2018

To
Darshan V
Sapthagiri College of Engineering,
Bangalore -560057

Dear Darshan V,

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 August 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.

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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: 03 Jan 2018

To
Chethan V
Sapthagiri College of Engineering,
Bangalore -560057

Dear Chethan V,

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 August 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.

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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

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GRM TOOLINGS

14B, Belmar Ind. Estate, Nagasandra Post, Bangalore – 560 073.
Email:-gangadharhegde@gmail.com Ph: 9341238673

OFFER LETTER

Date: 03 Jan 2018

To
Prasad Hegde
Sapthagiri College of Engineering,
Bangalore -560057

Dear Prasad Hegde,

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 August 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.

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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

GRM TOOLINGS BANGALORE

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www.ajantatextiles.com

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

Job Offer Letter

Dear **Akshay Kumar,**

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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
Bangalore - 560 057

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

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www.ajantatextiles.com

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

Job Offer Letter

Dear **Aastha Kamboj**,

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

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www.ajantatextiles.com

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

Job Offer Letter

Dear **Raghavendra T,**

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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
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Bengaluru - 560 057

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www.ajantatextiles.com

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+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **M.Mohammad Shoaib,**

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

AJANTA
TEXTILES
www.ajantatextiles.com

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

Job Offer Letter

Dear **Abhishek P,**

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

AJANTA
TEXTILES
www.ajantatextiles.com

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

Job Offer Letter

Dear **Praveen H T,**

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

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

AJANTA
TEXTILES
www.ajantatextiles.com

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

Job Offer Letter

Dear **Chethan R H,**

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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 flcor. Kolkata - 700007.

AJANTA
TEXTILES
www.ajantatextiles.com

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

Job Offer Letter

Dear **Abhishek Raj**,

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

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

Job Offer Letter

Dear **Matlub Rahman**,

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

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

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www.ajantatextiles.com

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

Job Offer Letter

Dear **Dileep C**,

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

AJANTA
TEXTILES
www.ajantatextiles.com

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

Job Offer Letter

Dear **Manoj V S,**

Congratulations!!!

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

- Position: Quality Engineer
- Issue date: 16/02/2018
- Joining Date: 03-09-2018
- 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

AJANTA
TEXTILES
www.ajantatextiles.com

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

Job Offer Letter

Dear **Shivani**,

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

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TEXTILES
www.ajantatextiles.com

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

Job Offer Letter

Dear **Niranjana**,

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

mindse8
www.mindse8.com
+91 7980 326 055
info.mindse8@gmail.com

JOB OFFER LETTER

14th February 2018

Dear Ashna M,

MINDSE8 is delighted to offer you the full-time job & the position of **"MARKETING TRAINEE"**. You are requested to report directly to manager at work location on August 20th 2018.

The starting salary for this position is 2.75 lakh per annum. **MINDSE8** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once u report.

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 Chowdary
Managing Director

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 **Deeksha,**

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

AJANTA
TEXTILES
www.ajantatextiles.com

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

Job Offer Letter

Dear **Madhu M Kamalapur**,

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

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www.ajantatextiles.com

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

Job Offer Letter

Dear **Manasa A**,

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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
Bangaluru - 560 057

mindse8
www.mindse8.com

JOB OFFER LETTER

+91 7980 326 055
info.mindse8@gmail.com

14th February 2018

Dear Harshitha R,

MINDSE8 is delighted to offer you the full-time job & the position of **"MARKETING TRAINEE"**. You are requested to report directly to manager at work location on August 20th 2018.

The starting salary for this position is 2.75 lakh per annum. **MINDSE8** offers a comprehensive benefits program, which includes medical insurance other benefits will be described in more detail once u report.

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,
Chowdhary
Manoj Chowdary
Managing Director

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

PRIME
www.primetutor.in

+91 98310 88815
info@primetutor.in

DATE: 03/02/2018

OFFER LETTER

Dear Nataraju D S,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of **"Marketing Engineer "**, *with effect from* **September 3rd 2018, with the Annual CTC of Rs. 2.5 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to SRI.LOKNATH SONI, Director, on or before **September 3rd 2018,** 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 PRIME 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 PRIME.

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

Very truly yours,

Sri.LOKNATH SONI,
Director

Address: 15 C Sarat Bose Road, Kolkata - 700020

PRIME
www.primetutor.in

+91 98310 88815
info@primetutor.in

DATE: 08/02/2018

OFFER LETTER

Dear Udaya Bhargava B S,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of **"Marketing Engineer "**, *with effect from* **September 3rd 2018, with the Annual CTC of Rs. 2.5 LAKHS/-.** The terms of our offer and the benefits currently provided by the Company are as follows:

Please report to SRI. LOKNATH SONI, Director, on or before **September 3rd 2018,** 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 PRIME 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 PRIME.

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

Very truly yours,

Sri.LOKNATH SONI,
Director

Address: 15 C Sarat Bose Road, Kolkata - 700020

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TEXTILES
www.ajantatextiles.com

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

Job Offer Letter

Dear **Chandrika M R**,

Congratulations!!!

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

Position: Quality Engineer
Issue date: 16/02/2018
Joining Date: 03-09-2018
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

DATA TEMPLATE®
Technology | Value

11th February 2019

To,
Ms. Rakshitha R Poojary,
No.238,12th A Cross,
Vyalikaval, Malleshwaram,
Bengaluru North,
Karnataka– 560003

Dear Rakshitha,

This refers to your application and interview with us, we are providing you a Training opportunity in our Company located at No 5,9 & 10, 2 & 3 Floor, Near Nissan Car Showroom Hosapalya Layout, Garebhavipalya, Hosur Main Road, Bangalore - 560068, Karnataka, India, for a period of 6 months, with the following terms and conditions:

- Your training will commence from **11th February 2019** and you will be designated as **Associate Software Engineer.**
- You will be provided with the Stipend of Rs. 10,000/- (Rupees Ten Thousand only) during the training period of 6 months.
- New offer letter for permanent position will be provided after successful completion of 6 months with a Salary package according to the company standards.
- During the training period your services can be terminated without any notice if the performance seems to be unsatisfactory.
- During the tenure of your service with this company, you will not engage yourself in any other gainful or commercial employment, business, part time or full time directly or indirectly simultaneously as long as you are employed with us or engage yourself directly or indirectly in any other profitable business connected with the dealing or activities of the company in any way. Any action to the contrary would render your services liable for termination not withstanding any other conditions mentioned.

For Data Template Infotech Private Limited

DATA TEMPLATE INFOTECH PRIVATE LTD. BANGALORE

Rajesh Koyakkeel

Director

I accept the conditions

Ms. Rakshitha R Poojary

Date: 11 - 02 - 2019

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

DATA TEMPLATE®
Technology | Value

12-Aug-2019
Ref: DT/BLR0423

Rakshitha R Poojary,
No.238,12th A Cross,
Vyalikaval, Malleshwaram,
Bengaluru North,
Karnataka– 560003

Sub: Offer of Employment

Dear Ms. Rakshitha,

Congratulations!! We are pleased to offer you the position of **Software Engineer** at Data Template Infotech Private Limited located at No 5,9 & 10, 2nd , 3rd & 4th Floor, Garebhavipalya, Hosur Main Road, Bangalore - 560068, Karnataka, India.

The starting date of your employment will be not later than **12-08-2019** and if you do not confirm your acceptance this offer will be void.

Please report to the HR representative at the above address with the following documents.

1. Copies of your Academic certificates
2. Copy of your passport
3. 4 copies of your passport size photograph
4. Copy of your PAN card.
5. Copy of your Adhar card.
6. If you are / were working:
   a) Offer Letter from employer
   b) Relieving letter from employer
   c) Copy of your latest pay slip
   d) Form 16 / Income Statement for previous financial year
   e) Form12 B of previous employer in the current financial year (if applicable)

COMPENSATION AND BENEFITS

The details of your compensation package are as follows and will be due and paid to you **on 7th working day of each calendar month,** or on normal pay periods which we decide upon.

Your initial total compensation package will be Rs.1,92,000/-(One Lakh Ninety Two Thousand Only) per Annum

Please refer Annexure A for Salary break up.

GAVS

GTL / HR / 08 - 19 / 34 / IFTOF - 3419

Date: 23 Aug 2019

Ms. Sayani Chatterjee

Dear Sayani,

This is with reference to your application and to the subsequent interviews. We are pleased to offer you the position of **Engineer** at the level of **E3** in our organization.

Your salary (Cost to Company) will be **Rs. 3,10,000 P.A (Rupees Three Lakhs Ten Thousand** [redacted]**ly).**

In order to facilitate your joining, we request you to bring the original and photocopies of the following documents on the date of joining:

1. Copy of Mark Sheets (10th,12th, Diploma, UG & PG)
2. Copy of All Degree Certificates (Convocation Certificates)
3. Copy of Passport with ECNR clearance
4. Copy of PAN card & Aadhaar card
5. 2 Photographs (white background)

We will return your original documents after proper verification on the same day.

A detailed appointment letter will be issued to you on your joining our services. This offer is subject to background verification. If the outcome of background verification is negative, the offer will be revoked.

Please sign the duplicate copy of this letter as a token of your acceptance of this offer and reach it to the Human Resources Department within 2 days from the date of issue of the offer letter. This offer is valid till the date of joining as indicated by you.

Thanking you in anticipation for opting to join us.

Welcome to GAVS Technologies Pvt. Ltd.

Yours sincerely,

Murali Babu C
Head – Talent Acquisition & Workforce Management

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

Accepted Date of joining: 23Sept 2019 **(Reporting Time: 9:30 AM)**

MANTRA LABS PVT. LTD
ADDING VALUE TO YOUR BUSINESS
CIN : U72200KA2009PTC049142
Web : www.mantralabsglobal.com
Call Us : 080 4099 2941
Email : info@mantralabsglobal.com

To Whomsoever It May Concern

Mr. Punith H R (EMPL353) is working with Mantra Labs as a **Trainee Software Engineer**. As per company's record, his services are effective since November 28, 2019.

His local address as per company's address record is as below:
#224,1st D cross,3rd block ,HRBR Layout,
St.Thomas Town, Kalyan Nagar,
Bengaluru-560084

For Mantra Labs Private Limited

Aishwarya Singh Jodha
HR Manager

MANTRA LABS PRIVATE LIMITED BANGALORE

Date
February 13, 2020

Scanned with CamScanner

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

Alchemy

ALCHEMY TECHSOL INDIA PVT.LTD.

Appointment Letter

Dear VINOD KUMAR S,

Date: 04th August 2018

Alchemy Employee ID: **ALS/7130**

Congratulations,

We are pleased to offer you an appointment with Alchemy Techsol India Pvt. LTD as **TRAINEE.** This letter confirms terms and conditions with respect to your planned employment with Alchemy Techsol India Pvt. LTD.

1. Your salary shall be as per enclosed statement provided in 'Compensation & Benefit Sheet'; It is further understood and agreed that in case, due to change in any legal enactments or other legal requirements, the company is required to contribute any sum by way of statutory payments (eg. PF.etc.) the salary as stated above will be recomputed so that cost to the company will remain same as agreed above.
2. Your anticipated start date will be the **30 July 2018** in case you do not join duty by the above mentioned said date, this offer of appointment will stand cancelled and withdrawn. Your appointment stands effective from the day you join duty. The terms and provisions of these policies and procedures are subject to change from time to time. Whenever such changes occur, suitable notification will be issued. As an employee, you are required to update yourself of such changes.
3. You will be or may become eligible for other benefit plans as adopted by the company from time to time. The terms of those plans shall be determined by the company or thereafter amended and shall be governed by the terms applicable plans or award agreement plans or award provided to you at the time of issuance.
4. The company reserves the right to change or modify the manner, composition or mode of delivering compensation in its full discretion.
5. You shall comply with the leave, attendance and related policies as specified in the employee manual of the company.
6. You will be entitled to all leaves per annum to be taken as per employee manual of the company
7. You will be placed on probation for a period of 6months and the said period can be extended. On the expiry of the period of probation or extended period of probation, if you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not be deemed to be permanent.
8. During probation and post confirmation, the notice period of resignation will be 1 **months**, determined and extended based on the process dependency. Alchemy Techsol India Pvt. LTD would consider the Notice Period required to be served strictly and the employee is obligated to serve only the Notice Period as required by Alchemy.
9. Alchemy may terminate this agreement for cause, by providing **1 month** notice in writing to the Employee. Likewise the Employee is required to give **1 month** notice of resignation. The Employer may, at its discretion, pay remuneration of in lieu of some or all of this notice period.

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

SAPTHAGIRI College of Engineering
Creating Tomorrow

Kamalakshi Naganna <kamalakshinaganna@sapthagiri.edu.in>

Fwd: Offer Letter

Raviprakash <raviprakashkumar62@gmail.com>
To: kamalakshinaganna@sapthagiri.edu.in

Sun, Jun 21, 2020 at 4:37 PM

---------- Forwarded message ---------
From: **Human Resource** <hr@thecompetenza.com>
Date: Tue, 26 Nov, 2019, 11:43 AM
Subject: Offer Letter
To: <raviprakashkumar62@gmail.com>, Nishant Agrawal <nishant@competenzainnovare.com>

Hi Raviprakash,

We are delighted to make you a formal offer of employment with **Competenza Innovare Pvt Ltd**. As we discussed, we are summarizing details as follows:

- Designation of: **SEO Executive**
- Date of Joining: **2nd Jan 2020**
- Starting compensation package of **Rs 2,40,000 per year,** payable monthly in arrears, less any statutory or elective deductions.
- Your salary will be reviewed and incremented after **1 year** of service initially and subsequent increment would be annually, subject to meeting of performance expectation.

Please notify us at your earliest convenience regarding your acceptance of this offer. The offer stands valid for **3 days** from today's date and is subject to the provision of two satisfactory references and other documentary requirements.

We are all confident that you will make a significant contribution to our continued success and to the growth of the firm, and we very much look forward to working with you.

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

L&T Technology Services

Ref.: LTTS–Mysore/HR/2019-20/169

May 09, 2019

Mr. Mulayam Singh Yadav
Vill-Parshadur,
Post-Dharaon,Dist-Chandauli,
Uttar Pradesh-232105

Mobile: +91-7204624959

Sub.: Fixed Term Contract

Dear Mulayam Singh Yadav,

This has reference to your application and subsequent interview with **L&T TECHNOLOGY SERVICES LIMITED** (referred as "Company" henceforth).

We are pleased to offer you an opportunity on a Fixed Term Contract basis, as **Consultant** for a period of **12** months from **May 13, 2019 to May 12, 2020** in connection with the execution of projects in **L&T TECHNOLOGY SERVICES LIMITED** (hereinafter referred as "Company"), on the following terms and conditions:

You are required to join on or before **May 13, 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. Shruthi K P – (Human Resources-Operations & Compliance)** at the following address:

L&T Technology Services Limited, KIADB Industrial Area, Hebbal – Hootagalli, Mysore – 570 018. Ph. 0821 2405489.

You are required to bring the following documents, with a self-attested photocopy (except photographs) of each, at the time of joining.

i. Aadhar Card.
ii. PAN Card.
iii. Education certificates including mark sheets.
iv. Relieving certificate or Service Certificate from your present employer (without which you will not be allowed to join) and other experience Certificates.
v. Passport.
vi. Four copies of your recent passport size photograph (with white background-in formals).
vii. Your last Employer's EPF and EPS numbers.
viii. Universal Account Number (UAN).
ix. 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 Seven days from the date of the issue of the letter.

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

L&T Technology Services

Mr. Mulayam Singh Yadav

Your association with us will be bound by the following terms and conditions:

1. **GRADE AND SALARY**

   Your Grade and Basic Salary will be as under:

   GRADE : **LTTS-FTC**

   BASIC SALARY : **Rs. 10,500/- p.m.**

The details of your other Allowances are indicated in the Salary Card attached herewith.

2. Your appointment is subject to your being found medically fit by the Company Doctor.

3. The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current/previous employment history, education/professional credentials and other background checks. If any discrepancy with regard to documentation is discovered after you have joined the Company, you are liable to be terminated, apart from legal action being initiated against you.

4. Your contract with the Company is subject to your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any, and is subject to you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

5. You will be assigned to work at our **Mysore** Center in SEZ unit. Depending upon business requirements, you may be transferred to any of the Company's establishments within or outside India.

6. You will be eligible for leave per year during the fixed term contractual appointment as under:
   - 7 days leave (Casual Leave/Sick Leave) for medical and such other contingencies.
   - 15 days Privilege Leave (PL) on completion of 11 months of engagement.

   Leave will be sanctioned at the discretion of the Management subject to exigency of work.

7. It must be clearly understood that your appointment is purely on a fixed term contractual basis for the period **May 13, 2019 to May 12, 2020** after which the fixed term contractual appointment shall automatically stand terminated and you will not report for duty after the mentioned date.

8. Your services may be terminated prior to completion of the period of fixed term contractual appointment or any extension (which may be given as per the provisions of paragraph 8 mentioned below) at any time by giving 30days notice or 30days basic pay in lieu of notice period and without assigning any reason.

9. The Management at its discretion may extend the period of fixed term contractual appointment by giving a separate letter of extension for a specific period stated in the letter of extension.

10. You will be responsible for any relevant jobs assigned to you from time to time by your Superior.

11. During this period, you shall not act or do things which are contrary to the interests of the Company. You will not divulge any knowledge or information acquired by you during your assignment with us, during or after the assignment.

12. You are responsible for the security of all information including prevention of misuse of information/ information processing facilities, relevant to the Company affairs and its customers of which you are exposed to, you may be aware of and will treat as strictly confidential, particularly the drawings, quotations, specifications and other information. You shall also be responsible for maintaining the confidentiality and prevent unauthorized dissemination of confidential information. The obligations of confidentiality shall continue during the continuation and any expiry/termination of the appointment.

13. All intellectual property rights including but not limited to patents, copyrights, designs, trademarks and semiconductor chips developed by you during office time or using the Company infrastructure or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be "work made for hire". You shall execute/sign such documents for assigning such intellectual property as and when required by the Company. The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

14. You will not undertake any other assignment with any other organization / individual during the contractual term, without prior written permission of the Company.

15. You will be responsible for the safe custody of the machines, materials, software, drawings, Company, its customers property etc. entrusted to you. In case of any loss or damage to any such items, you will compensate for the loss or damage and the Company will have the rights to make an appropriate deduction from your contractual consideration.

16. This being a purely fixed term contractual assignment, you will not have any lien on this job. You will also not have any right for automatic absorption into the Company or any other associate / affiliate company with which we have business interests / association, against any post / vacancy, existing or arising during your assignment or thereafter.

17. Your performance will be monitored every quarter during your contractual period and in case of unsatisfactory performance (of which the Company shall be the sole judge), this contract may be terminated at any time without any notice or compensation in lieu thereof.

18. In case you leave without completing the contractual obligation, you will be paid proportionate amount based on the number of days actually spent on the assignment. If you are absent on any working day during the period, proportionate amount will be deducted from your contractual consideration.

19. Your unauthorized absence from work for a continuous period of more than 3 days will be treated as absconding from duty, and in the event of your not reporting for work within 10 days from the date of absence, the same would be treated as "voluntary termination of contract" and it shall be understood that you are no longer interested in the contract and have terminated the contract with the Company on your own accord. 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 and/or the Company shall be entitled to deduct, adjust from your contractual consideration.

20. You shall abide by the internal regulations specified in the company's **'Code of Conduct'** which includes among other policies, Confidentiality policy, Gift policy, Insider Trading and Policy on Sexual Harassment and any amendments and other policies which may become applicable from time to time. Any violation/breach thereof shall call for consequence management, which may include disciplinary action for those found guilty of the misdemeanors including termination of services with immediate effect without any compensation.

21. You will be required to contribute to Provident Fund as per the Employees' Provident Fund Act read with Scheme and equivalent amount shall be deposited by the Company in your PF account.

22. You will not be eligible to receive any other employee benefits / allowances, bonus, Variable Pay, lump sum pay, leave travel expenses etc. as applicable to our permanent employees nor will you make any claim on the Company than those specified above, during or at the end of the contractual period.

23. Either party can terminate this contract during the contractual period by giving 30days notice in writing.

    The Company reserves the right to verify your documents and background through internal or external agencies. This may include your current/previous employment history, education/professional credentials and other background checks. If there is any discrepancy regarding documentation and Background Verification report after you have joined the Company, your appointment will be terminated, apart from legal action being initiated against you.

24. You hereby agree that the Company can share your personal details disclosed by you to the Company as a part of your engagement, with third parties in India and outside India as a part of Company's contractual, business obligations, in compliance with data protection laws in India and you will have no objection towards the same.

25. Any dispute or difference or claim arising in connection with this contract shall be resolved by reference to arbitration by a sole arbitrator appointed by the Company at its sole discretion. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. Each party shall be respectively entitled to approach the Court of competent jurisdiction for such interim reliefs as the concerned party may in its discretion deem fit. The venue of arbitration shall be at Greater Mumbai and the Courts at Mumbai shall have exclusive jurisdiction. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India.

L&T Technology Services

Mr. Mulayam Singh Yadav

In accordance with the standard practice of the Company, we request you to treat the terms of this engagement as confidential.

We look forward to your joining us for a mutually rewarding association.

For L&T TECHNOLOGY SERVICES LIMITED

Rama K Reddy
Group Manager – Talent Acquisition

I have read the terms and conditions and accept the same. I will join on **May 13, 2019.** Accordingly, my engagement comes to an end on **May 12, 2020.**

Mr. Mulayam Singh Yadav

(Signature & Date)

L&T Technology Services

Salary Card

Mulayam Singh Yadav	Date	May 09, 2019
Consultant	Stream	Delivery
	Grade	LTTS-FTC
	Location	MYSORE
Salary Components	MONTHLY	ANNUAL
	INR	INR
Basic Salary	10,500	1,26,000
Flexible Benefit Plan (FBP)	8,240	98,880
- House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - FBP Balance	Eligibility under each of these components is mentioned in the FBP Sheet	
Gross Monthly	18,740	2,24,880
Retirement Benefits		
- Provident Fund (@ 12% of Basic)		15,120
Total Fixed Compensation		2,40,000
Total Compensation		2,40,000

Flexible Benefit Plan for FTC

Under the Company's Flexible Benefit Plan (FBP), you are eligible for the following allowances and reimbursements:

Components	Explanation	Eligibility
Flexible Benefit Plan (FBP)	FBP is a menu of allowances and reimbursements available to an employee within her / his Total Compensation. Employees may choose the components as per their requirements and manage their taxes within the ambit of prevailing Income tax rules.	
House Rent Allowance (HRA)	Employee can claim HRA as a %age of the Basic Salary. Subject to the production of original rent receipts and fulfilment of other terms & conditions as per the prevailing Income Tax rules, employees can claim tax exemption in case they stay on a rental accommodation.	Min HRA – 10% of Basic Max HRA – 40% or 50% of Basic as per the city of residence
Meal Card	Employees can opt for a Meal Card. An Amount of INR 2,200 per month will be allocated from your FBP eligibility and credited to your Meal Card. Employees have a choice not to opt for Meal Card. In that case, no allocation from your FBP eligibility will be made to the Meal Card.	Meal Card Amount INR 2,200 p.m. Employee to choose either 'Yes' or 'No'
Children Education Allowance	Employees can opt for Children Education Allowance up to a maximum of 2 children from their FBP eligibility and the same will be tax-exempt as per prevailing Income Tax rules.	INR 100 per child p.m. Self-Allocated by employee
Mobile Expenses Reimbursement	Employees can opt for Mobile Phone Expenses reimbursement from their FBP eligibility, subject to the maximum amount eligible for their grade. Actual expenses incurred on official calls will be tax-exempt as per prevailing Income Tax rules subject to production of bills.	Max INR 1,500 p.m. Employee to choose any amount upto INR 1,500
FBP Balance	The unallocated FBP portion will be disbursed on a monthly basis as 'FBP Balance' and will be fully taxable. Any allocated component as above, but unclaimed at the year-end will be paid as 'Unclaimed FBP' component and will be fully taxable.	Automatically Paid

CHARLES HUDSON
CH TECHNOLOGY SOLUTIONS INDIA PVT LIMITED

NO.3114 A, 2ND FLOOR 18TH CROSS, BANASHANKARI 2ND STAGE, BENGALURU, KA 560070

03 Sept 2019

Kruthika M

#15,Suvarna nagar ,
Doddabidrekallu, Behind GM Cottage,
Nagsandra Post ,Bangalore-560073.

Appointment Letter

Dear Kruthika,

We refer to our Letter of Internship (LoI) dated 07 Feb 2019, which was duly accepted by you. In view of your acceptance to this LoI, we at CH Technology Solutions India Private Limited (CHARLES HUDSON) are pleased to appoint you and welcome you aboard.

CHARLES HUDSON will provide a demanding environment and will expect you to contribute with all sincerity to the success of this company to which we all proudly belong. We strongly feel that your competence and abilities combined with the opportunities offered at CHARLES HUDSON will form a successful team.

We have enclosed a copy of our Employment Agreement. Please sign and return the same to the undersigned as a mark of your acceptance of this Agreement. Please note that your initials are required on all pages.

We look forward to a mutually rewarding, long and fruitful association with us.

Sincerely,

For CH Technology Solutions India Private Limited

Karan Puri
COO

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

Scanned with CamScanner

To be added

SIGMA-ALDRICH

sigma-aldrich.com

Deekshith L
#20/2, 2ND Cross, Near Chowdeshwari Temple,
Srirampuram, Bangalore, Karnataka-560021

Sigma-Aldrich Chemicals Private Limited
Registered Office: Plot No. 12, Bommasandra-Jigani Link Road
Bangalore - 560 100, India
Tel: +91 80 6621 9400 Fax: +91 80 6621 9460
CIN - U24113KA2003PTC031488

2nd Jan 2020

Personal Email: deekshithtc24@gmail.com
Mobile No: 9591540199
Home Phone No: 9980161563
Emergency contact details: 6361909180

Dear Deekshith,

We are pleased to appoint you as Associate Analyst in the Role Level Expert 1 in the SBS - Digital & IT division at Sigma Aldrich Chemicals Pvt Ltd Bangalore on or about 2nd Jan 2020 on the following terms and conditions:

1. You shall join the service of the Company no later than 2nd Jan 2020 on or about the Joining Date you shall report to Manager - IT

2. Your agreed compensation and benefit plan are attached at Annexure "A". Any payment to you will be subject to deduction of tax, if any applicable to such payment.

3. There are no fixed annual increments in this role. The Company follows a system of annual appraisal of performance in the job, and salary adjustments each year depend on such assessments

4. This Offer, and consequently your employment, are contingent on the results of the pre-employment medical-checks, the reference checks and the background checks. After your acceptance of the Appointment Letter, Merck will conduct a series of background checks either by itself or through third parties. For this purpose, a written consent is required from you in the format that will be provided to you. In case you do not provide such consents or if the background checks reveal that you have provided false information, Merck shall have the right to immediately terminate your employment and take appropriate action.

5. It is a general condition of service in the Company that all employees are liable to serve in any part of India as the Management may decide from time to time. In such a case, you shall be governed by the service conditions, rules and regulations prevailing at the place of transfer.

6. You may have to travel anywhere in India or abroad during your employment as may be determined by the Management from time to time.

7. You may be transferred or would have to render your services to the Company's sister concern(s) or associates as and when required. In such a case, you shall be governed by the service conditions, rules and regulations of such sister concern or associate.

8. During the Employment Period, except for such other activities as may be approved by the Company, in writing, in its sole discretion, you shall devote your entire business time, attention and energies to the business and affairs of Merck, to the performance of your

Deekshith

02/01/2020

Enabling Science to Improve the Quality of Life

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

Sigma-Aldrich Chemicals Private Limited
Registered Office: Tower A, 2nd Floor, Peninsula Business Park, Ganpat Rao Kadam Marg, Lower Parel, Mumbai 400 013, India
Tel: +91 22 6671 9300 Fax: +91 22 6671 9393
CIN: U24231MH1996PTC098904

duties under this Agreement and to the promotion of the Merck's interests, and shall not (i) accept any other employment or consultancy, or (ii) engage, directly or indirectly, in any other business activity (whether or not pursued for pecuniary advantage) that is or may be competitive with, or that might place you in a competing position to, that of the Company.

9. You shall perform your services strictly in accordance with Company rules and regulations, policies, guidelines, and code of conduct & ethics as may be in force from time to time. Any breach of such rules, policies, guidelines and code of conduct & ethics is considered as material breach of service condition.

10. All work results produced by you in connection with his activities for the Company (hereinafter "Work Results") shall be the exclusive property of the Company with the right to free use and exploitation.

    To the extent that such Work Results are protected by copyright, you hereby grant the Company the exclusive, irrevocable, perpetual, worldwide and unlimited right to use and exploit the Work Results in all conceivable forms and for all conceivable purpose. This applies, in particular, to reports created by you, data bases, organizational charts, forms, manuals and other documents which are eligible for copyright protection as well as possibly created computer programs. The right to use and to exploit the Work Results comprises the Company's right to transfer this license to third parties, to grant sublicenses and to hire out the license. Unless otherwise agreed in the individual case, you waive your right to be named as author and to have access to such Work Results.

11. You shall use Company's assets, equipment and resources for the performance of Company's work only.

12. Declaration to be given by you: Concurrently herewith, you are requested to provide the declarations, representations and warranties pertaining to closure of your previous employment obligations, no conflict of interest and confidential information, as attached here to Annexure A1 (the "Declarations, Representations and Warranties"). The compensation and benefits provided under this Agreement and other good and valuable consideration are hereby acknowledged by the parties hereto to constitute adequate consideration for you giving these Declarations, Representations and Warranties. Merck is entitled to take strict action against you for violation by you of any declaration, representation or warranty hereby given.

13. At the time of separation, you shall return to the Company all its property, assets, data, files (along with passwords and user instructions) etc. in your possession on or before your last day of employment with Merck. You shall also comply with the Company's separation procedures as applicable.

14. The rights and duties of the parties will be governed by the laws of India, excluding any choice-of-law rules that would require the application of the laws of any other jurisdiction. The parties hereto consent to the exclusive jurisdiction of the courts located in Mumbai, India to adjudicate any disputes between such parties.

15. As of the Effective Date, this Agreement, together with the Declarations given by you constitute the final, complete and exclusive agreement and understanding between the parties with respect to the subject matter hereof and replaces and supersedes any and all other agreements, offers or promises, whether oral or written, made to you by the Company or any representative thereof.

16. You will retire from the service of the Company on your completing 60 years of age.

Deekshaaaaa
02/01/2020

Sigma-Aldrich Chemicals Private Limited
No. 24, Aurum Building, Jigani Link Road
Bangalore 560 100, India
Tel: +91 80 6621 9400 Fax: +91 80 6621 9460
CIN: U24200KA2003PTC031468

17. During the term, your services may be terminated by the Company without assigning any reason by giving two months' notice or two months' basic salary in lieu thereof. Should you wish to leave the service of the Company, you shall give to the Company two months' notice in writing or two months' basic salary in lieu of notice, whichever is required by the Company.

    However, in case of breach of service conditions or violation of company rules, regulations, policies, etc by you, the company shall be entitled to terminate your employment with immediate effect. In such an eventuality, you will be paid for services rendered till the date of termination after appropriate deductions are made by the company for any loss, damage, etc. resulting from your actions.

18. You will be subject to the Company's rules, regulations, policies etc. for the time being in force and as varied from time to time. In case you violate the Company's rules, regulations, policies, etc., the Company shall take appropriate action against you, including but not limited to termination of your employment.

19. If any provision of this Appointment Letter is held by law or judicial / administrative order to be invalid, void or unenforceable, such provision shall be deemed to be restated to reflect as nearly as possible the original intentions of the Company and yourself in accordance with applicable law, and the remaining provisions of this Appointment Letter shall remain in full force and effect. The failure of the Company to object to any violation by you of any of the terms and conditions under this Appointment Letter will not be deemed a waiver of any right or remedy in respect of the same or subsequent violations.

20. This Appointment Letter will be issued in a set of two originals. For this Appointment Letter to be valid and effective, you need to accept the same and send one original (duly accepted and signed) to us.

Yours faithfully,
For M/s. Merck - Sigma Aldrich Chemicals Pvt Ltd

Rajan Susairaj:
Country Head – Talent Acquisition, India & Indonesia

I have read and understood the terms of this Appointment Letter and accept the same

Signature: Deekshith L

Name: Deekshith L

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Sigma-Aldrich Chemicals Private Limited
Registered Office: Plot No. 12, Bommasandra-Jigani Link Road
Bangalore - 560 100, India
Tel: +91 80 6621 9400 Fax: +91 80 6621 9460
CIN - U02411KA2003PTC031488

Annexure 'A'

Total Remuneration Summary

Salary Structure	Monthly	Yearly
Basic Salary	12,333	1,48,000
Housing Allowance	5,260	63,121
Education Allowance	200	2,400
Statutory Bonus	3,000	36,000
Special Allowance	7,647	91,760
Retirals		
PF Contribution	1,800	21,600
Gratuity [1]	-	7,119
Annual Base Salary (ABS)	**30,240**	**3,70,000**

Variable Pay [2]		
Performance Bonus as % of ABS	10.0%	37,000

Total Cost to Company	4,07,000

Benefits	
Group Mediclaim Benefits [3]	Floater coverage of INR 500,000
Group Personal Accident [4]	Covered under Accidental Disability
Group Term Life [5]	Covered under Accidental/Natural Death
Mobile reimbursement	As per the Company Policy
Mobile Handset	As per the Company Policy
Data Card	As per the Company Policy

Note :
All the components are subject to Income Tax Rules Of India

[1]**Gratuity:** Gratuity will be applicable as per the Gratuity Act (on completion of 5 years in the company)
[2]**Variable Pay:** As per the performance bonus guideline applicable.
[3]**Group Mediclaim Benefits:** An employee can cover upto four persons (including himself) under the policy. The other three members may be either his spouse, children or parents.
[4]**Group Personal Accident:** Employees are covered under the Group Personal Accident policy for any Accidental Disability. In case of claim the amount will be paid to the employee.
[5]**Group Term Life:** Employees are covered under the Group Term Life policy. In case of Accidental/Natural death the nominee will be get an amount of Min mum 25 Lacs or Maximum upto 3 times of Annual Base Salary (ABS).

For all company benefits and entitlements applicable to your role level, please refer to the company policy document

Dakshesh
02/01/2020

Sigma-Aldrich Chemicals Private Limited
Registered Office: Plot No. 12, Bommasandra-Jigani Link Road
Bangalore - 560 100, India
Tel: +91 80 6621 9400 Fax: +91 80 6621 9460
CIN - U02411KA2003PTC031488

Annexure 'A.1'

Declarations, Representations and Warranties

"I hereby declare, represent and warrant that as of my effective start date of employment with Merck, I will have (a) terminated my employment with any current / previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply / applied to me vis-à-vis any current / previous employer and any other employment or contractor relationships.

I hereby declare, represent and warrant that I have not, during the course of any current / previous employer and any other employment or contractor relationships, entered into or agreed to any obligation or arrangement which may restrict, prohibit or debar or conflict with, or be inconsistent with my acceptance of the offer made by Merck or employment with Merck, including, but not limited to, any time bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby declare and agree that at all times, I shall observe secrecy and confidentiality and will not divulge, disclose or make known to any person within or outside the Company, nor will you be authorized to use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to my knowledge and possession. I shall also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorizedly nor will I grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of my employment with the Company, I shall not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which I was in possession whilst in service to the detriment of the Company or otherwise. I shall also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, computer floppy, USB drive, hard disk drive, or electronic mail, etc. I shall be liable to indemnify and hold the Company and its directors and officers harmless and Indemnified against any damage or loss caused to the Company because of breach of confidentiality on my part. These confidentiality provisions shall survive the separation of my employment with the Company, either by way of retirement or termination or otherwise.

Acknowledged and Agreed

Deekshith L

Date: 02/01/2020

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