Infosys
Navigate your next

HRD/3T/19-20/12829841

Ms. Chaya K .
Candidate ID: 12829841
#90/33-1 ,2Nd Main ,
12Th Cross ,Vittalnagar,Chamrajpet
Bangalore - 560026
Karnataka
India
Ph: (91) 95386 81801

September 6, 2019

Dear Chaya K,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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 Main Road
Bengaluru - 560 057

Digitally signed by RICHARD LOBO
Date: 2019.09.06 10:41:11 +05:30
Reason Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Infosys
Navigate your next

HRD/3T/19-20/12829841 September 6, 2019

Ms. Chaya K .
Candidate ID: 12829841
#90/33-1 ,2Nd Main ,
12Th Cross ,Vittalnagar,Chamrajpet
Bangalore - 560026
Karnataka
India
Ph: (91) 95386 81801

Dear Chaya K,

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 9, 2019.**

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.

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

Gmail

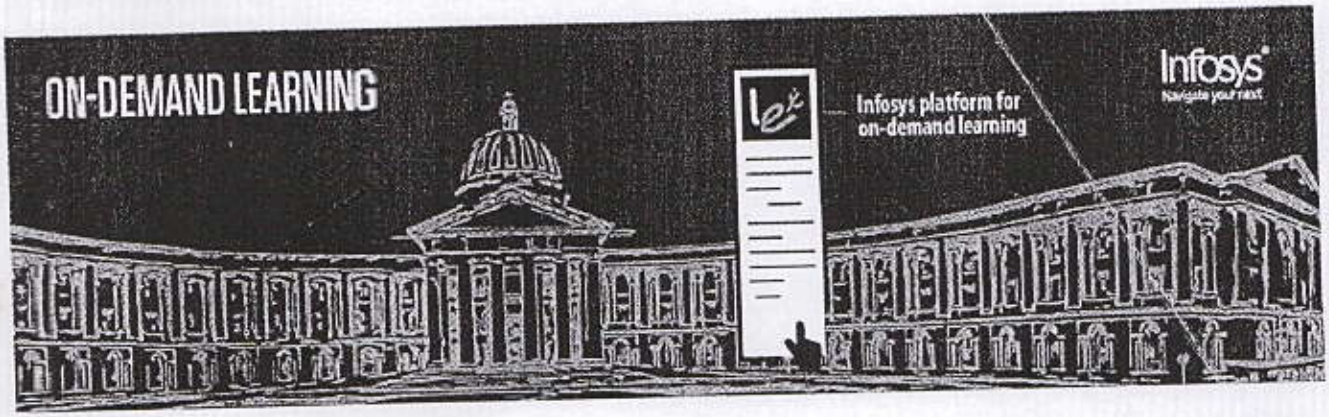
Rashika Rajaraman <rashikarajaraman@gmail.com>

Infosys Lex platform for Campus Recruits

message

Thu, Dec 20, 2018 at 6:01 PM

Vardharaja, V <TA_Vardha@infosys.com>
To: "rashikarajaraman@gmail.com" <rashikarajaraman@gmail.com>, "excelraja@gmail.com" <excelraja@gmail.com>



Dear Rashika Rajaraman ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex.** Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotions
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

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

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID: rashikarajaraman@gmail.com**
- **Password: JKxNV6YK**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

Copyright © 2016 Infosys Limited

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

Gmail Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Infosys Lex platform for Campus Recruits

1 message

Varsha N Urs <varshanurs96@gmail.com> Tue, May 7, 2019 at 1:08 PM
To: sapthagiriplacements@gmail.com

---------- Forwarded message ---------
From: **Varadharaj V** <TA_Vardha@infosys.com>
Date: Thu, Dec 20, 2018 at 5:49 PM
Subject: Infosys Lex platform for Campus Recruits
To: varshanurs96@gmail.com <varshanurs96@gmail.com>, prjwlreddy@gmail.com <prjwlreddy@gmail.com>



Dear Varsha.N Urs ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment,** you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

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

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID: varshanurs96@gmail.com**
- **Password: tAWmq1YK**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

Copyright © 2019 Infosys Limited

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

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

Copyright © 2018 Infosys Limited

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

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com> Thu, 20 Dec 2018 at 5:47 pm
To: tanmayimhegde@gmail.com <tanmayimhegde@gmail.com>, shridharhegde96@gmail.com <shridharhegde96@gmail.com>



Dear Tanmayi M Hegde ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offerec students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills**. Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** tanmayimhegde@gmail.com
- **Password: xLMZXjzy**

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

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

Copyright © 2018 Infosys Limited

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

Infosys
Navigate your next

ISEC114.

HRD/3T/19-20/12829861

Mr. Veeresh M
Candidate ID: 12829861
#2, Nanjundeshwara Nilaya,
Subbanna Street, 3Rd Cross, 5Th Block,Doddabommasandra,Vidyaranyapura Post
Bangalore - 560097
Karnataka
India
Ph: (91) 81471 50318

September 5, 2019

Dear Veeresh,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

askue@infosys.com
www.infosys.com

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

Digitally signed by RICHARD LOBO
Date 2019.09.05 21:10:23 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Infosys®
Navigate your next

HRD/3T/19-20/12829861

September 5, 2019

Mr. Veeresh M
Candidate ID: 12829861
#2, Nanjundeshwara Nilaya,
Subbanna Street, 3Rd Cross, 5Th Block,Doddabommasandra,Vidyaranyapura Post
Bangalore - 560097
Karnataka
India
Ph: (91) 81471 50318

Dear Veeresh,

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 **November 11, 2019.**

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.

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

Infosys®
Navigate your next

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 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

Principal
Sapthagiri College of Engineerin
14/5, Chikkasandra, Hesaraghatta Main Roa
Bengaluru - 560 057

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.

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

Infosys®
Navigate your next

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 program **2018 -2019.** 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 require 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.

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

ISE

M

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com> Thu, 20 Dec 2018 at 4:35 pm
To: aishwaryasm1997@gmail.com <aishwaryasm1997@gmail.com>



Dear Aishwarya S M .SM ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID: aishwaryasm1997@gmail.com**
- **Password: egXFX_j0**

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

Offer Of Employment-Revised Date Of Joining

1 message

Infosys Limited <offers@infosys.com>
To: harshavardhan.n.k1@gmail.com <harshavardhan.n.k1@gmail.com>

Fri 6 Sep, 2019 at 7:34 AM



Dear Harshavardhan Nagnath Kachare,

Congratulations once again on your successful participation in our campus recruitment process during the year 2018-2019.

Please find attached the offer of employment with your confirmed date of joining for the role of Systems Engineer at Infosys Ltd. Please note that you are expected to report at the location of training a day prior to your date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us. These documents would be considered as original and valid. The instructions to complete the agreement is attached for your reference.

We will be reaching out to you regularly through various avenues between now and the time you join us. Also, an elaborate communication on the Accommodation and other joining related formalities will be sent to you a couple of weeks before your joining date. We would like to reiterate the fact that this offer of employment with Infosys Ltd. shall be valid only if you fulfill the eligibility criteria specified by us during the time of recruitment.

Academic Eligibility Criteria For Joining

Point 1- The academic eligibility criteria for the Role of a Systems Engineer has already been communicated to you and your college during the selection process. This remains the same at the time of joining (including your final semester result, if the results have been published)

All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages etc., No Active backlogs are allowed.

Point 2- In case if you do not meet the above stated eligibility criteria as on the date of joining, you are not eligible to join. Please mail us at offer_extension@infosys.com with your Candidate ID and your Role in the subject line.

Point 3- Your employment will be terminated if there are any backlogs and/or if you fail to meet the required simple average/CGPA including the semesters for which results are awaited, after your joining.

For any changes in your existing profile, please mail us at offer_update@infosys.com. Please mention your Role and Candidate ID in the subject line of your mails.

We look forward to seeing you at Infosys.

Regards,
Team HRD
Infosys Ltd.

P.S: Please do not respond to this email id as incoming emails to this account are not monitored

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

5 attachments

- 12829843.pdf
  479 KB
- Information Sheet - Annexure IV.pdf
  110 KB
- Instruction for Filling Service Agreement - 3T.pdf
  94 KB
- Non Compete Agreement - Annexure III.pdf
  22 KB
- Service Agreement for 3T Engineers.pdf
  43 KB

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

SAPTHAGIRI
College of Engineering
Creating Tomorrow

Rekha .S.N <rekhasn@sapthagiri.edu.in>

Fwd: Welcome to BYJU'S|Your offer letter

1 message

Arpita Sharma <arpitasharma503@gmail.com>
To: rekhasn@sapthagiri.edu.in

Mon, Dec 9, 2019 at 9:51 AM

---------- Forwarded message ---------
From: **Swastika .** <system@successfactors.com>
Date: Fri, Mar 15, 2019, 11:34 AM
Subject: Welcome to BYJU'S|Your offer letter
To: Arpita Sharma <arpitasharma503@gmail.com>

Dear Arpita ,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Intern** at **BYJU'S – The Learning App**.

[redacted]J'S is one of the world's largest edu-tech companies and India's most-loved education app that offers students a platform to explore their curious minds fuelled by adaptive, engaging and effective learning programs. BYJU'S has been at the forefront of creating unique learning experiences for students across grades and help children fall in love with learning. Launched in 2015, BYJU'S is the most preferred education app for students across age groups.

Today, BYJU'S has over 15 million downloads, 900,000 annual paid subscriptions and sees an addition of 40,000 students every month. With an average time of 51 minutes being spent by a student on the app every day from 1700+ cities, BYJU'S – The Learning App is making learning enjoyable and effective. Also, the annual renewal rates of 90% is a testament of the fact that the app is helping students learn better.

BYJU'S is backed by strong partners like the Chan-Zuckerberg Initiative, World Bank's investment arm – International Finance Corporation (IFC), Verlinvest, Tencent, Aarin, Sequoia Capital, Sofina, TimesInternet and Lightspeed ventures. BYJU'S is also the largest funded Ed-tech startup in India and aims to become the largest education company in the world.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a ***BYJUite*** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

You will find your offer letter available in the link below. Please select the "Accept Offer" to initiate the onboarding with [redacted]'s - The Learining App

View/Accept Offer ...

If not accepted within **48hours**, it will be construed that you are not interested in this employment and this offer will be withdrawn. After you accept this offer, your onboarding will be initiated. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.

Regards,
Team BYJU's

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

BYJU'S
The Learning App

TRAINEE APPOINTMENT LETTER

Date: 29 July 2019

Name: Akash Prabhugowda Hittalamani
Address: #46 Ukkadagatri road, Nandinilaya Ranebennur 581119

Dear Mr. Akash Prabhugowda Hittalamani,

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 **29 July 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: - **Content**
Designation: - **Trainee - Content Development**
Reporting Manager: - **Routhu Karan Raj**

3. Cost to the Company:

Your annual Compensation including Benefits is **Rs240000/-**. Your salary comprises of a Fixed Compensation and other benefits (Refer Annexure 1 for detailed breakup).
Your salary will be revised yearly based on your satisfactory performance in the company determined at the sole discretion of 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

N.K Kushal.
1SG15IS067
ISE, 2019

BYJU'S
The Learning App

APPOINTMENT LETTER

Date: 15 July 2019

Name: N K Kushal
Address: #671 4th cross Bnes college road Bangalore 560086

Dear Mr. N K Kushal,

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 **15 July 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: - **Business Development Associate - Sales**
Reporting Manager: - **Adithya M Kashyap**

3. Cost to the Company:

Your annual Compensation including Performance Pay and Benefits is Rs1000000/-.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 determined at the sole discretion of 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.

Kushal N.K.

[Employee's Signature]

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road, Bengaluru-560057

Think & Learn Private Limited
IBC Knowledge Park, 4/1, 2nd Floor, Tower D
Bannerghatta Main Road, Bengaluru - 560029
Karnataka
E-mail: info@byjus.com | Tel. No: +91 80668 36800
CIN: U80903KA2011PTC061427
Private & Confidential
www.byjus.com

Scanned by CamScanner

BYJU'S
The Learning App

7. Termination

After confirmation of your appointment at the end of your period of probation, your services may be terminated in the following manner:

(i) the Company will be entitled to terminate your services by giving you 1 (one) month's notice in writing, or by payment of one month's salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company one month's notice in writing or one month's salary in lieu of such notice.

(ii) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

(iii) In the event of your resignation from the services of the Company, you will be required to give the Company 30 (thirty) days written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession of prepared in connection with your employment with the Company.

8. Confidential Information

As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, the Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course material, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in the Company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

Pushalatha N.K.

[Employee's Signature]

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

Private & Confidential

A Think & Learn Internal Document

Scanned by CamScanner

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: N K Kushal

Signature: N.K.

Date: 15 July 2019

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

Scanned by CamScanner

BYJU'S
The Learning App

Annexure I- Compensation Details

Name	Mr. N K Kushal
Designation	Business Development Associate - Sales
Date of Joining	15 July 2019
Total Cost to Company (CTC)	1000000
Fixed Compensation	700000
Variable Compensation	300000
Total Cost to Employee (CTE)	678400

Component Category	*Annual*
EARNINGS	
BASIC PAY	350000
HRA*	175000
Statutory Bonus	0
CONVEYANCE	48000
MEDICAL	36000
PF(employer part)	21600
SPECIAL ALLOWANCE	69400
DEDUCTIONS	
PF(employees part)	21600
PROFESSIONAL TAX	As per Rules
TDS	As per Rules

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

Variable Compensation

Performance Pay

You are eligible for a performance pay of up to Rs300000/-, which will be paid monthly upon completion of your individual sales targets and performance numbers. The payment is subject to your being active on the company rolls on the date of announcement of the Performance Pay.

The Performance Pay is subject to review and may undergo change based on the actual performance of the company and your ongoing individual performance. This allowance is payable based on the company's Productivity/performance, and as such will be treated as productivity bonus in lieu of statutory profit bonus.

Kushal N.K.

[Employee's Signature]

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

Scanned by CamScanner

BYJU'S

OFFER LETTER

Mr. Syed Abeed ,
Friday, December 28, 2018

Date:

Welcome to BYJU'S!

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

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

Offer Details:

Designation:	Intern
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	IBC Knowledge Park, Bangalore
Employment Type:	Intern Plus Placement
Stipend per Month:	25000

Reporting Details:

Date of Reporting: Monday, January 14, 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

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

Scanned by CamScanner

ISG15ME099 (18-19)

Reporting Time: 8 : 30 AM

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

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

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You 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.

If not accepted within 48hours, it will be construed that you are not interested in this employment and this offer will be withdrawn. After you accept this offer, your onboarding will be initiated. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

You are requested to join the services of the Company not later than Monday, January 14, 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,

Think & Learn Pvt. Ltd.

Human Resources

Accept Job Offer by signing below

Signature:

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

Scanned by CamScanner

BYJU'S
The Learning App

OFFER LETTER

Mr.Shubham Chauhan

Date: Monday, July 15, 2019

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, 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: 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:

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

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

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

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:

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

BYJU'S
The Learning App

OFFER LETTER

Mr.Bharath Kumar

Date: Monday, July 15, 2019

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, 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: 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:

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

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

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

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:

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

BYJU'S

OFFER LETTER

Mr. Ankit Gupta
24, 2019

Date: Wednesday, July

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 Trainee - Content Development on following terms and conditions:

Offer Details:

Designation:	Trainee - Content Development
Department:	Content (51000009)
Sub Department:	Content Development
Employment Type:	Trainee
CTC per Annum:	240000 INR

Reporting Details:

Date of Reporting: Monday, July 29, 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,

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

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
6.

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 29, 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.
signing below

Accept Job Offer by

Human Resource

Signature

Annexure A

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

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 trainee 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 a trainee or consultant, or as a business partner we would like to inform you of our Ethical Standards Practice applicable to our trainee 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: trainee should do nothing that might discredit or embarrass the Company, its clients, or themselves as trainee of the Company. All Think & Learn Pvt. Ltd., trainees 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–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card (on Aadhaar, DOB should in DD/MM/YYYY)
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previcus companies relieving/experience letter (Only for experienced candidate)
13. Current/Last company's last three months' pay slip (Only for experienced candidate)

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

BYJU'S
The Learning App

OFFER LETTER

Ms.Harshitha D

Date: Monday, July 15, 2019

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, 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: 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:

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

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

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

BYJU'S
The Learning App

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

Signature:

BYJU'S
The Learning App

OFFER LETTER

Mr.Dawan

Date: Monday, July 15, 2019

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, 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: 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:

BYJU'S
The Learning App

OFFER LETTER

Ms.Ananya Rao

Date: Monday, July 15, 2019

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, 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: 9: 00: AM

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

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.

Human Resource

Accept Job Offer by signing below

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:

Shanteshwar prasad
1SR15IS103

Offer Letter

ISE 2019

Name: Shanteshwar prasad Singh
Date: Monday, November 25, 2019

Dear Mr. Shanteshwar prasad Singh,

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 **Thursday, November 28, 2019**. Your work location would be **Bangalore - Lexington** or any other location as may be 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. **Term:** The term of this Agreement would be for a period of 3 months (approximately) commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 10 of this Agreement.

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

4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion will be done with immediate effect with a compensation of 10LPA (7LPA fixed + 3LPA variable).

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

'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

10. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

11. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 6 days (including paid and unpaid leaves), training will be discontinued without any notice.

12. Termination: Subject to Clause 2, your services may be terminated in the following manner:

(a) the Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

(b) in the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

(c) in the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the

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

(c) Any representation or warranty or information furnished to the Company found to be false;
(d) Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
(e) Failure to adhere to the standards/specifications/policies of the Company.

16. General Provisions:

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

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

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

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

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

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

8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. 3 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)

Yours sincerely,
For and Behalf of,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

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

Offer Letter

2 messages

Prasanna Colors Software <prasanna@colorssoftware.com> Mon, 17 Jun 2019 at 17:24
To: chitrasatish3 <chitrasatish3@gmail.com>

Dear Chitra,

Congratulations on reaching this most exciting stage in your life!

On the basis of the Online test conducted in your college, you have successfully made it through Colors's Online test selection process and we are pleased to offer you the full-time Training for three months on latest technologies.

The Technologies you would be training on :
Andriod App Development.
Web Technologies.
IOS App Development.
Machine Learning/Artificial Intelligence.

As discussed we would like to formally offer you the position of **Software Engineer Trainee** and you should be ready to work on multiple assignments and projects. Other details are as following:

1. Training Period: 3 months.
2. Your Annual CTC will be Rs. 2,40,000 (Rupees Two Lakhs Forty Thousands Only) and above based on the performance in technical interview after training.
3. Your Monthly Gross Salary will be Rs. 20,000 (Rupees Twenty Thousand Only). Net CTC will be subject to Income Tax and Statutory Deductions.
4. Reporting: Manager, Prasanna.

Your expected starting date is Monday **24th June 2019**. You will receive your appointment letter within 1 week of your joining.

It is a pleasure to meet each one of you, and I sincerely hope that your experiences at our firm will be engaging and edifying.

Here is the list of documents which you will need to submit to help us releasing appointment letter:

1. Copy of Aadhar card
2. Local address proof (if the address is different than mentioned in Aadhar card)
3. 1 passport size photo.
4. Educational Certificates.(will check and given back)

Please reply to this email with your acceptance of offer and confirming the joining date with in 4 days .

We are looking forward you to join team Colors soon.

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

Offer Letter

1 message

Prasanna Colors Software <prasanna@colorssoftware.com> Mon, 17 Jun, 2019 at 17:23
To: shwetha2017 <shwetha2017@gmail.com>

Dear Shwetha,

Congratulations on reaching this most exciting stage in your life!

On the basis of the Online test conducted in your college, you have successfully made it through Colors's Online test selection process and we are pleased to offer you the full-time Training for three months on latest technologies.

The Technologies you would be training on :
Andriod App Development.
Web Technologies.
IOS App Development.
Machine Learning/Artificial Intelligence.

As discussed we would like to formally offer you the position of **Software Engineer Trainee** and you should be ready to work on multiple assignments and projects. Other details are as following:

1. Training Period: 3 months.
2. Your Annual CTC will be Rs. 2,40,000 (Rupees Two Lakhs Forty Thousands Only) and above based on the performance in technical interview after training.
3. Your Monthly Gross Salary will be Rs. 20,000 (Rupees Twenty Thousand Only). Net CTC will be subject to Income Tax and Statutory Deductions.
4. Reporting: Manager, Prasanna.

Your expected starting date is Monday **24th June 2019**. You will receive your appointment letter within 1 week of your joining.
It is a pleasure to meet each one of you, and I sincerely hope that your experiences at our firm will be engaging and edifying.

Here is the list of documents which you will need to submit to help us releasing appointment letter:

1. Copy of Aadhar card
2. Local address proof (if the address is different than mentioned in Aadhar card)
3. 1 passport size photo.
4. Educational Certificates.(will check and given back)

Please reply to this email with your acceptance of offer and confirming the joining date with in 4 days .

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

We are looking forward you to join team Colors soon.

If you have any queries, please feel free to contact me.

Good luck, and please make yourself up some work!

Thanks,
Prasanna,
HR Head,
Colors Software Pvt Ltd,
080 4120 5623
8197 33 95 25

www.colorssoftware.com

https://www.linkedin.com/company/3514084

NOVEL OFFICE

customizable offices flexible terms



O+

Abhishek Hegde

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

EMP ID : 9491

TARUN TECHNOLOGIES

Ref. TARUN/18-19/12 Date 2/4/19

OFFER LETTER

Dear Sanjana A 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 **09/09/2019** 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.

Director

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

SAPTHAGIRI College of Engineering Creating Tomorrow

Murali Krishna <muralikrishna@sapthagiri.edu.in>

Fwd: Offer Letter

1 message

Irene Jacob <ireneiris0397@gmail.com> Wed, Jun 17, 2020 at 9:12 PM
To: muralikrishna@sapthagiri.edu.in

---------- Forwarded message ---------
From: **Prasanna Colors Software** <prasanna@colorssoftware.com>
Date: Mon 17 Jun, 2019, 5:24 PM
Subject: Offer Letter
To: ireneiris0397 <ireneiris0397@gmail.com>

Dear Irene,

Congratulations on reaching this most exciting stage in your life!

On the basis of the Online test conducted in your college, you have successfully made it through Colors's Online test selection process and we are pleased to offer you the full-time Training for three months on latest technologies.

The Technologies you would be training on :
Andriod App Development.
Web Technologies.
IOS App Development.
Machine Learning/Artificial Intelligence.

As discussed we would like to formally offer you the position of **Software Engineer Trainee** and you should be ready to work on multiple assignments and projects. Other details are as following:

1. Training Period: 3 months.
2. Your Annual CTC will be Rs. 2,40,000 (Rupees Two Lakhs Forty Thousands Only) and above based on the performance in technical interview after training.
3. Your Monthly Gross Salary will be Rs. 20,000 (Rupees Twenty Thousand Only). Net CTC will be subject to Income Tax and Statutory Deductions.
4. Reporting: Manager, Prasanna.

Your expected starting date is Monday **24th June 2019**. You will receive your appointment letter within 1 week of your joining.
It is a pleasure to meet each one of you, and I sincerely hope that your experiences at our firm will be engaging and edifying.

Here is the list of documents which you will need to submit to help us releasing appointment letter:

1. Copy of Aadhar card
2. Local address proof (if the address is different than mentioned in Aadhar card)
3. 1 passport size photo.
4. Educational Certificates.(will check and given back)

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

Please reply to this email with your acceptance of offer and confirming the joining date with in 4 days .

We are looking forward you to join team Colors soon.

If you have any queries, please feel free to contact me.

Good luck, and please make yourself up some work!

Thanks,
Prasanna,
HR Head,
Colors Software Pvt Ltd,
080 4120 5623
8197 33 95 25

www.colorssoftware.com

https://www.linkedin.com/company/3514084

Vedantu
YOUR PERSONAL TEACHER ON-LINE

25 April 2019

Dear **Karthik K,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Academic Mentor"** in our **Academics Team**. I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Bangalore** & Your probation period would be 6 months from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.
Your fixed remuneration would be INR 550000 (Rupees Five Lakhs and Fifty Thousand only) per annum as per Annexure A.

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.

We are looking forward your date of joining on **29 April 2019**. A wonderful experience awaits you here that's a promise!

Cheers!

Anand Prakash Director
& Co-founder
Vedantu Innovations Pvt. Ltd.

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

Vedantu
YOUR PERSONAL TEACHER ONLINE

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	45833	550000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**44033**	**528396**
	Salary Break Up		
A1.	Basic Salary	22017	264204
A2.	House Rent Allowance	8807	105684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1982	23784
	(A) Sub Total (A1+A2+A3+A4+A5)	**32806**	**393672**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	2750	33000
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	2245	26940
B5.	Leave Travel Allowance	3368	40416
B6.	Special Allowance	2864	34368
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**11227**	**134724**
	Sub Total (A)+(B)	**44033**	**528396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	504396
	***Estimated Take Home [(A)+(B)-(C)]**	**42033**	**504396**

* TDS applicable as per Income Tax Rule

Tech Mahindra

Tech Mahindra Limited
Infocity, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
contact@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN:L64200MH1986PLC041370

Ref: 759257/1718320/ELTP **05-DEC-2019**

Mr. Himanshu Tiwari
Bengaluru (Kar) - 560090
Mobile: 7204937233

Subject: Offer of Appointment

Dear **Mr. Himanshu Tiwari**

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 reason/s, 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
Bengaluru - 560 057

Tech Mahindra Limited
Infocity, 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 **12-DEC-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 **Chitrangda Parihar** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA LTD,PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE,SPECIAL ECONOMIC ZONE,PUNE-411057(MAHARASHTRA),INDIA**. 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 **12-DEC-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
Himanshu Tiwari

Tech Mahindra

Tech Mahindra Limited
Infocity, 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

ANNEXURE - A

NAME	**Mr Himanshu Tiwari**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**PUNE**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67541
HRA (@50% OF BASIC)	33771
BONUS / STATUTORY BONUS	24000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8105
FLEXIBLE COMPONENTS OF TFP	91718
TOTAL FIXED PAY..... (A)	**225135**
TOTAL VARIABLE PAY (TVP)..... (B)	**25015**
ADDITIONAL BENEFITS..... (C)	**9850**
GRATUITY	3249
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**260000**

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	12000
Meal Card	26400

(Contd...)

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

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

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**:

S/d by:-

1. WITNESS: _____
(Name)

NAME & ADDRESS:

2. WITNESS: _____
(Name)

NAME & ADDRESS

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

[redacted]

Consleague

Internship Offer Letter

Ms. Hina Ishrath Mab
#30, 'Shan House ', New Extn,
Chikkabanavara
Bengaluru 560 090

Dear Hina,

Subsequent to our campus drive in your college on 20th September 2018, Consleague Consulting Private Limited is happy to offer you an internship as **'Junior Associate'** with effect from **02nd January 2019.** The internship period will be for **6 months effective** 02nd January 2019. The compensation for the period of internship will be a basic monthly Allowance of **Rs. 10000/- only** (Rupees Ten Thousand Only). As discussed, the Project would be based on the Cloud Computing Technology, in particular Salesforce Consulting and Product Development. The period of internship will be treated as Probationary Period. You will be reporting to **Ms. Tahneet Afroz.**

You will be working from Bangalore Office at the below mentioned address:

Consleague Consulting Private Limited
Unit 20, No. 308, 3rd Floor, Brigade Rubix,
HMT Main Road, Jalahalli,
Bangalore - 560 013

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

Welcome to the ConsLeague Consulting Family!

Yours Sincerely,
For ConsLeague Consulting Pvt. Ltd.

E. Mohan

Mohan Elango
Director
05th October 2018

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

CIN # *U74140WB2011PTC157984*

Branch Office :
No.20, Unit 308, Brigade Rub
HMT Main Road,
Jalahalli, Bangalore - 560 013
Tel: 080 32563536
Web : www.consleague.com

30

[redacted]

[redacted]

Consleague

2

ANNEXURE 2

GENERAL TERMS and CONDITIONS OF EMPLOYMENT

1. Work Place
You are initially appointed to work in our office in Bangalore. You may be later transferred or required to travel for Company's business/training at the discretion of the Company.

2. Hours of Work
The standard working hours will be from 09:30 AM to 06:30 PM with 45 minutes break for lunch. When work demands, at times of meeting deadlines, you will be required to work overtime, in lieu of which payment will not be made. Sometimes you may be required to work on weekends or on holidays. A compensatory day off will be given in lieu of this.

3. Transfers
Though you have been engaged for a specific position, the company can transfer your services from one location to another, one department/entity to another, one shift to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc., anywhere in India or abroad depending on the exigencies of the business.

4. Responsibilities
You are required to perform effectively to achieve required results. Your performance will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the company reserves the right to take appropriate disciplinary action up to and including termination of your employment.

5. Retirement
You will retire from the services of the company on reaching the age of sixty. The date of birth as recorded at the time of employment will be considered for this purpose. The company however will have a right to retire you earlier from the services of the company anytime after attaining the age of Fifty-Five, if it is of the opinion that you are not medically fit enough to perform your duties efficiently and effectively, an early retirement such as this may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. Notice of Separation/Termination
The company can terminate your services by giving a notice of 30 days in writing. However, the individual should provide 3 months' written notice before termination. The Company however, reserves its right to terminate your employment by giving you salary for 30 days in lieu of the notice.

7. Conflict of Interest
Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without prior written consent from the Company during your tenure of association with the company.

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

[redacted]

[redacted]

Consleague

3

8. General Conditions

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

9. Past Records

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

10. Offer Validity

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

Acceptance of Offer:

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

Signature: [signature]

Name: HINA ISHRATH MAB

Date: 09 October 2018

Place: Bengaluru

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

CIN # *U74140WB2011PTC157984*

Branch Office :
No.20, Unit 308, Brigade Rubi
HMT Main Road,
Jalahalli, Bangalore - 560 013
Tel: 080 32563536
Web : www.consleague.com

[redacted]

[redacted]

Consleague

Internship Offer Letter

Mr. Aayush Shrivastava
E1 90 quater road,
Sanjeevni Nagar, Garha
Jabalpur 482 001
Madhya Pradesh

Dear Aayush,

Subsequent to our campus drive in your college on 20th September 2018, Consleague Consulting Private Limited is happy to offer you an internship as **'Junior Associate'** with effect from **02nd January 2019.** The internship period will be for **6 months effective** 02nd January 2019. The compensation for the period of internship will be a basic monthly Allowance of **Rs. 10000/- only** (Rupees Ten Thousand Only). As discussed, the Project would be based on the Cloud Computing Technology, in particular Salesforce Consulting and Product Development. The period of internship will be treated as Probationary Period. You will be reporting to **Ms. Keerti Sreedhar.**

You will be working from Bangalore Office at the below mentioned address:

Consleague Consulting Private Limited
Unit 20, No. 308, 3rd Floor, Brigade Rubix,
HMT Main Road, Jalahalli,
Bangalore - 560 013

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

Welcome to the ConsLeague Consulting Family!

Yours Sincerely,
For ConsLeague Consulting Pvt. Ltd.

Mohan Elango
Director
05th October 2018

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

CIN # *U74140KA2011PTC157984*

Branch Office :
No.20, Unit 308, Brigade Rubix,
HMT Main Road,
Jalahalli, Bangalore - 560 013
Tel: 080 32563536
Web : www.consleague.com

[redacted]

[redacted]

Consleague

ANNEXURE 2

GENERAL TERMS and CONDITIONS OF EMPLOYMENT

1. Work Place
You are initially appointed to work in our office in Bangalore. You may be later transferred or required to travel for Company's business/training at the discretion of the Company.

2. Hours of Work
The standard working hours will be from 09:30 AM to 06:30 PM with 45 minutes break for lunch. When work demands, at times of meeting deadlines, you will be required to work overtime, in lieu of which payment will not be made. Sometimes you may be required to work on weekends or on holidays. A compensatory day off will be given in lieu of this.

3. Transfers
Though you have been engaged for a specific position, the company can transfer your services from one location to another, one department/entity to another, one shift to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc., anywhere in India or abroad depending on the exigencies of the business.

4. Responsibilities
You are required to perform effectively to achieve required results. Your performance will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the company reserves the right to take appropriate disciplinary action up to and including termination of your employment.

5. Retirement
You will retire from the services of the company on reaching the age of sixty. The date of birth as recorded at the time of employment will be considered for this purpose. The company however will have a right to retire you earlier from the services of the company anytime after attaining the age of Fifty-Five, if it is of the opinion that you are not medically fit enough to perform your duties efficiently and effectively, an early retirement such as this may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. Notice of Separation/Termination
The company can terminate your services by giving a notice of 30 days in writing. However, the individual should provide 3 months' written notice before termination. The Company however, reserves its right to terminate your employment by giving you salary for 30 days in lieu of the notice.

7. Conflict of Interest
Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without prior written consent from the Company during your tenure of association with the company.

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

[redacted]

[redacted]

Consleague

3

8. General Conditions

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

9. Past Records

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

10. Offer Validity

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

Acceptance of Offer:

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

Signature: [signature]

Name: Aayush Shrivastava

Date: 09 Oct 2018

Place: Bangalore - 57

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

CIN # *U74140WB2011PTC157984*

Branch Office :
No.20, Unit 308, Brigade Rubix
HMT Main Road,
Jalahalli, Bangalore - 560 013
Tel: 080 32563536
Web : www.consleague.com

[redacted]

fame
TECHNOLOGIES

1300, 1st Floor, Eshwar
Layout,13th MainRoad,
Indira Nagar,
Bangalore,
Karnataka-560038
Contact No:6362250931
Website: www.fametechnologies.in

Subject: Internship Offer Letter

Dear Nethra R,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform you that you have been appointed as a Operations Trainee/Intern at Indira Nagar branch, Fame Technologies.

You will be working as a **Operations Trainee/Intern** for 6 months (**28/03/2019 to 28/09/2019**). Stipend will be given if your performance reflects on the companies result. First 3 months it is non-paid and at the end of 4th month stipend will be given with a minimum of Rs.3000 to maximum Rs.12,000 when you are satisfying the performance matrix of every month. At the end of the internship period you will get internship completion certificate with an offer to work as a permanent employee.

In monthly four days, you need to work for events, conference for understanding the culture of our organization. For a day, your working hours in the organization is 9 hours starting from 10:00 AM. As a part of the internship period, you will get access to meet delegates on behalf of Fame Technologies and can attend workshops, one-day event of Facebook, Walmart, Google, App Dynamics, GoJek etc.,

During the internship period, leaves are not permitted. It should be informed prior 36 hours to the respective head if there is any emergency and hierarchy should be followed. Office ethics should be followed.

We look forward to you having a rewarding career with us.

Yours Sincerely,
Gokul R
Human Resource Dept
Fame Technologies

33

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

fame
TECHNOLOGIES

Phone No: 6362250931
Mail: info@fametronix.com

13th March, 2019.

INTERNSHIP OFFER LETTER

Dear Sir/Madam,

To whomever it may concern,

Fame Technologies is pleased to offer **Mr. Rishi Kumar,** an internship opportunity as a Marketing Analyst. You will report directly to **Mr. Joel Charles**. This position is in Indira Nagar, Bangalore.

For this position, your major duties will include **Marketing Analyst** and also includes marketing, management skills, communicating to different people and to serve all the needs in the client perspective. Your schedule will be approximately 54 hours per week beginning from **01st June, 2019**. Your assignment will conclude on **01st December, 2019.** First 3 months it is non-paid and at the end of 4th month stipend will be given with a minimum of 3,000 to the maximum of 12,000 when you are satisfying the performance matrix of the organization.

Please review, sign and return this letter to confirm acceptance, no later than 14th March, 2019.

Congratulations and Welcome to the team!

Sincerely,

Ms. Nanthini BP
HR - Lead
Fame Technologies

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

I accept the above offer, and will begin on:

Rishi / 10/06/2019

Signature / Date

Scanned by CamScanner

fame
TECHNOLOGIES

1300, 1st Floor, Eshwar
Layout, 13th MainRoad,
Indira Nagar,
Bangalore,
Karnataka-560038
Contact No:6362250931
Website: www.fametechnologies.in

Subject: Internship Offer Letter

Dear Shubham Chauhan,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform you that you have been appointed as a Web Application Developer(Front end) Trainee/Intern at Indira Nagar branch, Fame Technologies.

You will be working as a **Web Application Developer (Front End) Trainee/Intern** for 6 months (**28/03/2019 to 28/09/2019**). Stipend will be given if your performance reflects on the companies result. First 3 months it is non-paid and at the end of 4th month stipend will be given with a minimum of Rs.3000 to maximum Rs.12,000 when you are satisfying the performance matrix of every month. At the end of the internship period you will get internship completion certificate with an offer to work as a permanent employee.

In monthly four days, you need to work for events, conference for understanding the culture of our organization. For a day, your working hours in the organization is 9 hours starting from 10:00 AM. As a part of the internship period, you will get access to meet delegates on behalf of Fame Technologies and can attend workshops, one-day event of Facebook Walmart, Google, App Dynamics, GoJek etc.,

During the internship period, leaves are not permitted. It should be informed prior 36 hours to the respective head if there is any emergency and hierarchy should be followed. Office ethics should be followed.

We look forward to you having a rewarding career with us.

Yours Sincerely,
Gokul R
Human Resource Dept
Fame Technologies

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

1300, 1st Floor, Eshwar
Layout,13th MainRoad,
Indira Nagar,
Bangalore,
Karnataka-560038
Contact No:6362250931
Website: www.fametechnologies.in

Subject: Internship Offer Letter

Dear Manasa H,

This refers to your application and the subsequent discussions we had with you. We are pleased to inform you that you have been appointed as a Operations Trainee/Intern at Indira Nagar branch, Fame Technologies.

You will be working as a **Operations Trainee/Intern** for 6 months (**28/03/2019 to 28/09/2019**). Stipend will be given if your performance reflects on the companies result. First 3 months it is non-paid and at the end of 4th month stipend will be given with a minimum of Rs.3000 to maximum Rs.12,000 when you are satisfying the performance matrix of every month. At the end of the internship period you will get internship completion certificate with an offer to work as a permanent employee.

In monthly four days, you need to work for events, conference for understanding the culture of our organization. For a day, your working hours in the organization is 9 hours starting from 10:00 AM. As a part of the internship period, you will get access to meet delegates on behalf of Fame Technologies and can attend workshops, one-day event of Facebook, Walmart, Google, App Dynamics, GoJek etc.,

During the internship period, leaves are not permitted. It should be informed prior 36 hours to the respective head if there is any emergency and hierarchy should be followed. Office ethics should be followed.

We look forward to you having a rewarding career with us.

Yours Sincerely,
Gokul R
Human Resource Dept
Fame Technologies

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Sumukha Avadhani M.U

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Sumukha Avadhani M.U,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

10/10/18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Sumukha Avadhani M.U		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates: 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: MV

Name: Sumukha - Avadhani - M-V

Mobile No: 9740276032

College Name : Sapthagiri College of Engineering

Today's Date: 10/10/18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Gora Adtya

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Gora Adtya,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successful y 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 int mated to you in advance.

Upon joinirg and 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 complete the LTI training wh ch will be communicated to you separately. LTI has made significant investments into these learn ng and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various pro ects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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 guidel nes 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.

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

LTI
Let's Solve

2

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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Aditya 22/09/18
Signature and Date

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

LTI
Let's Solve

3

ANNEXURE-1

Name : Gora Adtya		Date : September 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)	293,683	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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for B.E./B.Tech & MCA Candidates - 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 thefinal semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Aditya

Name: GORA ADITYA

Mobile No: 9900070433

College Name : Sapthagiri College of Engineering

Today's Date: 22/09/18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Akash Anand

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Akash Anand,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.
Akash Anand 24/09/18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name	Akash Anand	Date	: September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

4

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 Graduat on)	• No active/live backlogs allowed at the time of the interview process. • Backlogs includes 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 thefinal semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verfication:	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: Akash Anand

Name: AKASH ANAND

Mobile No: 9741914247

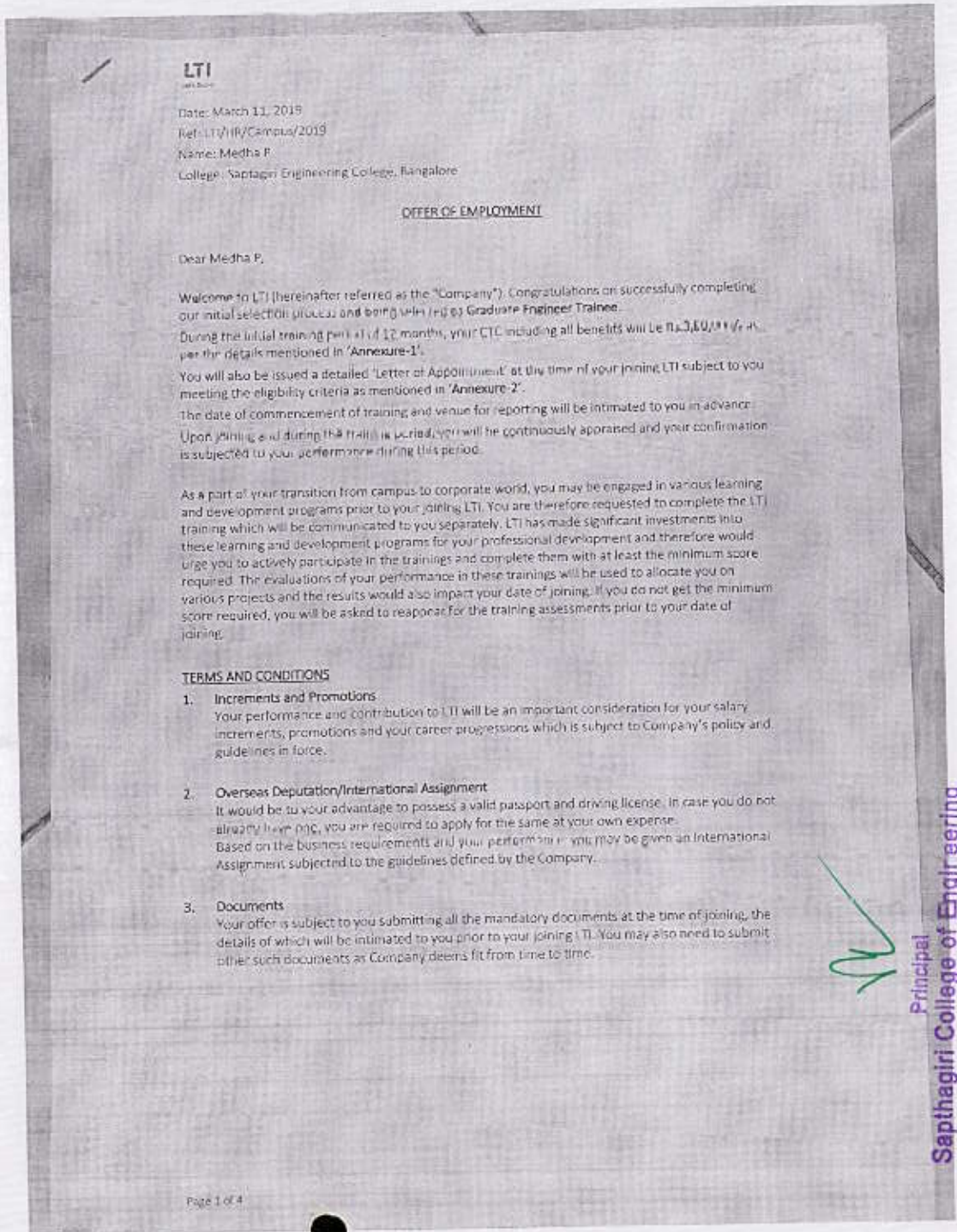
College Name : SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 24/09/2018

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

https://mail.google.com/mail/u/0/#inbox/FMfcgxwGCQfqFStzRmFMJMSRXckSZPFC?projector=1&messagePartId=0.1

MedhaP
1SG15IS060
2018-19, ISE



LTI

Date: March 11, 2019
Ref: LTI/HR/Campus/2019
Name: Medha P.
College: Sapthagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Medha P,

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.3,60,000/- p.a. 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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

Page 1 of 4

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

12/26/2019 20191224_083123.jpg

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Medha P

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Medha P,

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.5,18,000/- 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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Medina 22/9/18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Medha P		Date : September 20, 2018
Salary Grade : SET(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- Tota (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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Medha

Name: MEDHA P.

Mobile No: 9945922002

College Name: SAPTHAGIRI COLLEGE OF ENGG.

Today's Date: 22/09/18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Pratheek G S

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Pratheek G S,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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.ltinfotech.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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

10/10/18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Pratheek G S		Date : September 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)	**293,683**	**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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Pratheek

Name: PRATHEEK G S

Mobile No: 8123585306

College Name: SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 10/10/18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Nandini Sridhar

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Nandini Sridhar,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Naveen 22/09/18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Nandini Sridhar		Date : September 20, 2013
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 Med claim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current 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:	2019 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: Nandini

Name: NANDINI SRIDHAR

Mobile No: 9611319990

College Name: SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 22/09/18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Harshitha Khandelwal

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Harshitha Khandelwal,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 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.ltinfotech.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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

22/09/18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Harshitha Khandelwal		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates: 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Harshitha.D

Name: HARSHITHA .D

Mobile No: 9036264990

College Name : SAPTHAGIRI COLLEGE OF ENGINEERING.

Today's Date: 22-09-18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Pallavi S

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Pallavi S,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with atleast the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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.

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

LTI
Let's Solve

4. Backgrounc 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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.
Pallavi S
23/09/2018
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Pallavi S		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Pallavi.S

Name: Pallavi. S

Mobile No: 7795558650

College Name: Sapthagiri College of engineering

Today's Date: 23/09/2018

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Samiksha S N

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Samiksha S N,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Samiksha S N
10/10/18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Samiksha S N		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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-attempts,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 thefinal semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Samiksha.S.N.

Name: Samiksha. S.N

Mobile No: 9742368008

College Name : Sapthagiri College Of Engineering

Today's Date: 10/10/18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Sahana Hegde

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Sahana Hegde,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

(22-09-18)
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Sahana Hegde		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Applications
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 thefinal semester of any course • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Sahana

Name: Sahana Hegde

Mobile No: 9916507533

College Name : Sapthagiri College of Engineering

Today's Date: 22/09/18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Anjana Hegde

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Anjana Hegde,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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.

Principal
Sapthagiri College of Engineering
14.5, Chikkasandra, Hesaraghatta Main Road
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 there 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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

10/10/2018
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Anjana Hegde
Salary Grade : GET(I)
Date : September 20, 2018

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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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 premises 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: Anjana

Name: Anjana. S. Hegde

Mobile No: 8147294870

College Name : Sapthagiri College of Engineering

Today's Date: 10-10-2018

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Bharathi Mugali

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Bharathi Mugali,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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.ltinfotech.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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Tsharath VM 11/10/18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Bharathi Mugali		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 thefinal semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Bharathi VM

Name: BHARATHI V MUGALI

Mobile No: 8123568662

College Name : SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 11-12-2018

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Shubham

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Shubham,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Shubham
10-10-18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Shubham		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria As on 1st July of Passing year (2019)	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 includes 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 thefinal semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester exam nations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Shubham

Name: SHUBHAM

Mobile No: 8660709437

College Name: SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 10-10-18

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

LTI
Let's Solve

Date: September 20, 2018
Ref: LTI/HR/Campus/2019
Name: CHAITRA S KULKARNI
College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear CHAITRA S KULKARNI,

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 ₹s.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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments in to these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you or various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

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

LTI
Let's Solve

ANNEXURE-1

Name : CHAITRA S KULKARNI	Date : September 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.

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

LTI
Let's Solve

Date: September 20, 2018
Ref: LTI/HR/Campus/2019
Name: Nisha Vinod Holamoge
College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Nisha Vinod Holamoge,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

Principal
Saptagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 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,C0,000.

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 Camp3uzz 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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Nithin.V.H 22-09-2018
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Nisha Vinod Holamoge		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Nisha.V.H

Name: HOLAMOGE NISHA VINOD

Mobile No: 9148136240

College Name : SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 22-09-2018

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

LTI
Let's Solve

Date: September 20, 2013

Ref: LTI/HR/Campus/2019

Name: Anusha Kamath

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Anusha Kamath,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Anusha Kamath		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Anusha Kamata

Name: Anusha Kamata

Mobile No: 8050495277

College Name: Sapthagiri College of Engineering

Today's Date: 10/10/19

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: BHUMIKA B R

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear BHUMIKA B R,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Bhuvana BR 24-9-18

Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : BHUMIKA B R		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Bhumika B.R

Name: BHUMIKA .B.R

Mobile No: 9591210119

College Name : Sapthagiri College of Engineering

Today's Date: 21-09-2018

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

LTI
Let's Solve

Date: May 15, 2019

Ref: LTI/HR/Campus/2019

Name: Dylan Saldanha

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Dylan Saldanha,

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.800,000 /-** 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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Premier Engineering Candidates- 2019 Batch (Tier-TO)	
Qualification	B.E./B.Tech.
Branches:	Computer Science/Information Technology
Age Criteria: As on 1st July of Passing year (2019)	Less than 24 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma. No year drop allowed.
Course must complete in:	4 years
SSC, HSC 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.
Diploma(if applicable),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)	• No active/live backlogs allowed at the time of the interview process • Backlogs includes 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-attempts/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 the current 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:	2019 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE /State Board 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: _____

LTI
Let's Solve

ANNEXURE-1

Name : Dylan Saldanha		Date : May 15, 2019	
Salary Grade : GET(VII)			
Components	**Rs. p.a.**	**Rs. p.m.**	
Basic			21,000
House Rent Allowance (H.R.A.)			9,500
Conveyance Allowance			1,600
Medical Allowance			1,250
Adhoc Allowance			21,565
Meal Allowance			1,210
Leave Travel Allowance			833
A. Base Salary (PA)	**683,499**		**56,958**
Variable Pay	70,000		
B. Total Variable (PA)	**70,000**		
C. Total Target Cash (A+B)	**753,499**		
Provident Fund (PF)	30,240		2,520
Gratuity	12,120		1,010
Mediclaim Premium	4,140		
D. Retirals & Other Benefits	**46,501**		
Cost to Company (CTC) C+D	**800,000**		

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.

Notes:
1.Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2.H.R.A. will be deducted for accommodation (if any) provided by the Company.
3.You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4.The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5.The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution
6.The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7.The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
8.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.

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

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Ishwarya S

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Ishwarya S,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully competing 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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

10-09-18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Aishwarya S	Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Ishwarya

Name: Ishwarya .S

Mobile No: 9902685017

College Name: Sapthagiri College of Engineering

Today's Date: 10-09-18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Jyoti Dixit

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Jyoti Dixit,

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.3,13,000/- 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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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 liab e 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.ltinfotech.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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Jyoti 22/09/18

Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Jyoti Dixit		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Selection of the Candidate - Post Exam		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 thefinal semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Jyoti

Name: Jyoti Dixit

Mobile No: 9651171245

College Name: Sapthagiri College of Engineering

Today's Date: 22/09/18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Nehalakshmi P A

College: Sapthagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Nehalakshmi P A,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Akshalakshmi 20-09-2018

Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Nehalakshmi P A		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer application
Age Criteria: As on 1st July of Passing year (2019)	Less than 24 years	Less than 28 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 exams 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 includes 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 exams 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Nehalakshmi

Name: NEHALAKSHMI.P.A

Mobile No: 7204623693

College Name : SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 20-Sep-2018

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Neha Vijayananda

College: Sapthagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Neha Vijayananda,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

10/10/14
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Neha Vijayananda		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering Graduates - 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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-attempts,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 thefinal semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations.	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Neha

Name: NEHA-VIJAYANANDA

Mobile No: 9900271884

College Name : SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 10/10/18

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

LTI
Let's Solve

Date: September 20, 2013

Ref: LTI/HR/Campus/2019

Name: Nishant Yadav

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Nishant Yadav,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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 Rs2,00,000.

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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Nishant Yadav	Date : September 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 Furd (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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 thefinal semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: NISHANT YADAV

Mobile No: 8762936471

College Name : SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: _____

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Rachel Britto

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Rachel Britto,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

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

LTI

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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

24/9/18

Signature and Date

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

LTI

ANNEXURE-1

Name : Rachel Britto		Date : September 20, 2018
Salary Grade : GET(B)		
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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates, 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current 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:	2019 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: [signature]

Name: RACHEL BRITTO

Mobile No: 9482376526

College Name: SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 24/9/18

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Rashmi R V

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Rashmi R 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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Rasl RV 24/09/2018

Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Rashmi R V		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch

Qualification	B.E /B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: R.V

Name: KASHMI.R.V

Mobile No: 9591428720

College Name : Sapthagiri College of Engineering

Today's Date: 24/09/2018

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

LTI
Let's Solve

Date: September 20, 2018
Ref: LTI/HR/Campus/2019
Name: Sneha Malav
College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Sneha Malav,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the Final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Sneha

Name: SNEHA HALAV

Mobile No: 9686414940

College Name : SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 24/9/18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTi/HR/Campus/2019

Name: Sourabh jha

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Sourabh jha,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

Principal
Saptagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Sourabh jha		Date : September 20, 2013
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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: SOURABH JHA

Mobile No: 9632752763

College Name: SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 10/10/18

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main
Bangalore - 57

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Tathagat Ankit

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Tathagat Ankit,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

Principal
Saptagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru-560057

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:\\compbuzz.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 aforesaic 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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Tathagat Ankit		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates - 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 exams 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations.	
Nature of Course	All Full Time courses Only	
Year of Passing:	2019 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: Tathagat Ankit

Name: Tathagat Ankit

Mobile No: 7019452886

College Name: Sapthagiri College of Engineering

Today's Date: 10/10/2018

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: V V P B Manjusha

College: Saptagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear V V P B Manjusha,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

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

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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 (f 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 Rs2,00,000.

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 there 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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

24/09/2018
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : V V P B Manjusha		Date : September 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)	**293,638**	**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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	Less than 24 years	Less than 2E years
Academic Gap:	Academic gap allowed only after the comoletion 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 includes 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 thefinal semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Manjusha

Name: V.V.D.B. MANJUSHA

Mobile No: 966 350 840C

College Name: SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 24/09/2018

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

LTI
Let's Solve

Date: September 20, 2018
Ref: LTI/HR/Campus/2019
Name: Vaishali Dixit
College: Saptagiri Engineering College, Bangalore

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

OFFER OF EMPLOYMENT

Dear Vaishali Dixit,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.
Vaishali
22/09/18
Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Vaishali Dixit		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 thefinal semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: Vaishali

Name: Vaishali Dixit

Mobile No: 9651170454

College Name : Sapthagiri College of Engg.

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Vivek Kumar

College: Sapthagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Vivek Kumar,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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:\\ccmpbuzz.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.

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

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

LTI
Let's Solve

ANNEXURE-1

Name : Vivek Kumar		Date : September 20, 2013
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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates: 2019 Batch		
Qualification:	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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:	50% & 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 includes 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 the current 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:	2019 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: Vivek Kumar

Mobile No: 9108907952

College Name : Sapthagiri College of Engineering

Today's Date: 10/10/18

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

LTI
Let's Solve

Date: September 20, 2018

Ref: LTI/HR/Campus/2019

Name: Kruthika Holla S B

College: Sapthagiri Engineering College, Bangalore

OFFER OF EMPLOYMENT

Dear Kruthika Holla S B,

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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.

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

Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

S.B. Kruthika Holla , 23/09/2018
Signature and Date

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 56[illegible]

LTI
Let's Solve

ANNEXURE-1

Name : Kavithika Holla S B		Date : September 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 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Principal
Sapthagiri College of Enginee
14/5, Chikkasandra, Hesaraghatta Main R
Bengaluru - 560 057

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates: 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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: S.B. Kruthika Holla

Name: KRUTHIKA HOLLA S.B

Mobile No: 8095984316

College Name: SAPTHAGIRI COLLEGE OF ENGINEERING

Today's Date: 23-09-2018

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

LTI
Let's Solve

Date: January 17, 2020
Ref: LTI/HR/Campus/2019
Name: Nikhil R A
College: Sapthagiri college of engineering

OFFER OF EMPLOYMENT

Dear Nikhil R A,

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.3,50,000/-** 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.

Upon joining and 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 complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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.



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 : Nikhil R A		Date : January 17, 2020
Salary Grade : GET(I)		
Components	**Rs. p.a.**	**Rs. p.m.**
Basic		15,000
Bouquet of Benefits		11,300
A. Base Salary (PA)	**315,602**	**26,300**
Annual Incentive	0	
B. Total Variable (PA)	**0**	
C. Total Target Cash (A+B)	**315,602**	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaim Premium	4,140	
D. Retirals & Other Benefits	**34,398**	
Cost to Company (CTC) C+D	**350,000**	

LTI
Let's Solve

Medical Insurance Premium

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.

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

Notes:

1.Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.

2.H.R.A. will be deducted for accommodation (if any) provided by the Company.

3.You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.

4.The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.

5.The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution

6.The eligibility for payment of Gratuity is a minimum of five years of service in the Company.

7.Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

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

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

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

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

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

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

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2019 Batch		
Qualification	B.E./B.Tech.	MCA
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2019)	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 includes 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-attempts,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 the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2019 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 requirements.
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: _____

Mindtree

Date:02-Apr-2019

To

Anvitha B G
BANGALORE

Dear Anvitha B G,

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 ENGINEER in the competency Level C1 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 65% 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.

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

Mindtree Ltd
RVCE Post, Mysore Road
Bangalore 560 059

T +91 80 6706 4000
F +91 80 6706 4100
W www.mindtree.com

Candidate No. IN30009108714

Mindtree

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Anvitha B G, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	Anvitha B G
Your Name in Capital letters	ANVITHA B G

Annexure 1

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

Name	**: Anvitha B G**
Competency	**: C1**
Designation	**: ENGINEER**
Stipend	**: INR 22,000 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.

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

Mindtree

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 coveryour 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.

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

Mindtree

separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

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

Mindtree

10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

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

Mindtree

10.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply with the Service Agreement, and with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame then it may be handled as termination or disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

11 Nature of employment

11.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

11.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

12 Other Agreements :

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

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

Mindtree

16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

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

Mindtree

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

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

Charulatha.M
Charulatha.M (Oct 10, 2019)

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Shreyas R, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	SHREYAS R

Annexure 1

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

Name	**: Shreyas R**
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.

12

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

ISE

Gmail

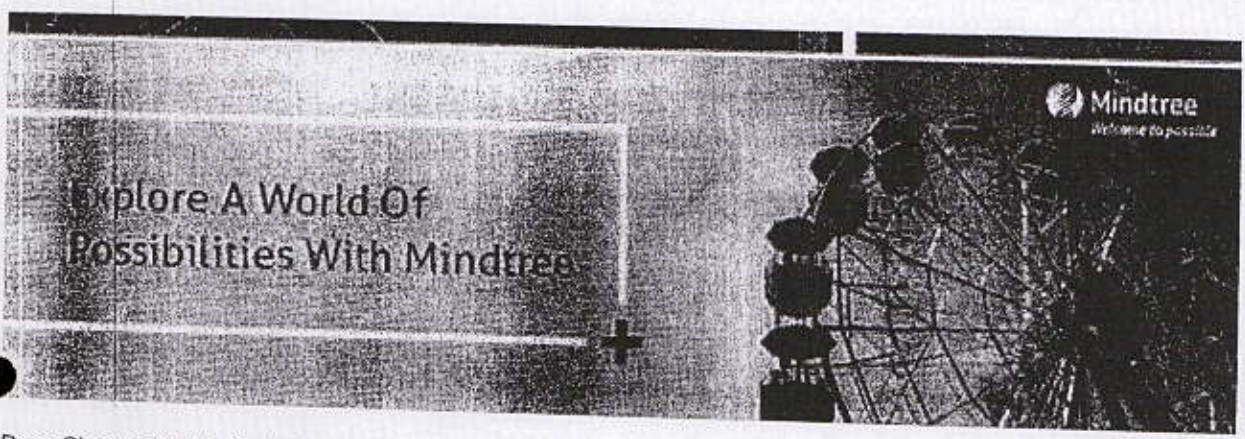
Shreya Nadgir <shreyanadgir1@gmail.com>

Mindtree Selection Confirmation Mail

2 messages

Campus <Campus@mindtree.com>
To: "shreyanadgir1@gmail.com" <shreyanadgir1@gmail.com>

Tue, May 7, 2019 at 6:16 PM



Dear Shreya Satish Nadgir,

Greetings from Mindtree.

Congratulations! Kindly consider this mail as formal confirmation of your Offer.

CTC Offered	**2,82,500**
Designation	**Jr Engineer**

This has reference to the selection process of employment opportunity at Mindtree.

We take pleasure in informing you that you have been selected as a **JUNIOR ENGINEER** in the **competency Level T4** subject to the following terms and conditions.

- You should complete the Degree which you are now pursuing without any backlog at the time of joining.
- Secure 60% or 6 CGPA aggregate in the degree.
- You shall initially undergo **Learning Program of 60 days** at Mindtree, which helps you to transition to the corporate world of technology solutions.
- **Join ng Location** and **Joining Date** would be communicated in subsequent mails.
- Further details relating to your detailed Offer Letter will be shared closer to the date of joining.

In case of any queries, feel free to reach out to us over mail campus@mindtree.com with Subject Line as "Offer Confirmation mail"

Note: Selected Talent who do not meet Mindtree Eligibility Criteria as defined in its Campus Talent Acquisition process will be removed from the offer process at any point or as soon as Mindtree identifies that the talent has provided factually incorrect/misleading information deliberately. Any offer thus issued prior will stand revoked.

Thank you.

Regards,

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

ISE

Gmail

umesh gowda <xeroxitforme@gmail.com>

Fwd: Mindtree Selection Confirmation Mail

1 message

Chaitra V <chaitra18v@gmail.com>
To: xeroxitforme@gmail.com

Mon, May 20, 2019 at 8:53 AM

---------- Forwarded message ---------
From: **Campus** <Campus@mindtree.com>
Date: Thu 16 May, 2019, 11:00 AM
Subject: Mindtree Selection Confirmation Mail
To: chaitra18v@gmail.com <chaitra18v@gmail.com>

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

Dear Chaitra V,

Greetings from Mindtree.

Congratulations! Kindly consider this mail as formal confirmation of your Offer.

CTC Offered	**2,97,000 per annum**
Designation	**Jr Engineer**

This has reference to the selection process of employment opportunity at Mindtree.

We take pleasure in informing you that you have been selected as a **JUNIOR ENGINEER** in the **competency Level T4** subject to the following terms and conditions.

- You should complete the Degree which you are now pursuing without any backlog at the time of joining.
- Secure 60% or 6 CGPA aggregate in the degree.
- You shall initially undergo **Learning Program of 60 days** at Mindtree, which helps you to transition to the corporate world of technology solutions.
- **Joining Location** and **Joining Date** would be communicated in subsequent mails.
- Further details relating to your detailed Offer Letter will be shared closer to the date of joining.

In case of any queries, feel free to reach out to us over mail campus@mindtree.com with Subject Line as "Mindtree Selection Confirmation Mail"

Note: Selected Talent who do not meet Mindtree Eligibility Criteria as defined in its Campus Talent Acquisition process will be removed from the offer process at any point or as soon as Mindtree identifies that the talent has provided factually incorrect/misleading information deliberately. Any offer thus issued prior will stand revoked.

Mindtree

ISEC86 18-19

Date:03-Jul-2019

To

Raj Kumar
BANGALORE

Dear Raj Kumar,

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 ENGINEER in the competency Level C1 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 65% 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.

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

Mindtree

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by 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

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

Thank you.

Regards,

Mindtree Campus Recruitment Team.

---

http://www.mindtree.com/email/disclaimer.html

---

3 attachments

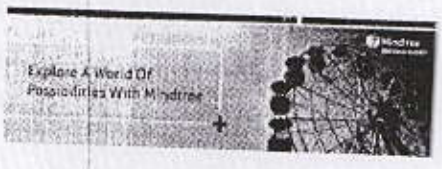


image001.jpg
18K

image002.jpg
3K

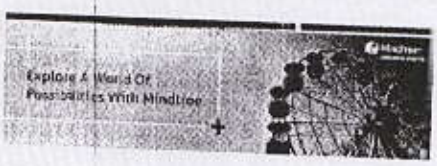


image001.jpg
1EK

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

Mindtree

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Raj Kumar, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	RAJ KUMAR

Annexure 1

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

Name	**: Raj Kumar**
Competency	**: C1**
Designation	**: ENGINEER**
Stipend	**: INR 22,000 per month.**

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

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.

Mindtree

Annexure 2

Compensation stack effective from the date of confirmation

Name : **Raj Kumar**

Competency : **C1**

Designation : **ENGINEER**

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

Basic	180,000
HRA	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	**308,004**
Bonus**	42,000
Annual Cost to Company	**350,004**

*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.

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

Mindtree

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 coveryour 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.

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

Mindtree

Date:03-Jul-2019

To

Subham Pandey
BANGALORE

Dear Subham Pandey,

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 ENGINEER in the competency Level C1 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 65% 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.

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

Subham Shekher Pandey (Jul 3, 2019)

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

Candidate No: TN/80011204/19

Mindtree

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by 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

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

Subham Shekher Pandey (Jul 3, 2019)

Mindtree

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Subham Pandey, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	Subham Shekher Pandey (Jul 3, 2019)
Your Name in Capital letters	SUBHAM PANDEY

Annexure 1

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

Name	**: Subham Pandey**
Competency	**: C1**
Designation	**: ENGINEER**
Stipend	**: INR 22,000 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.

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

Mindtree

Annexure 2

Compensation stack effective from the date of confirmation

Name : **Subham Pandey**

Competency : **C1**

Designation : **ENGINEER**

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

Basic	180,000
HRA	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	**308,004**
Bonus**	42,000
Annual Cost to Company	**350,004**

*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.

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

Subham Shekher Pandey (Jul 2, 2019)

Mindtree

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 coveryour Parents or Parents-in-law.If ycu 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.

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

Subham Shekher Pandey (Jul 3, 2019)

Mindtree

Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment,Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto as Annexure 1 and 2, Service Agreement (Annexure 3) and Mindtree Kalinga Code of Conduct (Annexure 4). **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you through a Learning Advisory Document.

Subham Shekher Pandey (Jul 3, 2019)

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

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

Candidate No: CN/80011204/19

Mindtree

separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of CI will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

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

Subham Shekher Pandey (Jul 3, 2019)

Mindtree

8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 22,000 per month.Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 350,004.00 per annum Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

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

Subham Shekher Pandey (Jul 3, 2019)

Mindtree

10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

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

Subham Shekher Pandey (Jul 3, 2019)

Mindtree

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & fixed components(as applicable), in your compensation at the time of termination of your employment.

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

Subham Shekher Pandey (Jul 3, 2019)

Mindtree

10.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply with the Service Agreement, and with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

11 Nature of employment

11.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

11.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

12 Other Agreements :

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

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

Subham Shekher Pandey (Jul 5, 2019)

Mindtree

On the date of joining at Mindtree Kalinga Bhubaneshwar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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

Subham Shekher Pandey (Jul 3, 2019)

16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

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

Subham Shekher Pandey (Jul 3, 2019)

Mindtree

Date 09-Oct-2019

To

Charulatha M
BANGALORE

Dear Charulatha M,

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.

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

Charulatha M
Charulatha M (Oct 10, 2019)

Mindtree
A Larsen & Toubro Group Company

Date: 12-Dec-2019

To

Jagadish D N
BANGALORE

Dear Jagadish D N,

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 ENGINEER in the competency Level C1 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 65% aggregate in the degree. Aggregate is calculated as follows:

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

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

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

2.2. 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.

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

Mindtree

Date:31-Oct-2018

To

Pratik Sharma
BANGALORE

Dear Pratik Sharma,

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 ENGINEER in the competency Level C1 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 65% 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.

pratik kr sharma
pratik kr sharma [Oct 31, 2018]

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

Candidate No: TN/8CCG108/18

80

M

Fwd: Mphasis - Letter Of Intent!!

1 message

Abhijeeth madalgi <abhij.vmadalgi@gmail.com> Wed 10 Oct, 2018 at 08:44
To: bhatganesh98@gmail.com

---------- Forwarded message ----------
From: **Abhijeeth madalgi** <abhij.vmadalgi@gmail.com>
Date: Friday, September 28, 2018
Subject: Mphasis - Letter Of Intent!!
To: AKSHAY V MADALGI <akshayvmadalgi@gmail.com>, AKSHAY MADALGI <akshay96.m@gmail.com>

---------- Forwarded message ----------
From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Monday, September 3, 2018
Subject: Mphasis - Letter Of Intent!!
To: "abhij.vmadalgi@gmail.com" <abhij.vmadalgi@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2019-0044**

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

Dear Abhijeeth V Madalgi,

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

Greetings from Mphasis!!

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

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum**. You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

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

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at [redacted] and delete this mail from your records.

M

Mphasis - Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com> Mon, Sep 3 2018 at 11:15 AM
To: abhishekvarma16@gmail.com <abhishekvarma16@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2019-0045**

Dear Abhishek Varma,

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

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

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.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

ProtonMail

From: Mphasis - Campus Hiring campushires@mphasis.com
To: amngupta@protonmail.com;
CC: Shraddha.Hande@mphasis.com;
Date: Sep 3, 2018, 11:14 AM
0 Attachments

Ref No- MPHTH2019-0042

Dear Aman Gupta,

College Name : Sapthagiri College Of Engineering, Bangalore

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

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. You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to Band 5, Level 2 with annual CTC of INR 2,50,000.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of INR 1,00,000 will be recovered from the employee

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 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. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

Gmail Aman Mathur <akmathur553@gmail.com>

Mphasis - Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com> Mon, Sep 3, 2018 at 11:14 AM
To: "akmathur553@gmail.com" <akmathur553@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2019-0050**

Dear Aman Mathur,

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

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

Greetings from Mphasis!!

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

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

Mphasis - Letter Of Intent!!

1 message

Shambhavi K <shambhavi.k@mphasis.com> Wed 29 Aug, 2018 at 3:53 PM
To: sheetalbattula6@gmail.com <sheetalbattula6@gmail.com>

Ref.No- **MPHTH2019-0037**

Dear Sheetal Battula,

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

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

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.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

a. PAN card

b. Aadhar card

c. Passport

d. All semester marks sheets and graduation certificate

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

M

Mphasis - Letter Of Intent!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com> Mon 3 Sep, 2018 at 11:15
To: bhatganesh98@gmail.com <bhatganesh98@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2019-0049**

Dear Ganesh Bhat,

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

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

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.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

Mphasis - Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com> Mon 3 Sep, 2018 at 11:14 AM
To: rajharsh1997@gmail.com <rajharsh1997@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2019-0040**

Dear Harsh Raj,

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

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

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**. You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

M

Mphasis - Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com> Mon, 3 Sep 2018 at 11:14 am
To: hemanthmmns@gmail.com <hemanthmmns@gmail.com>
Cc: Shraddha Hande <Shracdha.Hande@mphasis.com>

Ref.No- **MPHTH2019-0046**

Dear Hemanthkumar M,

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

Greetings from Mphasis!!

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your training program at Mphasis

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

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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

Mphasis - Letter Of Intent!!

1 message

Shambhavi K <shambhavi.k@mphasis.com>
To: cjithendra5@gmail.com <cjithendra5@gmail.com>

Wed 29 Aug, 2018 at 15:53

Ref.No- **MPHTH2019-0041**

Dear Jithendra C,

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

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

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.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

a. PAN card

b. Aadhar card

c. Passport

d. All semester marks sheets and graduation certificate

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

Mphasis - Letter Of Intent!!

2 messages

Mphasis - Campus Hiring <campushires@mphasis.com> Mon 3 Sep, 2018 at 11:14 AM
To: kumar.mohitkumar2011@gmail.com <kumar.mohitkumar2011@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2019-0039**

Dear Mohit Kumar,

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

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

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.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

---

mohit kumar <kumar.mohitkumar2011@gmail.com>
To: mohit kumar <kumar.mohitkumar2011@gmail.com>

Tue 9 Oct, 2018 at 3:00 PM

[Quoted text hidden]

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

Gmail

Pooja Aarumugam <poojaaarumugam@gmail.com>

Mphasis - Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com> Mon, Sep 3, 2018 at 11:14 AM
To: "poojaaarumugam@gmail.com" <poojaaarumugam@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2019-0033**

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

Dear Pooja A,

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

Greetings from Mphasis!!

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5**, **Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.** You are also eligible for a monthly accommodation allowance of INR 3000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

Search mail

133

Deepthi.Kotian@mphasis.com
to me, Deepthi.Kotian

Dear R Ramya

Greetings from Mphasis.

Please find attached your offer letter. Your date of joining stands confirmed to be the 23th of Sep' 2019.

Reporting Details:

For the on boarding formalities, you are requested to report at the below address on the 23th of Sep ' 20
08033525566.

Mphasis

Mphasis Limited, 4th floor, Bagmane World Technology Center, WTC 4, KR Puram, Marathahalli Outer F

Thanks,
DeepthiD,Kotian

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its cus
may contain information that is privileged, confidential or exempt from disclosure under applicable law. If
without proper authority, you are notified that any use or dissemination of this information in any manner
mailmaster@mphasis.com and delete this mail from your records.

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

Mphasis - Letter Of Intent!!
2 messages

Shambhavi K <shambhavi.k@mphasis.com>
Reply-To:
To: "sheikh.moin1997@gmail.com" <sheikh.moin1997@gmail.com>
Cc:

Ref.No- **MPHTH2019-0038**

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

Dear Sheikh Moin,

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

Greetings from Mphasis!

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5**, **Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5**, **Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your training program at

Gmail Vinaya Ravikumar <vini22071713@gmail.com>

Mphasis - Letter Of Intent!!

Shambhavi K <shambhavi.k@mphasis.com> Wed, Aug 29, 2018 at 3:52 PM
To: "vini22071713@gmail.com" <vini22071713@gmail.com>

Ref.No- **MPHTH2019-0034**

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

Dear Vinaya R,

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

Greetings from Mphasis!!

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

Gmail

Ananya s rao <srao.ananya@gmail.com>

Mphasis - Letter Of Intent!!

1 message

Shambhavi K <shambhavi.k@mphasis.com>
To: "srao.ananya@gmail.com" <srao.ananya@gmail.com>

Wed, Aug 29, 2018 at 3:52 PM

Ref.No- **MPHTH2019-0030**

Dear Ananya S Rao,

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

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

Greetings from Mphasis!!

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

a. PAN card

b. Aadhar card

c. Passport

d. All semester marks sheets and graduation certificate

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

Gmail

Navaneet Burli <navaneet.burli31@gmail.com>

Mphasis - Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>
To: "navaneet.burli31@gmail com" <navaneet.burli31@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Mon, Sep 3, 2018 at 11:14 AM

Ref.No- **MPHTH2019-0036**

Dear Navaneet Burli,

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

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

Greetings from Mphasis!!

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5**, **Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5**, **Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mail master@mphasis.com and delete this mail from your records.

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

Gmail

showroom . <showroom.rj@reynoldonline.com

Fwd: Mphasis - Letter Of Intent!!

message

'ragathi Nayak <pragathinayak01@gmail.com> Tue, Oct 9, 2018 at 6:42 F
o: showroom.rj@reynoldonline.com

---------- Forwarded message ----------
From: "Shambhavi K" <shambhavi.k@mphasis.com>
Date: 29-Aug-2018 3:52 PM
Subject: Mphasis - Letter Of Intent!
To: "pragathinayak01@gmai..com" <pragathinayak01@gmail.com>
Cc:

Ref.No- **MPHTH2019-0031**

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

Dear Pragathi S Nayak,

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

Greetings from Mphasis!!

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum**. You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

We look forward to welcoming you to **The Mphasis Learning Academy**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

a. PAN card

b. Aadhar card

c. Passport

- All semester marks sheets and graduation certificate

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

Gmail

Shubhashita B R <brshubhashita@gmail.com>

Mphasis - Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>
To: "brshubhashita@gmail.com' <brshubhashita@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Mon, Sep 3, 2018 at 11:14 AM

Ref.No- **MPHTH2019-0032**

Dear Shubhashitha B R,

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

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

Greetings from Mphasis!!

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

Gmail

Vaishnavi Jeevan <vaishnavivaishuvj@gmail.com>

Mphasis - Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com> Mon, Sep 3, 2018 at 11:14 AM
To: "vaishnavivaishuvj@gmail.com" <vaishnavivaishuvj@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2019-0035**

Dear Vaishnavi J,

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

Greetings from Mphasis!!

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your training program at Mphasis

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

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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

a. PAN card

b. Aadhar card

c. Passport

d. All semester marks sheets and graduation certificate

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

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

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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

a. PAN card

b. Aadhar card

c. Passport

d. All semester marks sheets and graduation certificate

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

sheikh moin <sheikh.moin1997@gmail.com>
Reply-To:
To: Shambhavi K <shambhavi.k@mphasis.com>
Cc:
I accept the offer.

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

Mphasis - Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com> Mon 3 Sep, 2018 at 11:15 AM
To: roopamanjunatha1@gmail.com <roopamanjunatha1@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2019-0047**

Dear Roopa M,

College Name : **Sapthagiri College Of Engineering, Bangaloe**

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

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.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5**, **Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 and April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 57



Strictly Private and Confidential

31-Oct-2019

PRATEEK KUMAR THAKUR

C8334191

Prateek Kumar Thakur C/O Prem kumar Thakuropp.ashiana complex,gopalnagar,jhapatapurKharagpur,West Bengal , Pin-721301

6360976383

Dear PRATEEK,

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 6.5 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.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

 Candidate's Signature _____

Reference Id: d95dd890-ff0c-4cc2-8853-fcd5fb65cf64_1
Signed By: Mohan Sekhar

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

- Under the program the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the 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 assessment for the program.
- During each reattempt reasonable help and guidance will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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.

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.

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 https://indiacampus.accenture.com/candidate

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

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) 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.

(B) 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.

(C) Joining and Additional Bonus

- You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below

Joining Bonus - of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Additional bonus- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issues. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out; then this whole amount shall be recovered from you.

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.

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 amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972,as per the Company policy.
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.

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. Original mark sheet of all semester (PG/UG)
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of provisional degree certificate or convocation degree certificate.
6. Pan Card.
7. Copy of Passport / Driving License/ Voter ID card.
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

Shobha I Hugar <shobhahugar@sapthagiri.edu.in>

Fwd: Mphasis - Letter Of Intent!!

1 message

Thu, Feb 13, 2020 at 10:57 AM

Agalya Shivakumar <agalyas@sapthagiri.edu.in>
To: "shobhahugar@sapthagiri.edu.in" <shobhahugar@sapthagiri.edu.in>

---------- Forwarded message ---------
From: **koslender singh** <koslendersingh@gmail.com>
Date: Wed, Feb 12, 2020 at 1:52 PM
Subject: Fwd: Mphasis - Letter Of Intent!!
To: Agalya Shivakumar <agalyas@sapthagiri.edu.in>

---------- Forwarded message ---------
From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Tue 9 Apr, 2019, 4:00 PM
Subject: Mphasis - Letter Of Intent!!
To: koslendersingh@gmail.com <koslendersingh@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2019-1217**

Dear Koslender Singh,

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

Greetings from Mphasis!!

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

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis for the first 6 months at a CTC of **INR 1,80,000 per annum.** You are also eligible for a monthly accommodation allowance of INR 6000 for the first six months of your joining only.
- On completion of 6 months, you will move to **Band 5, Level 2** with annual CTC of **INR 2,50,000.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.

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

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra

103

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

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

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 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**. 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 2019 passing out candidates anytime between June 1, 2019 to April 30, 2020. Below list of documents are mandatory during the onboarding process:

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

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

--
P. Agalya
Dept. of ECE
SCE, Bangalore

Phone: 9448509719

Disclaimer
Print this conversation/ Document only if Necessary
SAVE PAPER, SAVE TREE and SAVE ENVIRONMENT

NTT DATA
Services

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

5 February 2019
Chandana B
Sapathagiri College of Engineering

Dear Chandana B,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.
You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company.

On your start date, please bring the documents as per Annexure A. During the training you will be given a stipend of Rs. 12,000 per month.
Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training or joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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

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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Chandana
(Chandana B)

Date: 05/02/2019

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

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 Services

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

5 February 2019
ankit shivhare
Sapathagiri College of Engineering

Dear ankit shivhare,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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 Nrusimha Sarma
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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Ankit Shivhare
(ankit shivhare)

Date: 05/02/19

CONFIDENTIAL

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

NTT DATA
Services

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

5 February 2019
Nishant Kumar
Sapathagiri College of Engineering

Dear Nishant Kumar,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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

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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____
(Nishant Kumar)

Date: 5/2/19

CONFIDENTIAL

106

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

NTT DATA Services

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

5 February 2019
Vrinda A
Sapathagiri College of Engineering

Dear Vrinda A,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Nirmala Sarkar

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Vrinda A
(Vrinda A)

Date: 5/02/19

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 Services

5 February 2019
Nikhitha M S
Sapathagiri College of Engineering

Dear Nikhitha M S,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Nirmala Seka

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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Nikhitha. M.S
(Nikhitha M S)

Date: 05/02/2019

108

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

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 Services

Bhumika R H
1SG15I5035
2018-19, ISE

16-September-2019

BHUMIKA R H
#6, FIRST FLOOR, SHRUTHILAYA, KEMPANNA LAYOUT, RAMACHANDRAPURA, JALAHALLI POST,
BANGALORE

Dear Bhumika R H,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Global Delivery Services Private Limited (formerly known as "Keane India 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) at the office of the Company located at ***Bangalore.*** Your training shall commence on **16-September-2019**. The 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. You would be paid a gross stipend of ***Rs. 12,000*** per month (payable on a prorated basis depending on the duration of training).

The Company reserves the sole right to offer you employment, subject to:

a) You passing the qualifying exams with maximum of two (2) arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate and producing the relevant documents evidencing proof of completion of the same to the Company. This aggregate includes all subjects of all semesters and language papers, if any.

b) You passing the training with the prescribed minimum score in the final evaluation on completion of the training.

c) Your acceptance to work in accordance with the timings prescribed by the Company. Your work timings will be determined by the nature of your project and you maybe required to work in shifts. Failure to comply with such timings shall entitle the Company to initiate appropriate actions in accordance with the Company policy, at Company's sole discretion.

d) Your willingness to relocate to any of our centers in India. The Company reserves the right to depute / transfer your services to any other location/ centers of the Company/ client location/ group company in consistence with the Company's business/ project requirement and interests. In case you fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

e) You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.

f) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to conduct such verification by, including without limiting, an agency of our choice). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment.

The following are the terms and conditions:

a) Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Company.

b) The period of training may be modified at the sole discretion of the Company.

c) On commencement of training you shall enter into the confidentiality undertaking as a condition of your training hereunder. Upon the completion of your training you will return to the Company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associates or branches or their clients and will not retain any copies or extracts there from.

d) You will be governed by the statutory regulations / provisions and the laws and policies of the Company applicable to your position, which may be framed from time to time.

Confidential

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

Scanned by CamScanner

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 **16-September-2019** 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

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra Main Road

AKSHAY BABU
ASSOCIATE DIRECTOR - TALENT ACQUISITION

I **SHUMIKA R H**, 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 _____.

Shumika. R H — 16/09/2019

Signature — Date

Scanned by CamScanner

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

NTT DATA Global 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 Services

5 February 2019
Aishwarya U
Sapathagiri College of Engineering

Dear Aishwarya U,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Software Development Fundamentals certification from Microsoft (Exam code 98361)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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 etter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Urmimala 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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Aishwarya U
(Aishwarya U)

Date: 05/02/2019

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

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

NTT DATA
Services

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

5 February 2019
Nisha Kumari
Sapathagiri College of Engineering

Dear Nisha Kumari

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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 Sacha

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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Nisha Kumari
(Nisha Kumari)

Date: 05/02/19

CONFIDENTIAL

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, consolicated 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 Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

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

NTT DATA Services

5 February 2019
Shubhashitha B R
Sapthagiri College of Engineering

Dear Shubhashitha B R,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.
You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company.

On your start date, please bring the documents as per Annexure A. During the training you will be given a stipend of Rs. 12,000 per month.
Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 55% in the final evaluation on completion of the training.
c) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-803)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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 Narsimha Seka
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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Shubhashitha. B.R
(Shubhash tha B R)

Date: 05/02/19

CONFIDENTIAL

112

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

NTT DATA
Services

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

5 February 2019
SAKET KUMAR
Sapathagiri College of Engineering

Dear SAKET KUMAR,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Nirmala Sarkar
B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Saket Kumar
(SAKET KUMAR)

Date: 05-02-19

CONFIDENTIAL

113

NTT DATA
Services

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.9912

5 February 2019
Abhishek Kumar
Sapathagiri College of Engineering

Dear Abhishek Kumar,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Software Development Fundamentals certification from Microsoft (Exam code 98361)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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 Sankaran
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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Abhishek Kumar
(Abhishek Kumar)

Date: 5/2/19

CONFIDENTIAL

NTT DATA Services

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0052

5 February 2019
Navitha K Singh
Sapathagiri College of Engineering

Dear Navitha K Singh

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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 Bukka
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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Navitha Singh
(Navitha K Singh)

Date: 5/2/19

CONFIDENTIAL

15

NTTdata

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

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 Services

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

5 February 2019
Nitesh Jaiswal
Sapathagiri College of Engineering

Dear Nitesh Jaiswal,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Software Development Fundamentals certification from Microsoft (Exam code 98361)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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 Bhimsela 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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Nitesh Jaiswal)

NTT DATA Services

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0918

5 February 2019
Pavithra N
Sapathagiri College of Engineering

Dear Pavithra N,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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

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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Pavithra.N Date: 5/2/19
(Pavithra N)

CONFIDENTIAL

114

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560004 India
Tel: +91.80.2665.9482 Fax: +91.80.2663.0912

NTT DATA
Service

5 February 2019
Ravi Prakash Verma
Sapathagiri College of Engineering

Dear Ravi Prakash Verma,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you a Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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 Uma Mahesh Sankar
B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____
(Ravi Prakash Verma)

Date: 05/02/2019

CONFIDENTIAL

118

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

NTT DATA
Services

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

5 February 2019
Rithik V Gopal
Sapathagiri College of Engineering

Dear Rithik V Gopal,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 52 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 Seetha

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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____

(Rithik V Gopal)

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

NTT DATA Services

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.09 2

5 February 2019
satvik ranjan
Sapathagiri College of Engineering

Dear satvik ranjan,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Developmen: Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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 Unnimeka Sankar

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

We request you to please read and sign the enclosed copy of this letter and return it by 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Satvik Ranjan
(satvik ranjan)

Date: 5/2/19

CONFIDENTIAL

120

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

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

NTT data Services

5 February 2019
Sushma D
Sapathagiri College of Engineering

Dear Sushma D,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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

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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Sushma D
(Sushma D)

Date: 05-02-2019

CONFIDENTIAL

NTT DATA Services

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

5 February 2019
Tushar Sahay
Sapathagiri College of Engineering

Dear Tushar Sahay,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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 Narasimha Sastry

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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Tushar
(Tushar Sahay)

Date: 5/2/19

122

CONFIDENTIAL

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

NTT DATA Services

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

5 February 2019
Vibha J
Sapathagiri College of Engineering

Dear Vibha J,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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

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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature _____
(Vibha J)

Date: 05/02/19

CONFIDENTIAL

123

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

NTT DATA
Services

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

5 February 2019
Diksha Keshri
Sapathagiri College of Engineering

Dear Diksha Keshri,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Mrinmala Saha
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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Diksha
(Diksha Keshri)

Date: 05/02/19

CONFIDENTIAL

12A

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

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 Services

NTT DATA Global Delivery Services Private Limited

5 February 2019
Abhishek Anand
Sapathagiri College of Engineering

Dear Abhishek Anand,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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, complexity 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 confirmation 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) Software Development Fundamentals certification from Microsoft (Exam code 98361)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 5 Feb 19 to indicate your acceptance of this offer. I agree to accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Abhishek Anand)

CONFIDENTIAL

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

NTT DATA Information Processing Services Private Limited
Plot 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

2-Dec-2019
LINCOLN FRANCIS FERNANDES
S/O FRANCIS FERNANDES, HIREMATH, POST KASARKOD. HONNAVAR, UTTTARA KANNADA, KA 581342

Dear LINCOLN FRANCIS FERNANDES,
With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Information Processing Services ,(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) at the office of the Company located at **Bangalore .** Your training shall commence on **2-Dec-2019**. The 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. You would be paid a gross stipend of **Rs 12000** per month (payable on a prorated basis depending on the duration of training).

The Company reserves the sole right to offer you employment, subject to:

a) You passing the qualifying exams with maximum of two (2) arrears during the entire course, no pending arrears or completion of course and having minimum of 60% aggregate and producing the relevant documents evidencing proof of completion of the same to the Company. This aggregate includes all subjects of all semesters and language papers, if any.

b) You passing the training with the prescribed minimum score in the final evaluation on completion of the training.

c) Your acceptance to work in accordance with the timings prescribed by the Company. Your work timings will be determined by the nature of your project and you maybe required to work in shifts. Failure to comply with such timings shall entitle the Company to initiate appropriate actions in accordance with the Company policy, at Company's sole discretion.

d) Your willingness to relocate to any of our centers in India. The Company reserves the right to depute / transfer your services to any other location/ centers of the Company/ client location/ group company in consistence with the Company's business/ project requirement and interests. In case you fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

e) You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.

f) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to conduct such verification by, including without limiting, an agency of our choice). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment.

The following are the terms and conditions:

a) Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Company.

b) The period of training may be modified at the sole discretion of the Company.

c) On commencement of training you shall enter into the confidentiality undertaking as a condition of your training hereunder. Upon the completion of your training you will return to the Company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associates or branches or their clients and will not retain any copies or extracts there from.

d) You will be governed by the statutory regulations / provisions and the laws and policies of the Company applicable to your position, which may be framed from time to time.

Confidential

Page 1 of 2

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

ISE

NTT DATA Services

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

5 February 2019
Raman Kumar
Sapathagiri College of Engineering

Dear Raman Kumar,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

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

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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Raman Kumar
(Raman Kumar)

Date: 05/02/19

CONFIDENTIAL

NTT DATA

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

A B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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

Aishwarya M
1SG15IS009
2018-19, ISE

NTT DATA

NTT DATA Global Delivery Services Private Limited

18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91 80 2561 9482 Fax: +91 80 2653 0912

5 February 2019
Aishwarya M
Sapathagiri College of Engineering

Dear Aishwarya U,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate 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) Software Development Fundamentals certification from Microsoft (Exam code 98361)

On successful completion of your training, you will be appointed as a Software Development Senior 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 350,000 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 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Nirmala Saika
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 5 Feb 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Aishwarya U)

CONFIDENTIAL

128

SONATA SOFTWARE LIMITED

CMMIDEV/5

Ref: SSL/HR /APPT/19/bf9fc7c1-1609-47a9-8d2f-423ab2f2a6f3 6/7/2019

Dear **BHAGYASHREE .G**

bhagyashree.sushma@gmail.com

Saptagiri College of Engineering-Bangalore

Hesargatta Main Road Chikkasandra Jallahali West

Bangalore Bangalore

Karnataka-560057

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

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

2. You will be a Trainee for a period of 12 (twelve) months from the date of joining service. Your joining date would be intimated later.

3. The stipend and other allowances payable to you during this period are given in the annexure enclosed. Please note that these are figures for the current period and are subject to revision(s).

4. During the period of training, you will be paid a consolidated compensation of Rs.2,40,000/- per annum as per Annexure A.

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

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

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

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

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

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

12 9

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

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

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

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

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

    ii. Induce any employee of the Company to leave the employment of the Company;

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

    iv. Otherwise interfere with any business relationship of the Company

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

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

Looking forward to a long and fruitful association with you.

Yours very truly,

For SONATA SOFTWARE LIMITED,

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

Christopher George Pereira

Group Manager-HRD.

I agree with the above terms and conditions.

Signature : Bhagyashree. G.

Date : 20/06/19

Encl:

1. Medical Report
2. Checklist of documents.

cc : Accounts

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

ANNEXURE A

Figures in Rs.

Name	**BHAGYASHREE .G**
Grade	ETG
Designation	Trainee Systems Analyst
DOJ	To be intimated later

Monthly Allowances

SONATA

SONATA SOFTWARE LIMITED

CMMIDEV/5

Ref: SSL/LR /APPT/19/1df1d329-579e-4cbe-8764-698537df6b6b 5/23/2019

Dear **BINDUSHREE H D**

bindujain2298@gmail.com

Saptagiri College of Engineering-Bangalore

Hesargatta Main Road Chikkasandra Jallahali West

Bangalore Bangalore

Karnataka-560057

Principal
Saptagiri College of Engineering
#4.5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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

2. You will be a Trainee for a period of 12 (twelve) months from the date of joining service. Your joining date would be intimated later.

3. The stipend and other allowances payable to you during this period are given in the annexure enclosed. Please note that these are figures for the current period and are subject to revision(s).

4. During the period of training, you will be paid a consolidated compensation of Rs.2,40,000/- per annum as per Annexure A.

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

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

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

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

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

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

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

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

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

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

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

ii. Induce any employee of the Company to leave the employment of the Company;

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

iv. Otherwise interfere with any business relationship of the Company

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

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

Looking forward to a long and fruitful association with you.

Yours very truly,

For **SONATA SOFTWARE LIMITED,**

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

Christopher George Pereira

Group Manager-HRD

I agree with the above terms and conditions.

Signature : .....

Date : 24-5-2019

Encl:

1. Medical Report
2. Checklist of documents.

cc : Accounts

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

Kamalakshi Naganna <kamalakshinaganna@sapthagiri.edu.in>

Fwd: Sonata Software: Offer Letter

1 message

Nirmala Yadav <nirmalayadav483@gmail.com> Thu, Jun 18, 2020 at 8:38 PM
To: kamalakshinaganna@sapthagiri.edu.in

---------- Forwarded message ----------
From: "Sonata Fresher's Recruitment" <FresherRecruitment@sonata-software.com>
Date: Jun 7, 2019 3:42 PM
Subject: Sonata Software: Offer Letter
To: <nirmalayadav483@gmail.com>
Cc:

Dear Nirmala G,

Greetings from Sonata Software Ltd!

It was a pleasure meeting you during the selection process.

It gives us immense pleasure to let you know that we thoroughly enjoyed interacting with you and are impressed by your capabilities. We would like to congratulate you on your selection to be a Sonatian and our Brand Champion! We welcome you to the growing Sonata Family.

Login to Fresher's Recruitment portal to accept or reject your offer. You are requested to acknowledge the receipt of your offer letter and communicate your acceptance to us.

You will be informed about the further formalities in due course of time.

We look forward to you joining our team and having a great career and long lasting relationship with Sonata. We are sure that you will have a bright career with us.

To know more about Sonata's SAP Hybris offerings, please follow the link below:
http://www.sonata-software.com/microsites/hybris

Regards,
The Talent acquisition Team
Sonata Software Ltd
www.sonata-software.com

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

SONATA SOFTWARE LIMITED

CMMIDEV/5

Ref: SSL/HR /APPT/19/cff9ff8c-582f-4982-9200-6fd71b8138a2 5/23/2019

Dear **Komal Kumari**

jhakomal30@gmail.com

Saptagiri College of Engineering-Bangalore

Hesargatta Main Road Chikkasandra Jallahali West

Bangalore Bangalore

Karnataka-560057

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

2. You will be a Trainee for a period of 12 (twelve) months from the date of joining service. Your joining date would be intimated later.

3. The stipend and other allowances payable to you during this period are given in the annexure enclosed. Please note that these are figures for the current period and are subject to revision(s).

4. During the period of training, you will be paid a consolidated compensation of Rs.2,40,000/- per annum as per Annexure A.

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

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

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

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

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

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

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

135

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

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

13. The offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering/MCA degree with a minimum aggregate of 50% and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

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

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

    ii. Induce any employee of the Company to leave the employment of the Company;

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

    iv. Otherwise interfere with any business relationship of the Company

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

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

    Looking forward to a long and fruitful association with you.

Yours very truly,

For **SONATA SOFTWARE LIMITED,**



Christopher George Pereira

Group Manager-HRD

I agree with the above terms and conditions.

Signature : .....

Date : .....

Encl:

1. Medical Report
2. Checklist of documents.

cc : Accounts

ANNEXURE A

Figures in Rs.

Name	**Komal Kumari**
Grade	ETG
Designation	Trainee Systems Analyst
DOJ	To be intimated later

Monthly Allowances

Basic	6,000
HRA (Note No.1)	3,000
Conveyance Allowance	1,600
Education Allowance	2,000
Meal Allowance (Note No 2)	2,500
Supplementary Allowance	805
Medical Allowance	625
Advance Bonus/Ex Gratia	2500
Total Monthly	**19,030**
Retirement Benefits (Note No.4)	
PF	8,640
Gratuity	3,002
Total Retiral	**11,642**
Cost To Company	**2,40,000**
Hospitalization & Personal Accident Insurance Premium (Note No.5)	5,220
Total Cost to Company (T.C.C)	**2,45,220**

1. HRA at 50 % of basic
2. Employees opting for Meal Vouchers (when applicable) would not be entitled to Meal Allowance as indicated above.
3. Bonus/Ex Gratia as per rules current, estimate is shown.

4. Retirals as per the current rules governing the same

5. Hospitalization Insurance Cover of 2 Lakhs p.a and Personal Accident Insurance Cover of around 5.5 Lakhs p.a and Group Term life Insurance cover for you of Rs. 5 Lakhs will come into effect from the date of joining, as per rules governing the same.

SEZ UNIT-2, PRODUCTION BLOCK-2, SY. NO. 124, VYLASANDRA VILLAGE, SEZ GLOBAL VILLAGE, OFF MYSORE ROAD, RVCE POST, BANGALORE- 560059
CIN: L72200MH1994PLC082110

REGD. OFF: 201, LV INDUSTRIAL ESTATE, S. K. AHIRE MARG, WORLI MUMBAI – 400030, INDIA

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

pinclick

11th march, 2019

Sub: Offer of employment by Pin Click

Dear Shubham,

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* 15th-july -2019, 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**	**Shubham Sarvesh**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	15th-july -2019	
	C & B CATEGORY	**INR - Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	**23,740**	**2,84,880**
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	**Sub Total II**	**1,260**	**15,120**
D	**Allowance(2-3 Meeting Per day)**	**6,000***	**72,000***
E	**Performance Enhanced Incentives**	**15,000***	**1,80,000***
Total A + C+ D +E	**Cost to the Company**	**46,000**	**5,52,000**
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		

Note: 1. Performance Enhanced Incentives is Target Based.
2. The Offer/ Salary Is Subjective To Completion Of Training
3. (i.e. **4, 22, 000** Fixed amount + **1, 80, 000** variable amount)
*Post Probation.

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

pinclick

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
2) Professional Tax to be deducted from the monthly Gross salary as applicable

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

pinclick

11th march, 2019

Sub: Offer of employment by Pin Click

Dear Lahari,

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* 15th-july -2019, 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**	**Lahari Shekar**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	15th-july -2019	
	C & B CATEGORY	**INR - Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	**23,740**	**2,84,880**
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	**Sub Total II**	**1,260**	**15,120**
D	**Allowance(2-3 Meeting Per day)**	**6,000***	**72,000***
E	**Performance Enhanced Incentives**	**15,000***	**1,80,000***
Total A + C+ D +E	**Cost to the Company**	**46,000**	**5,52,000**
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		

Note: 1. Performance Enhanced Incentives is Target Based.
2. The Offer/ Salary Is Subjective To Completion Of Training
3. (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount)
*Post Probation.

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

pinclick

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

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

pin click

11th march, 2019

Sub: Offer of employment by Pin Click

Dear Kartik,

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* 15th-july -2019, 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**	**Kartik Kathuria**	
	Designation	**Property Advisor**	
	Department	Sales	
	Date of Joining	15th-july -2019	
	C & B CATEGORY	**INR - Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	7,500	90,000
	House Rent Allowance	5,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	**23,740**	**2,84,880**
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	**Sub Total II**	**1,260**	**15,120**
D	**Allowance(2-3 Meeting Per day)**	**6,000***	**72,000***
E	**Performance Enhanced Incentives**	**15,000***	**1,80,000***
Total A + C+ D +E	**Cost to the Company**	**46,000**	**5,52,000**
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		

Note: 1. Performance Enhanced Incentives is Target Based.
2. The Offer/ Salary Is Subjective To Completion Of Training
3. (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

138

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

pinclick

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

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

pin click

11th march, 2019

Sub: Offer of employment by Pin Click

Dear Moshadab,

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* 15th-july -2019, 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	Moshadab Mustakahmed	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	15th-july -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	**Fixed Compensation**		
	Easic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	**23,740**	**2,84,880**
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	**Sub Total II**	**1,260**	**15,120**
D	**Allowance(2-3 Meeting Per day)**	**6,000***	**72,000***
E	**Performance Enhanced Incentives**	**15,000***	**1,80,000***
Total A + C+ D +E	**Cost to the Company**	**43,000**	**5,52,000**
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		

Note: 1. Performance Enhanced Incentives is Target Based.
2. The Offer/ Salary Is Subjective To Completion Of Training
3. (i.e. **4, 22, 000** Fixed amount + **1, 80, 000** variable amount)
*Post Probation.

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

139

pinclick

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

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

Qspiders Campus

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

Dated: 20th Nov 2018

Dear Ms. priyadarshini C

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

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

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

140

USN NO .....

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

Qspiders Campus

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

Dated: 20th Nov 2018

Dear Mr. Sumit Karck

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

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

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

USN NO .....

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

141

CALL LETTER

Dated: 20th Nov 2018

Dear Mr. Saket Kumar

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

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

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

142

USN NO .....

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

Qspiders Campus

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

Dated: 20th Nov 2018

Dear Ms. Bhavana PJ

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

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

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

USN NO .....

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

143

Dated: 20th Nov 2018

Dear Ms. Sahana H J

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

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

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

USN NO .....

144

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

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear HARSHITHA V

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: Harshitha V

Date: 29-9-18

Candidate Name HARSHITHA V

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

NAVYA

EID NO: 300188



Navya.S.R

VF SLK

Global Serv

Emergency No : +91 9916306999

Blood Group : B+Ve

REDMI NOTE 6 PRO
MI DUAL CAMERA

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

IA6

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT II 4th, 5th, 6th & 7th Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 5690 4721, F +91 80 4050 1921

SLK

Date: 23rd April, 2019

Private and Confidential

Dear Navya S R

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below:

- Position : Trainee – Software
- Annual compensation (CTC): Rs.3, 20, 000/- (Rupees Three Lakhs Twenty Thousand Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

Sangeetha Ponnappa (AVP – HRM)

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: _____ Date:

Candidate Name:

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

Scanned by CamScanner

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

Private and Confidential

Date: 23rd April, 2019

Dear D Manish Naicker

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee – Software
- Annual compensation (CTC): Rs.3, 20, 000/- (Rupees Three Lakhs Twenty Thousand Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

Sangeetha Ponnappa (AVP – HRM)

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: _____ Date:

Candidate Name:

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

Scanned with CamScanner

147

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT II, 4th, 5th, 6th & 7th Floor, Tower-A
Amin Properties LLP SEZ, Sy No.13, 20, 20/1
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1931

Date: 23rd April, 2015

Private and Confidential

Dear Lavenya K

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee – Software
- Annual compensation (CTC): Rs.3, 20, 000/- (Rupees Three Lakhs Twenty Thousand Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

Sangeetha Ponnappa (AVP – HRM)

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: _____ Date:

Candidate Name:

Scanned by CamScanner

148

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

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

Date: 29-09-2018

Private and Confidential

Dear CHARITHA MC

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC) : Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: Charitha MC Date: 29-9-18

Candidate Name CHARITHA MC

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear ANUPRIYE

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: _____ Date: 29-9-2018

Candidate Name AnuPriye

150

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear SHUBHAM KUMAR

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: _____ Date: 29-09-2018

Candidate Name SHUBHAM KUMAR

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear POOJA S BHAT

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with join ng date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: pooja S Bhat Date: 29/9/18

Candidate Name POOJA S BHAT

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear KUMARI NEHA

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: _____ Date: 29.09.018

Candidate Name KUMARI NEHA

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear NEHA S

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kupparda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: Neha.S

Date: 29-9-2018

Candidate Name NEHA.S

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear NIDA SULTHANA N

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: Nida Sulthana .N Date: 29-09-18

Candidate Name NIDA SULTHANA.N

155

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F -91 80 4050 1921

SLK

Date: 29-09-2018

Private and Confidential

Dear PAVITHRA M J

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: P Hma J

Date: 29-09-2018

Candidate Name PAVITHRA J

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear ADITH KIRAN C S

Congratulations! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: _____ Date: 29-09-2018

Candidate Name ADITH KIRAN C S

157

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721 F +91 80 4050 1921

SLK

Date: 29-09-2018

Private and Confidential

Dear HARSHA K B

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1

I agree and accept the above terms and conditions of the offer

Signature: Harsha.kb Date: 29-09-2018

Candidate Name: HARSHA.K.B

158

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear ANJAN O

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: _____ Date: 29-09-2018

Candidate Name ANJAN O

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

Date: 23rd April, 2019

Private and Confidential

Dear Sundram Singh

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee – Software
- Annual compensation (CTC): Rs.3, 20, 000/- (Rupees Three Lakhs Twenty Thousand Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

Sangeetha Ponnappa (AVP – HRM)

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: Sundram Singh

Date: 24-04-19

Candidate Name: SUNDRAM SINGH

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT II, 4th, 5th, 6th & 7th Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110. India.
T +91 80 4180 5721 / 6693 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear RADHA G

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 50% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: Radha Date: 29/09/18

Candidate Name RADHA.G

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 5590 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear AJEYA V

Congratulations ! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely.

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical labcratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: AJ Date: 29/09/2018

Candidate Name AJEYA V

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

SLK

Date: 23rd April, 2019

Private and Confidential

Dear John Patrick G

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee – Software
- Annual compensation (CTC): Rs.3, 20, 000/- (Rupees Three Lakhs Twenty Thousand Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

Sangeetha Ponnappa (AVP – HRM)

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: J. G.

Date: 24-4-19

Candidate Name:

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

SLK

Date: 29-09-2018

Private and Confidential

Dear CHETHAN I P

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: Chethan I.P Date: 29/9/18

Candidate Name CHETHAN. I.P

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

Date: 29-09-2018

Private and Confidential

Dear S BHYRAVI

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: _____ Date: 29/9/18.

Candidate Name BHYRAVI . S .

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear POOJA H R

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: pooja

Date: 29-09-2018

Candidate Name POOJA. H.R

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

Date: 23rd April, 2019

Private and Confidential

Dear Prashant Yadav

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee – Software
- Annual compensation (CTC): Rs.3, 20, 000/- (Rupees Three Lakhs Twenty Thousand Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

Sangeetha Ponnappa (AVP – HRM)

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: Prashant

Date: 24/04/2019

Candidate Name: Prashant Yadav

SLK Software Services Pvt. Ltd.,
SLK Green Park, SEZ UNIT I, 1st Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, India.
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

Date: 29-09-2018

Private and Confidential

Dear PRATIK KUMAR SHARMA

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee-Software
- Annual compensation (CTC): Rs.2, 82, 500/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only) per annum

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

Uthappa M Kuppanda

Associate Vice President - HRM

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1

I agree and accept the above terms and conditions of the offer

Signature: Pratik Kr. Sharma Date: 29/09/18

Candidate Name PRATIK KUMAR SHARMA

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

Date: 23rd April, 2019

Private and Confidential

Dear Ambarish Parthasarthy

Congratulations!! We are delighted to welcome you to SLK family. We wish you all the very best and a rewarding career with us.

We are pleased to offer you employment with SLK, details of grade and compensation is detailed below

- Position : Trainee – Software
- Annual compensation (CTC): Rs.3, 20, 000/- (Rupees Three Lakhs Twenty Thousand Only) per annum.

The Offer of employment will be subject to you meeting the following conditions prior to your date of joining, namely:

- Successful completion of your Bachelor's Degree in Engineering with 60% aggregate score with no carry overs
- Successful verification by SLK of your identity, address and educational credentials
- You undergoing mandatory medical tests (details of medical test and medical laboratory will be mailed to you along with joining date confirmation letter) and being declared fit for employment
- Upon you signing a service agreement to serve the company for a period of 2 years from the date of joining

You will be governed by the terms and conditions of SLK's standard employment policy in force as on the date you join SLK.

Your date of joining with SLK will be communicated through an email at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

Sangeetha Ponnappa (AVP – HRM)

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

The contact details of campus SPOC and the list of documents required at the time of joining SLK Software is detailed in Annexure 1.

I agree and accept the above terms and conditions of the offer

Signature: Ambarish

Date: 24/04/2019

Candidate Name: AMBARISH PARTHASARTHY

SLK Software Services Pvt. Ltd.,

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

SLK35892

Date:09/19/2019

Private and Confidential

Mr./Ms. Pavithra J
H.No: #02, Melekathiganooru Village, Nelamangala Taluk, Bangalore Rural
Bangalore - 562123

We are delighted to welcome YOU to an organization with the Freedom to Succeed. You will be an integral part of a high energy & dynamic work environment. We believe in deep & enduring relationships and welcome you to excel, learn, grow and build an enriching & rewarding career with us. The following points outline the offer details.

1. **Training & Probation**: You will be on training & probation for initial period of **12** months from the date of joining.
2. **Offer Details**: We are pleased to offer you the position of **"Trainee - Software"**, Grade **T1**. Your total Cost to Company(CTC) inclusive of all benefits is **INR 320,000.00/- (Rupees Three Lakh Twenty Thousand Only)**per annum. This is subject to deduction of tax at source, in accordance with the prevailing IT laws. Your compensation details are detailed in Annexure 1.
3. **Training Agreement**: You are required to sign an agreement to serve the company for a minimum period of **2** years from the date of joining.
4. **Offer Validity**: This offer is valid till **09/23/2019**. Kindly ensure that you confirm your acceptance of the offer in writing, on or before **09/20/2019**. The offer stands null and void thereafter, unless the offer acceptance date is extended and communicated to you in writing. This offer supersedes all prior communication, written and oral.
5. **Offer Conditions**: This offer and your subsequent employment is subject to your successful completion of Background check as detailed in the attached Terms and Conditions document.
6. **Date of Joining**: Your tentative date of joining is **09/23/2019**.
7. **Location**: Your work location will be **Bangalore Rural, India.**

Please refer to the enclosed document on "Terms & Conditions of Employment", applicable upon your employment. Please Sign and handover the copy along with this offer letter. We wish you a long & successful tenure with us and looking forward to working with you.

Best regards,

N. Sangeetha Ponnappa

N Sangeetha Ponnappa (AVP - HRM)

Date:09/19/2019

Pavithra J

Date:09/19/2019

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

170

SLK35892

COMPENSATION AT A GLANCE

Private and Confidential

Name:Pavithra J

Designation:Trainee - Software

Place:Bangalore Rural, India.

Date:09/19/2019

Salary Break-Up	
A. Components	Amount in INR
Basic	180,000.00
House Rent Allowance	72,000.00
Ad hoc Allowance	1,157.00
ST Bonus	32,760.00
Flexi Benefit Plan (FBP)*	3,063.00
Total (A)	288,980.00
B. Retirals	
Company contribution to Provident Fund	21,600.00
Company contribution to Gratuity Fund	8,650.00
C. Benefits	
ESI Employer Contribution	0.00
Group Personal Accident Insurance	770.00
Total	320,000.00

Medical Insurance, ESI and Group Personal Accidental Insurance coverage will be as per the company policy.

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

SLK35892

Note: The terms and conditions of employment, including those mentioned above, are subjected to and will be governed by the policies, rules and regulations as applicable from time to time.

Sincerely,

N. Sangeetha Ponnappa

N Sangeetha Ponnappa (AVP- HRM)

Date:09/19/2019

I accept the offer as outlined above.

Pavithra J

Date:09/19/2019

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

SLK35892

ANNEXURE 1

Total Rewards and Benefits

SLK continuously strives to provide best in-class benefits to you.

Apart from your salary, you are also entitled to numerous monetary and non-monetary benefits. Some of the more significant ones are listed below for your quick reference.

1. Benefits under CTC:

- **Flexible Benefit Plan (FBP):** It is the portion of your salary that can be claimed against various specified expenses, to avail tax breaks You can design your salary structure within the FBP amount, as per your anticipated expenses.
- **Group Medi-claim Insurance:** It provides pre-defined insurance coverage to you and your dependents against (only spouse and children) expenses related to hospitalization due to illness, disease or injury. The premium of this policy is part of your CTC.
- **Group Personal Accident (GPA) Insurance:** It offers compensation in case of disability or death directly and solely as a result of an accident. The premium of this policy is part of your CTC.
- **Executive Health Checkup:** SLK has tied up with reputed hospitals for periodic employee health checkups. You can avail the Executive Health Checkup Benefits once in 2 years.

2. Holidays, Paid Leave & Encashment:

SLK strives to create and maintain a balanced work schedule for you through our distinct leave and holiday programs.

- **National and Festival holidays:** 11 days every calendar year.
- **Paid Leaves (PL):** 24 days per annum. You get 2 days of PLs per month, every year.
- **PL encashment:** Un-availed PLs over and above 48 days shall be encashed at the end of the financial year.
- **Maternity Leave:** Female employees can take 26 weeks of paid leaves and an extension of up to one month in cases of continued sickness, as per Maternity Benefits Act. Additionally, an extension up to 6 months is permissible, as a combination of PL, work from home, part time work or leave without pay, subject to approval.
- **Miscarriage Leave:** In case of miscarriage, female employees are eligible for 6 weeks of miscarriage leave.
- **Paternity leave:** New fathers are entitled to 5 days of paid paternity leave for the first two children.
- **Adoption Leave:** If you are adopting a child, you are eligible for 12 weeks of paid adoption leave.
- **Sabbatical leave:** Employees have an option to avail 3-12 months of leave on loss of pay as per the Sabbatical leave policy.

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

SLK35892

3. Other Benefits:

- **Shift Allowance:** It is applicable to employees who work in shifts, other than the general shift.
- **Salary Advance Policy:** You can avail a salary advance in case of medical emergencies or marriage.
- **Sponsorship on Certifications:** You can get sponsorships to pursue certifications as per policy.
- **Group Term Life Insurance (GTLI):** It provides a lump sum benefit in the unfortunate event of Death, Total & Permanent Disability or Terminal Illness. The coverage is as per the policy.

Note: Please access Converge for more details on the applicability and eligibility criteria of the above-stated benefits.

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

SLK35892

JOINING FORMALITIES

Required Documents: Please carry the originals of the below stated documents on the Onboarding Day, without fail. These originals will be verified against the scanned documents you have already uploaded in SuccessFactors application, during your interview and Offer process.

Sl.No.	Particulars of documents
1.	SLK Accepted Offer Letter
2.	Relieving letter & Service Certificate / Proof of submission of resignation Or Resignation acceptance - Immediate previous employer
3.	Last 3 months salary certificate / pay slip from immediate previous employer
4.	Relieving letter / Service Certificate from all previous employers
5.	Professional certifications, if any
6.	Degree /PG / Masters Certificate **(Convocation)** and Marks Sheet. Provisional Certificate will not be accepted.
7.	Pre University Marks Card / 12th Standard or Higher Secondary certificate
8.	SSLC Marks Card / 10th Standard certificate
9.	Passport (including VISA copy, if any)
10.	Voters ID / Driving License
11.	Aadhar Card
12.	Provident Fund - Universal Account Number (UAN)
13.	• 3 Recent passport size photographs with **White Background** • Size Should be **3.5 cm X 4.5 cm** • **Dress Code for Men:** Blazer, Dark coloured shirts and ties complementing the shirt • **Dress Code for Women:** Indian Formals - Sari, Western Formals - Blazer, Shirt and Trousers, Minimal Jewelry • Well dressed and groomed
14.	Latest Form 16 or Current financial year Income Tax computation sheet
15.	PAN Card
16.	Deputation Letter – To be submitted by employees who are deputed from their Primary employer/Parent company.

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

SLK35852

Onboarding

Please report to the following address (Onboarding Venue) by 09:30 AM IST to complete your joining formalities. One of our executives from the HRM function will be happy to receive you and assist you during the Onboarding & Assimilation process.

SLK Software Services Pvt Ltd
SEZ UNIT II, "SLK Green Park",
Tower A, 4th to 7th Floors, Amin Properties LLP SEZ,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural - 562 110, Karnataka (India).

Please feel free to contact the respective recruiter through email or call at 080-41805721 or 080 – 66904721 for any clarification.

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



17+56

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

ULTS
transforming the world through technology
ISO 9001 : 2015

UL Technology Solutions (P) Ltd.
3rd floor, Quick Space, UL Cyberpark
Kozhikode, Kerala, India - 673016
T : 0495 2353235 | www.ults.in
CIN : U72900KL2011PTC029940

ULTS/PF/APT/08-2019/040

Date: August 13, 2019

APPOINTMENT LETTER

Mr. Mohamed Jaffer Saadiq,
181/6,1st Division,
6th Ward,Gundlupet,
Karnataka - 571111

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

Dear Mr. Mohamed Jaffer Saadiq,

Congratulations!

We are delighted to appoint you on the role of '**Associate Engineer**' at M/s UL Technology Solutions Private limited (hereinafter ULTS/The Company), a subsidiary of ULCCS LTD. The position will be based out of Kozhikode, Kerala.

At the ULTS, a plethora of opportunities are awaiting you to kickstart your career. We would like you to go through the below sections to familiarise yourself with the terms of your appointment.

1. Date of Joining

You shall be required to join our organisation on **August 26, 2019** by accepting this offer and your appointment shall be effective from then onward.

This offer is valid for 3 days from the date of this letter. You are requested to send an email to **campusconnect@ults.in** to confirm your joining. If we are not in receipt of your acceptance email on time, or if you haven't joined ULTS by the aforementioned date after accepting this offer, this offer will be deemed to have been declined by you, unless otherwise communicated to you by ULTS in writing.

2. Compensation and Benefits

Your monthly and annual compensation is detailed in Annexure 1.

You are eligible for a one-time relocation allowance at the time of joining. Your relocation allowances include one-week accommodation by the company. You can also claim reimbursement of three-tier air-conditioned train/bus ticket for the shortest route to Kozhikode from your permanent residing location by producing journey tickets.

3. Probation

Your employment is subject to satisfactory completion of **one-year probationary** period. The confirmation of your employment will be based on assessment of your conduct, demeanor, abilities and performance. In case you intend to leave our services during the probation period, you need to give one month's notice. Also, ULTS can end your services by giving one month's notice or salary thereof.

UL Technology Solutions (P) Ltd.
3rd floor, Quick Space, UL Cyberpark
Kozhikode, Kerala, India - 673016
T : 0495 2353235 | www.ults.in
CIN : U72900KL2011PTC029940

4. Medical Insurance

You will be eligible to get ESI benefits. Details of the policy will be available to you on joining.

5. Travel & Transfer

You may be transferred anywhere in India or abroad, as per the business needs of the company. Also, you may need to travel within India or abroad. Such transfer or travel may not warrant any revision in your compensation. However, you will be eligible to claim travel allowances as per the company policies. Travel expenses should be settled within the timeframe as stated in the travel policies.

6. Business Conduct & Ethics

While you are in the service, you will devote your whole time and attention towards promoting the interest and brand equity of ULTS / parent organisation & its associates. You should not undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organisation / entity without the written consent of ULTS. The company reserves the right to grant consent. You should uphold the ethics and values of our company in all your actions.

7. Confidentiality

The protection of information and proprietary materials is very important for ULTS.

You should not divulge to any person or utilise any of the ULTS' / parent organisation and its associates' confidential information, intellectual property or any other related information (which you may possess by reason of your association with the ULTS) with any parties outside the ULTS either during or after your employment. Any act in breach of this term would invite appropriate action by the ULTS.

8. IT Security Practice and Procedures

While you are in the service of the ULTS, you will adhere to the IT security practices and procedures as prescribed by ULTS. Any instances of violation or any attempted violations on your part shall result in disciplinary action.

9. Holidays and Leave

You will be eligible for holidays and leave as per the policies of the ULTS.

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

10. Notice Period & Separation

You will be required to give three months' notice in case you decide to leave our services after your probationary period. Also, the ULTS can end your services by giving three months' notice or salary thereof. On termination of the employment and/ or your resignation, you shall handover all the company properties like tools, accessories, documents, specifications, books, etc. of whatsoever nature or media in your custody, care or charge to the person nominated by ULTS.

ults
transforming the world through technology
ISO 9001 : 2015

UL Technology Solutions (P) Ltd.
3rd floor, Quick Space, UL Cyberpark
Kozhikode, Kerala, India - 673016
T : 0495 2353235 | www.ults.in
CIN : U72900KL2011PTC029940

11. Non- Competition

Following the termination of employment for any reason, you should not hire or attempt to hire any current employees of the ULTS for a period of six months. Also, you should not solicit business from the clients of ULTS or its allied institutions/ organisations with whom you have done business as ULTS employee in one year immediately preceding your termination.

12. Required Documents

On the day of your joining, you are required to submit a signed copy of this letter along with the following documents:

- Photo ID proof – PAN & Aadhaar Card
- Four passport size photograph
- HSC Certificate & Secondary Certificate
- Graduation Certificate/ PG
- Experience certificate
- Relieving certificate
- Valid Passport Copy(if not available apply for new)

In the event of a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the ULTS shall provide such information to the government body/authority without any notification to you.

This offer and your employment with the ULTS are subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Assuring you all support, we look forward to you embarking on an exciting career with us.

For any clarifications, reach out to campusconnect@ults.in or at 8113952225

Yours Sincerely,
For UL Technology Solutions Private Limited

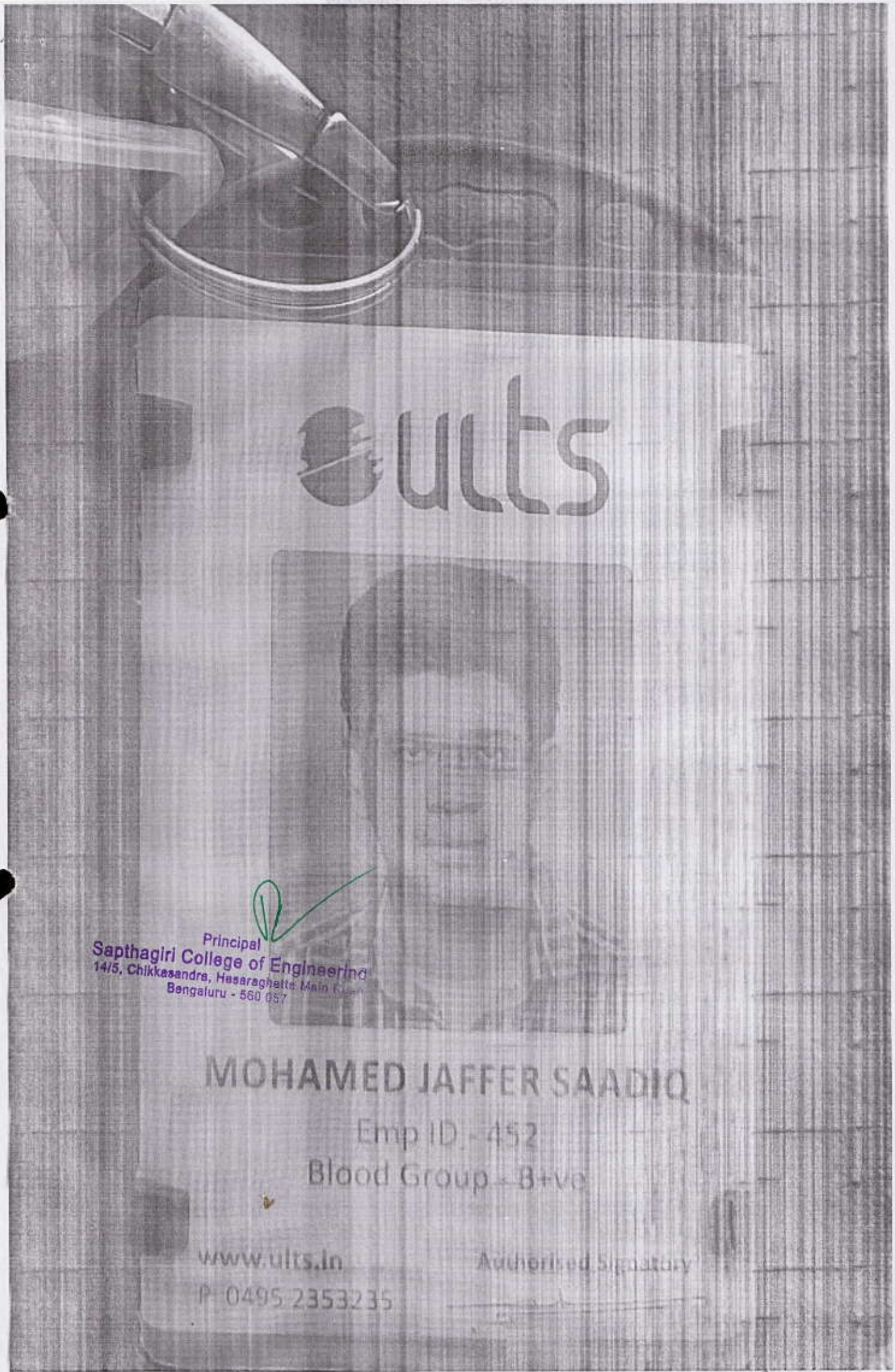
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Authorized Signatory

I have read, and understood all the terms and conditions as set forth herein and I agree to be bound by them. I hereby accept my appointment with the ULTS.

Name.....

Signature..... Date of Joining.....


ults
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057
MOHAMED JAFFER SAADIQ
Emp ID - 452
Blood Group - B+ve
www.ults.in
P 0495 2353235
Authorised Signatory

ULTS
transforming the world through technology
ISO 9001 : 2015

UL Technology Solutions (P) Ltd.
3rd floor, Quick Space, UL Cyberpark
Kozhikode, Kerala, India - 673016
T : 0495 2353235 | www.ults.in
CIN : U72900KL2011PTC029940

ULTS/TX/LOI/06-2019/010

Date: 14th June 2019

Letter of Intent for Employment

To
Lingaraju L
lraju718@gmail.com
Sapthagiri College of Engineering

Congratulations!!

We welcome you to UL Technology Solutions, Pvt. Ltd. We are confident that you will build a long and mutually rewarding career with us. We believe it is individuals like you who can make the difference and along with all of us build a world class company. ULTS is focused on delivering high value solutions to its customers with cutting edge technologies including Blockchain, AI & IoT along with other areas like IMS, GIS and Application Development.

At ULTS, we strive to be the partner of choice of all our clients to make them become exemplary achievers in their respective industry. We are committed to providing an exciting work environment to our employees where their skills are fostered, innovations thrive and potentials culminate.

We are glad to consider your candidature for an offer of Employment as **a Graduate Engineer Trainee**.

As a Graduate Engineer trainee, you will be on probation for a period of 1 year, during which your compensation will be Rs 2.05 Lakhs per annum (CTC). Upon successful completion of probation period, you will be promoted to **Associate Engineer** role with a salary of Rs.3.3 Lakhs per annum.

Your date of joining will be **communicated to you in subsequent mails** and joining location will be **Calicut (Kozhikode), Kerala.** However, after completion of training you might be posted to any of our delivery centres in **Calicut, Bangalore or Trivandrum**, depending on the project to which you will be assigned. You will be trained on technology areas based on the business needs.

ULTS provides long term career opportunities for every ULTS employee. We sincerely hope that you will grow with us and build an outstanding institution.

Thanking you,

Achin Kumar Das
Chief Talent Officer

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

ults
transforming the world through technology
ISO 9001 : 2015

UL Technology Solutions (P) Ltd.
3rd floor, Quick Space, UL Cyberpark
Kozhikode, Kerala, India - 673016
T : 0495 2353235 | www.ults.in
CIN : U72900KL2011PTC029940

ULTS/TX/LOI/06-2019/006

Date: 12th June 2019

Letter of Intent for Employment

To
Mohammed Adnan Ahmed
adnan.workoffice@gmail.com
Sapthagiri College of Engineering

Congratulations!!

We welcome you to UL Technology Solutions, Pvt. Ltd. We are confident that you will build a long and mutually rewarding career with us. We believe it is individuals like you who can make the difference and along with all of us build a world class company. ULTS is focused on delivering high value solutions to its customers with cutting edge technologies including Blockchain, AI & IoT along with other areas like IMS, GIS and Application Development.

At ULTS, we strive to be the partner of choice of all our clients to make them become exemplary achievers in their respective industry. We are committed to providing an exciting work environment to our employees where their skills are fostered, innovations thrive and potentials culminate.

We are glad to consider your candidature for an offer of Employment as a **Graduate Engineer Trainee**.

As a Graduate Engineer trainee, you will be on probation for a period of 1 year, during which your compensation will be Rs.2.05 Lakhs per annum (CTC). Upon successful completion of probation period, you will be promoted to **Associate Engineer** role with a salary of Rs.3.3 Lakhs per annum.

Your date of joining will be **communicated to you in subsequent mails** and joining location will be **Calicut (Kozhikode), Kerala.** However, after completion of training, you might be posted to any of our delivery centres in **Calicut, Bangalore or Trivandrum**, depending on the project to which you will be assigned. You will be trained on technology areas based on the business needs.

ULTS provides long term career opportunities for every ULTS employee. We sincerely hope that you will grow with us and build an outstanding institution.

Thanking you,

Achin Kumar Das
Chief Talent Officer

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

ULTS
transforming the world through technology
ISO 9001 : 2015

UL Technology Solutions (P) Ltd.
3rd floor, Quick Space, UL Cyberpark
Kozhikode, Kerala, India - 673016
T : 0495 2353235 | www.ults.in
CIN : U72900KL2011PTC029940

ULTS/TX/LOI/06-2019/017

Date: 12th June 2019

Letter of Intent for Employment

To
Smriti Gupta
gupta.smriti155@gmail.com
Sapthagiri College of Engineering

Congratulations!!

We welcome you to UL Technology Solutions, Pvt. Ltd. We are confident that you will build a long and mutually rewarding career with us. We believe it is individuals like you who can make the difference and along with all of us build a world class company. ULTS is focused on delivering high value solutions to its customers with cutting edge technologies including Blockchain, AI & IoT along with other areas like IMS, GIS and Application Development.

At ULTS, we strive to be the partner of choice of all our clients to make them become exemplary achievers in their respective industry. We are committed to providing an exciting work environment to our employees where their skills are fostered, innovations thrive and potentials culminate.

We are glad to consider your candidature for an offer of Employment as a **Graduate Engineer Trainee**.

As a Graduate Engineer trainee, you will be on probation for a period of 1 year, during which your compensation will be Rs.2.05 Lakhs per annum (CTC). Upon successful completion of probation period, you will be promoted to **Associate Engineer** role with a salary of Rs.3.3 Lakhs per annum.

Your date of joining will be **communicated to you in subsequent mails** and joining location will be **Calicut (Kozhikode), Kerala.** However, after completion of training, you might be posted to any of our delivery centres in **Calicut, Bangalore or Trivandrum**, depending on the project to which you will be assigned. You will be trained on technology areas based on the business needs.

ULTS provides long term career opportunities for every ULTS employee. We sincerely hope that you will grow with us and build an outstanding institution.

Thanking you,

Achin Kumar Das
Chief Talent Officer

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

ULTS
transforming the world through technology
ISO 9001 : 2015

UL Technology Solutions (P) Ltd.
3rd floor, Quick Space, UL Cyberpark
Kozhikode, Kerala, India - 673016
T : 0495 2353235 | www.ults.in
CIN : U72900KL2011PTC029940

ULTS/TX/LOI/06-2019/019

Date: 12th June 2019

Letter of Intent for Employment

To
Sonu Gupta
sonugpt20@gmail.com
Sapthagiri College of Engineering

Congratulations!!

We welcome you to UL Technology Solutions, Pvt. Ltd. We are confident that you will build a long and mutually rewarding career with us. We believe it is individuals like you who can make the difference and along with all of us build a world class company. ULTS is focused on delivering high value solutions to its customers with cutting edge technologies including Blockchain, AI & IoT along with other areas like IMS, GIS and Application Development.

At ULTS, we strive to be the partner of choice of all our clients to make them become exemplary achievers in their respective industry. We are committed to providing an exciting work environment to our employees where their skills are fostered, innovations thrive and potentials culminate.

We are glad to consider your candidature for an offer of Employment as a **Graduate Engineer Trainee**.

As a Graduate Engineer trainee, you will be on probation for a period of 1 year, during which your compensation will be Rs.2.05 Lakhs per annum (CTC). Upon successful completion of probation period, you will be promoted to **Associate Engineer** role with a salary of Rs.3.3 Lakhs per annum.

Your date of joining will be **communicated to you in subsequent mails** and joining location will be **Calicut (Kozhikode), Kerala.** However, after completion of training, you might be posted to any of our delivery centres in **Calicut, Bangalore or Trivandrum**, depending on the project to which you will be assigned. You will be trained on technology areas based on the business needs.

ULTS provides long term career opportunities for every ULTS employee. We sincerely hope that you will grow with us and build an outstanding institution.

Thanking you,

Achin Kumar Das
Chief Talent Officer

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

ULTS
transforming the world through technology
ISO 9001 : 2015

UL Technology Solutions (P) Ltd.
3rd floor, Quick Space, UL Cyberpark
Kozhikode, Kerala, India - 673016
T : 0495 2353235 | www.ults.in
CIN : U72900KL2011PTC029940

ULTS/TX/LOI/06-2019/019

Date: 12th June 2019

Letter of Intent for Employment

To
Manish Kumar Giri
manishgoswami495@gmail.com
Sapthagiri College of Engineering

Congratulations!!

We welcome you to UL Technology Solutions, Pvt. Ltd. We are confident that you will build a long and mutually rewarding career with us. We believe it is individuals like you who can make the difference and along with all of us build a world class company. ULTS is focused on delivering high value solutions to its customers with cutting edge technologies including Blockchain, AI & IoT along with other areas like IMS, GIS and Application Development.

At ULTS, we strive to be the partner of choice of all our clients to make them become exemplary achievers in their respective industry. We are committed to providing an exciting work environment to our employees where their skills are fostered, innovations thrive and potentials culminate.

We are glad to consider your candidature for an offer of Employment as a **Graduate Engineer Trainee**.

As a Graduate Engineer trainee, you will be on probation for a period of 1 year, during which your compensation will be Rs.2.05 Lakhs per annum (CTC). Upon successful completion of probation period, you will be promoted to **Associate Engineer** role with a salary of Rs.3.3 Lakhs per annum.

Your date of joining will be **communicated to you in subsequent mails** and joining location will be **Calicut (Kozhikode), Kerala.** However, after completion of training, you might be posted to any of our delivery centres in **Calicut, Bangalore or Trivandrum**, depending on the project to which you will be assigned. You will be trained on technology areas based on the business needs.

ULTS provides long term career opportunities for every ULTS employee. We sincerely hope that you will grow with us and build an outstanding institution.

Thanking you,

Achin Kumar Das
Chief Talent Officer

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

2018-19

wipro

APPOINTMENT LETTER

May 24, 2019

Dear **Swathi B C**,

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

1. Appointment Details:

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

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8432451

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

wipro

2. Compensation:

You will be eligible for:

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

b. Variable Pay – The details of this component are listed in Annexure 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 Company.

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

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

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

3. Other Benefits:

You will also be eligible for:

a. 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 the Company.

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

d. Leave Travel Assistance (LTA) as per the Company's policy.

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

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

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability 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. 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 the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') 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.

wipro

APPOINTMENT LETTER

May 13, 2019

Dear **Ganesh G**,

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

1. Appointment Details:

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

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

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

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

2. Compensation:

You will be eligible for:

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

b. Variable Pay - The details of this component are listed in Annexure 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 Company.

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

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

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

3. Other Benefits:

You will also be eligible for

a. 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 the Company.

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

d. Leave Travel Assistance (LTA) as per the Company's policy.

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

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

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability 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. 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 the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') 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.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bangaluru 560035
India
T : +91 (80) 2344 0011
F : +91 (80) 2344 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8295958

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 and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

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

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

   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 the Company'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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (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 the Company.

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8295958

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 the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (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 the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

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 employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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 the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8295958

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of 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 & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8295958

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

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

Yours sincerely,
For **Wipro Limited,**

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
Bengaluru - 560 057

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8295958

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

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

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

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

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

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

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

Name:

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

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

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 the Company 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 the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8295958

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**.....

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

wipro

ANNEXURE III

SALARY OFFER SHEET

Name : Ganesh G

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8295958

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

a. Interest free loan of Rs.20,000/- towards housing deposits or towards purchase of two wheeler
b. 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.
d. Medical Insurance Coverage up to Rs 2lac per annum.

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

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

Gmail

slvcyber darshan <darshanslvcyber@gmail.com>

Fwd: Letter of Intent - Suraj Abhishek - Ref. No.: 8505992

1 message

Suraj Abhishek <suraj.k.abhishek@gmail.com>
To: darshanslvcyber@gmail.com

1 February 2019 at 12:40

not in list -

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Wed, Jan 16, 2019, 21:03
Subject: Letter of Intent - Suraj Abhishek - Ref. No.: 8505992
To: <suraj.k.abhishek@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 16, 2019

Dear Suraj Abhishek,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

180

Letter of Intent - Sricharan S - Ref. No.: 8278511

1 message

<careers@wipro.com>
To: cjsrich97@gmail.com

Tue, Dec 4, 2018 at 4:59 PM

Campus - Letter Of Intent

04-Dec-2018

Dear Sricharan S,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

16

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

Gmail

Rahul Dev <rahulrr086@gmail.com>

Fwd: Letter of Intent - Varsha Mb - Ref. No.: 8468870

1 message

Monika A.G <agmonika357@gmail.com> Tue, Feb 5, 2019 at 12:31 PM
To: rahulrr086@gmail.com

---------- Forwarded message ----------
From: **Varsha Mb** <varshamb1597@gmail.com>
Date: Mon, Feb 4, 2019, 8:39 PM
Subject: Fwd: Letter of Intent - Varsha Mb - Ref. No.: 8468870
To: <agmonika357@gmail.com>

---------- Forwarded message ----------
From: <careers@wipro.com>
Date: 19-Dec-2018 6:35 am
Subject: Letter of Intent - Varsha Mb - Ref. No.: 8468870
To: <varshamb1597@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

December 19, 2018

Dear Varsha Mb

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

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

Components	Annual (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

182

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

M

Letter of Intent - Ashwini N - Ref. No.: 8248362

1 message

<careers@wipro.com> Tue 4 Dec, 2018 at 5:42 PM
To: ashwininarayan144@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 04, 2018

Dear Ashwini N,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this e-mail. www.wipro.com

APPOINTMENT LETTER

May 8, 2019

Dear **Ashwini N**,

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

1. Appointment Details:

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

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

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

wipro

2. Compensation:

You will be eligible for:

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

b. Variable Pay - The details of this component are listed in Annexure 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 Company.

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

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

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

3. Other Benefits:

You will also be eligible for:

a. 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 the Company.

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

d. Leave Travel Assistance (LTA) as per the Company's policy.

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

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

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability 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. 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 the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro.

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

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 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 and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

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

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

   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 the Company'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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (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 the Company.

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

2

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

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

Meghana C
1SG15IS062
2018-19, ISE

wipro

APPOINTMENT LETTER

May 24, 2019

Dear **Meghana C**,

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

1. Appointment Details:

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

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 8011
F : +91 (80) 2844 8054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8399166

18H

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

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

Yours sincerely,
For **Wipro Limited,**

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 R
Bengaluru - 560 057

M

Letter of Intent - Meghana C - Ref. No.: 8399166

1 message

<careers@wipro.com>
To: Meghana.c.gowda1234@gmail.com

Tue, Dec 18, 2018 at 12:41 PM

Campus - Letter Of Intent

18-Dec-2018

Dear Meghana C,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

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

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

Letter of Intent - RAHUL DEV - Ref. No.: 8469643

1 message

<careers@wipro.com> Tue 18 Dec, 2018 at 12:37 PM
To: rahulrr086@gmail.com

Campus - Letter Of Intent

18-Dec-2018

Dear RAHUL DEV,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

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

should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

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

CSE

Gmail

Jithendra C <cjithendra5@gmail.com>

Letter of Intent - Jithendra C - Ref. No.: 8430591

1 message

careers@wipro.com <careers@wipro.com> Tue, Dec 4, 2018 at 4:08 PM
To: cjithendra5@gmail.com

Campus - Letter Of Intent

not in list

04-Dec-2018

Dear Jithendra C,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

186

Gmail Priyadarshini C <priyadarshinic1997@gmail.com>

Letter of Intent - Priyadarshini C - Ref. No.: 8408110

2 messages

careers@wipro.com <careers@wipro.com> Thu, Dec 13, 2018 at 7:34 PM
To: priyadarshinic1997@gmail.com

Campus - Letter Of Intent

Not in list

13-Dec-2018

Dear Priyadarshini C,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Principal
Sapthagiri College of Engineer
14/5, Chikkasandra, Hesaraghatta Main R
Bengaluru - 560 057

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

Priyadarshini C <priyadarshinic1997@gmail.com> Thu, Dec 13, 2018 at 9:12 PM
To: careers@wipro.com

Dear Sir,

I thank you very much for the Letter of Intent sent to me for the role of Project Engineer. I hereby confirm my willingness for the same.

Priyadarshini C

[Quoted text hidden]

187

not in list

Gmail

Samridhi Soni <samridhisoni700@gmail.com>

Letter of Intent - Samridhi Soni - Ref. No.: 8452761

3 messages

careers@wipro.com <careers@wipro.com> Sat, Jan 12, 2019 at 7:00 AM
To: samridhisoni700@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

January 12, 2019

Dear Samridhi Soni,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

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

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

ISE

4, 2019 at 10:23 AM <careers@wipro.com> wrote:

Campus - Letter Of Intent

Not in list

January 04, 2019

Dear Raghu Chandrakant Jakati,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

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

wipro

APPOINTMENT LETTER

May 7, 2019

Dear **Monika AG**,

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

1. Appointment Details:

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

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 562 057

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2344 0011
F : +91 (80) 2344 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8469088

1/8

2. Compensation:

You will be eligible for:

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

b. Variable Pay - The details of this component are listed in Annexure 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 Company.

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

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

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

3. Other Benefits:

You will also be eligible for:

a. 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 the Company.

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

d. Leave Travel Assistance (LTA) as per the Company's policy.

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

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

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability 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. 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 the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') 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 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 and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

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

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

   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 the Company'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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (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 the Company.

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 the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (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 the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

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 employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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 the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be*** **liable to** pay to the Company liquidated damages of 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 & Terminat on:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

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

Yours sincerely,
For **Wipro Limited,**

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

DECLARATION ON CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

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

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

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

d. For an employee to use or release to a third party any data 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 immediately inform my supervisor and notify the top management.

Name:

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8469088

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 the Company 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 securties 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 the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8469088

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.....

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8469088

ANNEXURE III

SALARY OFFER SHEET

Name : Monika AG

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

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Tota Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity *5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

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

a. Interest free loan of Rs 20,000/- towards housing deposits or towards purchase of two wheeler
b. 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.
d. Medical Insurance Coverage up to Rs 2lac per annum.

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020300

8469088

ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

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

Name:

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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 33 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, 32 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.

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 Meal card 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. 19,300 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 Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card 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. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. 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 appointment. 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.15000 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: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll which will vary based on your marital/family status, the floater sum insured as per your job grade and any top-up plan opted by you. 10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available 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.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8469088

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

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

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.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8469088

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 upto 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.

1. 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.

Campus - Letter Of Intent

Not in list

December 21, 2018

Dear Parinitha B S,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

Principal
Sapthagiri College of Engineering

1 of 1

Gmail

ganga raj <rajgroup71@gmail.com>

Fw: Letter of Intent - SUBHAM SHEKHER PANDEY - Ref. No.: 8301476

1 message

shubal shekhar <shubalneeraj@rediffmail.com> Tue, Feb 5, 2019 at 1:52 PM
To: rajgroup71 <rajgroup71@gmail.com>

Sent from ReciffmailNG on Android

From: <careers@wipro.com>
Sent: Tue, 18 Dec 2018 12:41:22 GMT+0530
To: <shubalneeraj@rediffmail.com>
Subject: Letter of Intent - SUBHAM SHEKHER PANDEY - Ref. No.: 8301476

Campus - Letter Of Intent

18-Dec-2018

Dear SUBHAM SHEKHER PANDEY,

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

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

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

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

192

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

2

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

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

APPOINTMENT LETTER

May 7, 2019

Dear **Kusumalatha K**,

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

1. Appointment Details:

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

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

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

b. Variable Pay - The details of this component are listed in Annexure 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 Company.

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

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

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

3. Other Benefits:

You will also be eligible for:

a. 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 the Company.

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

d. Leave Travel Assistance (LTA) as per the Company's policy.

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

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

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability 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. 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 the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') 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 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 and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

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

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

   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 the Company'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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (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 the Company.

7. Assignment of Intellectua 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 the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (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 the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

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 employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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 the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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. Your appointment shall be treated as withdrawn in case

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of 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 & Termination:

Your employment with the Company shall be terminable, without reasons by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

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

Yours sincerely,
For **Wipro Limited,**

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

DECLARATION ON CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

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

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

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

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

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

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

Name:

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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 the Company 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 the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I ----------, 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.....

ANNEXURE III

SALARY OFFER SHEET

Name : Kusumalatha K

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

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

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

a. Interest free loan of Rs.20,000/- towards housing deposits or towards purchase of two wheeler
b. 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.
d. Medical Insurance Coverage up to Rs 2lac per annum.

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

ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

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

Name:

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

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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.

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 Meal card 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 Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs. 200 (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. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. 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 appointment. 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.15000 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: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll which will vary based on your marital/family status, the floater sum insured as per your job grade and any top-up plan opted by you. 10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available 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.

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

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

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 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 upto 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.

1. **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.

Aadya Jha
1SG15IS001
2018-19, ISE

APPOINTMENT LETTER

May 13, 2019

Dear **Aadya Jha**,

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

1. Appointment Details:

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

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

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

194

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 and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

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

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

   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 the Company'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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (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 the Company.

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

d. Your appointment shall be treated as withdrawn in case

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable** to pay to the Company liquidated damages of 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 & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

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

Yours sincerely,
For **Wipro Limited,**

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
Bengaluru - 560 057

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Srikant Kadgi,

With reference to your campus placement drive held at your institution dated **27th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO * BHUBANESWAR *

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 03rd Oct, 2018

OFFER LETTER

Dear Ms. Shrujana R Kumar,

With reference to your campus placement drive held at your institution dated 27th Sep, 2018, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

1. Date of joining

This appointment will commence from the date of your joining i.e. 05th Aug, 2019 provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program. Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within three (3) days of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as Graduate Engineer Trainee (GET). You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of six (6) months. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

Your cost to company shall be Rs.4,12,000/- (Four Lakh Twelve Thousand Only) per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and

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

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 03rd Oct, 2018

Dear Mr. Raveesh Venkatesh Shet,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha).** Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Ms. Anusha B,

With reference to your campus placement drive held at your institution dated 26th Sep, 2018, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be 05th Aug, 2019.

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be INR 4,12,000/- (Four Lakh and Twelve Thousand Only) per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be Bhubaneswar (Odisha). Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long stancing career progression path in days to come.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com . Ph: 7064888888, www.go-speedy-go.com,

SAPTHAGIRI College of Engineering
Creating Tomorrow

Rekha .S.N <rekhasn@sapthagiri.edu.in>

Fwd: Training Schedule Conformation!!! Final Call

1 message

Athiya Mohammadi <athiyamohammadi@gmail com> Mon, Dec 9, 2019 at 11:51 AM
To: "Rekha .S.N" <rekhasn@sapthagiri.edu.in>

---------- Forwarded message ---------
From: **HR/BBSR/GO-SPEEDY-GO** <hrbbsr@go-speedy-go.com>
Date: Fri, 2 Aug 2019, 12:40
Subject: Training Schedule Conformation!! Final Call
To: <hr@go-speedy-go.com>
Cc: <hrbbsr@go-speedy-go.com>

Dear Concern

[redacted]**lings from GO-SPEEDY-GO !!!!**

We are pleased to confirm your acceptance of an internship position as (GET) in the Techno Commercial Division of Go Speedy Go, A unit of Hiferk Technologies Pvt Limited with effect from 16th of August 2019. Your first day of the Training will be from 16th of August 2019 and will continue for a period of 30 working days with effect from the commencement date. Your duties and assignments for this position will be those described to you in your orientation with HR-Dept..

This offer is contingent upon completion of 1st month (30 working days) C/R in-house training followed by 2 months of on the field internship, location of which will be decided based on the need of the Organization. Post completion of your 30 working days Training Calendar, you shall carry out the responsibilities of discharging the role of an INTERN as per KPA to be assigned. Please report to the Human Resources Department at Go Speedy Go registered office located at B/36, Chandaka Industrial Estate, Bhubaneswar –751 024 at 10 AM sharp on 16th of August with the appropriate documents and other forms as may be required to complete your joining formalities.

We are very pleased that you have decided to join Go Speedy Go (A unit of Hiferk Technologies Pvt Limited). We look forward to seeing you on 16th of August and offer a very warm welcome.

You are requested to report at 10 AM.

[redacted]**Kindly acknowledge the same for further proceeding.**

Regards,

Team HR

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

201

A Unit of HIPERK TECHNOLOGIES PVT LTD

Date: 04th Oct. 2018

OFFER LETTER

Dear Ms. Keerthana R,

With reference to your campus placement drive held at your institution dated 26th Sep, 2018, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

1. Date of joining

This appointment will commence from the date of your joining i.e. 05th Aug, 2019 provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program. Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within three (3) days of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as Graduate Engineer Trainee (GET). You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of six (6) months. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

Your cost to company shall be Rs.4,12,000/- (Four Lakh Twelve Thousand Only) per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and

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

203

A Unit of HIFERK TECHNOLOGIES PVT LTD

a. You will intimate in writing to the management any change of address within a week from the change of the same, failing that any communication sent on your last recorded shall be deemed to have served on you.
b. You will hand over the charge, the property and the material etc of the company in your possession in the time of cessation of your employment with the company.

c. You will be liable to damage(s) to the company for the loss caused by you directly or indirectly, in additional legal remedies, which may be required for violating any of the provisions of this letter/ agreement etc and the courts of Bhubaneswar will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

8. Termination of Permanent Services

Before tendering resignation, you are required to provide 1 month/month's end prior notice in writing to the company, if such resignation is during your probation and prior notice in writing such resignation is after confirmation or in the alternative you shall be liable to pay to the company salary in lieu thereof.

a. The management reserves the right to terminate your services by giving one day notice or 1 day salary in lieu thereof for failure to the minimum performance parameters stipulate and communicated to you from time to time or for misconduct, without being exhaustive and without prejudice to the general meaning of the term misconduct, in case of reasonable suspicion misconduct, negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline, disobedience, irregular attendance, absence from duty or inefficiency or unsatisfactory performance or any other indulgence of excess or any detrimental to the interest of the company.
b. You will automatically retire from the service of the company of attaining the superannuating age of 60 years.
c. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
   i. Return to work within 7 days or the commencement of such absence, and
   ii. Give an explanation to the satisfaction of the management regarding such absence.
d. The management shall have the right to ask yourself medically examined , vaccinated or inoculated by any registered medical practitioner at any time when the management feels it service will be liable to be terminated or being found physically or mentally unfit by a registered medical practitioner, nominated by the company.

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 05th Oct, 2018

OFFER LETTER

Dear Ms. Anjali V Jakati,

With reference to your campus placement drive held at your institution datec 27th Sep, 2018, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

1. Date of joining

This appointment will commence from the date of your joining i.e. 05th Aug, 2019 provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program. Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within **three (3) days** of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as **Graduate Engineer Trainee (GET).** You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of **six (6) months**. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

Your cost to company shall be **Rs.4,12,000/- (Four Lakh Twelve Thousand Only)** per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and

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

20H

local taxes, contribution, etc as required to be made under the law of land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the company and all other matters as governed by the Company's policy.

4. **Place of Posting**

a. Presently, you shall be posted at **Bhubaneswar**, Odisha. Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/overseas as decided by the management in the interest of the company.
b. The management may place/transfer you temporarily/permanently in any department /associate concern of the company in or out of India as it may consider necessary at its discretion from time to time.

5. **Conduct and Discipline**

a. You are expected to maintain fairly high standard assignments of conduct and excellence in all.
b. You shall discharge your duties and responsibilities faithfully and to the best of your ability and talent.
c. As a company personnel, you are full time employee and will not undertake any other business, work or public office honorary or enumerating post/assignment whether with or without consideration except with the written permission of the management in each case.
d. You will be governed by service rules and regulations, administrative order(s), any such other rules/orders of the company now in force and that may be enforce from time to time.

6. **Privacy of Information of Remuneration**

The remuneration payable to you would be a matter of confidence between the management and yourself, and you shall not divulge any details thereof to any once inside or outside the organization.

7. **General Rules**

In all matters including those not specifically covered by this letter, such as PF, Bonus, Incentives, Medical, and LTA will be governed as per rules of the Company.

a. You will intimate in writing to the management any change of address within a week from the change of the same, failing that any communication sent on your last recorded shall be deemed to have served on you.
b. You will hand over the charge, the property and the material etc of the company in your possession in the time of cessation of your employment with the company.

c. You will be liable to damage(s) to the company for the loss caused by you directly or indirectly, in additional legal remedies, which may be required for violating any of the provisions of this letter/ agreement etc and the courts of Bhubaneswar will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

8. Termination of Permanent Services

Before tendering resignation, you are required to provide 1 month, month's end prior notice in writing to the company, if such resignation is during your probation and prior notice in writing such resignation is after confirmation or in the alternative you shall be liable to pay to the company salary in lieu thereof.

a. The management reserves the right to terminate your services by giving one day notice or 1 day salary in lieu thereof for failure to the minimum performance parameters stipulate and communicated to you from time to time or for misconduct, without being exhaustive and without prejudice to the general meaning of the term misconduct, in case of reasonable suspicion misconduct, negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline, disobedience, irregular attendance, absence from duty or inefficiency or unsatisfactory performance or any other indulgence of excess or any detrimental to the interest of the company.
b. You will automatically retire from the service of the company of attaining the superannuating age of 60 years.
c. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
    i. Return to work within 7 days or the commencement or such absence, and
    ii. Give an explanation to the satisfaction of the management regarding such absence.
d. The management shall have the right to ask yourself medically examined , vaccinated or inoculated by any registered medical practitioner at any time when the management feels it service will be liable to be terminated on being found physically or mentally unfit by a registered medical practitioner, nominated by the company.

A Unit of HIFERK TECHNOLOGIES PVT LTD

9. Verification

This offer is based on the information supplied by you to us in your application/ personal data form anc otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary lieu of.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.
Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Employee

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 03rc Oct, 2018

OFFER LETTER

Dear Mr. Abhishek N,

With reference to your campus placement drive held at your institution dated **27th Sep, 2018**, we are pleased to offer you employment in our organization, on terms and conditions mentionec in this offer letter.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT)

1. **Date of joining**

This appointment will commence from the date of your joining i.e. **05th Aug, 2019** provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program. Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within **three (3) days** of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be variec except if so intimated by the Company in writing.

2. **Designation**

You shall be designated as **Graduate Engineer Trainee (GET).** You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of **six (6) months**. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. **Remuneration**

Your cost to company shall be **Rs.4,12,000/- (Four Lakh Twelve Thousand Only)** per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and

Principal
Sapthagiri College of Engineering
Bengaluru

local taxes, contribution, etc as required to be made under the law of land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the company and all other matters as governed by the Company's policy.

4. Place of Posting

a. Presently, you shall be posted at **Bhubaneswar**, Odisha. Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/overseas as decided by the management in the interest of the company.
b. The management may place/transfer you temporarily/permanently in any department /associate concern of the company in or out of India as it may consider necessary at its discretion from time to time.

5. Conduct and Discipline

a. You are expected to maintain fairly high standard assignments of conduct and excellence in all.
b. You shall discharge your duties and responsibilities faithfully and to the best of your ability and talent.
c. As a company personnel, you are full time employee and will not undertake any other business, work or public office honorary or enumerating post/assignment whether with or without consideration except with the written permission of the management in each case.
d. You will be governed by service rules and regulations, administrative order(s), any such other rules/orders of the company now in force and that may be enforce from time to time.

6. Privacy of Information of Remuneration

The remuneration payable to you would be a matter of confidence between the management and yourself, and you shall not divulge any details thereof to any once inside or outside the organization.

7. General Rules

In all matters including those not specifically covered by this letter, such as PF, Bonus, Incentives, Medical, and LTA will be governed as per rules of the Company.

A Unit of HIFERK TECHNOLOGIES PVT LTD

a. You will intimate in writing to the management any change of address within a week from the change of the same, failing that any communication sent on your last recorded shall be deemed to have served on you.
b. You will hand over the charge, the property and the material etc of the company in your possession in the time of cessation of your employment with the company.

c. You will be liable to damage(s) to the company for the loss caused by you directly or indirectly, in additional legal remedies, which may be required for violating any of the provisions of this letter/ agreement etc and the courts of Bhubaneswar will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

8. Termination of Permanent Services

Before tendering resignation, you are required to provide 1 month/month's end prior notice in writing to the company, if such resignation is during your probation and prior notice in writing such resignation is after confirmation or in the alternative you shall be liable to pay to the company salary in lieu thereof.

a. The management reserves the right to terminate your services by giving one day notice or 1 day salary in lieu thereof for failure to the minimum performance parameters stipulate and communicated to you from time to time or for misconduct, without being exhaustive and without prejudice to the general meaning of the term misconduct, in case of reasonable suspicion misconduct, negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline, disobedience, irregular attendance, absence from duty or inefficiency or unsatisfactory performance or any other indulgence of excess or any detrimental to the interest of the company.
b. You will automatically retire from the service of the company of attaining the superannuating age of 60 years.
c. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
   i. Return to work within 7 days or the commencement or such absence, and
   ii. Give an explanation to the satisfaction of the management regarding such absence.
d. The management shall have the right to ask yourself medically examined , vaccinated or inoculated by any registered medical practitioner at any time when the management feels it service will be liable to be terminated on being found physically or mentally unfit by a registered medical practitioner, nominated by the company.

A Unit of HIFERK TECHNOLOGIES PVT LTD

9. Verification

This offer is based on the information supplied by you to us in your application/ personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary lieu of.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and a l other terms and conditions as stated therein.
Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Employee

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 05th Oct, 2018

OFFER LETTER

Dear Mr. Sai Siddharth M,

With reference to your campus placement drive held at your institution datec 27th Sep, 2018, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

1. Date of joining

This appointment will commence from the date of your joining i.e. 05th Aug, 2019 provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program. Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within three (3) days of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as **Graduate Engineer Trainee (GET).** You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of six (6) months. Once you are confirmed, you will be entitled for an employee benefits as-per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

Your cost to company shall be **Rs.4,12,000/- (Four Lakh Twelve Thousand Only)** per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and

Principal
Santhagiri College of Law
14/5, Chikkasandra, Kodigehalli Main Road
Bengaluru - 560 057

local taxes, contribution, etc as required to be made under the law of land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the company and all other matters as governed by the Company's policy.

4. Place of Posting

a. Presently, you shall be posted at **Bhubaneswar**, Odisha. Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/overseas as decided by the management in the interest of the company.
b. The management may place/transfer you temporarily/permanently in any department /associate concern of the company in or out of India as it may consider necessary at its discretion from time to time.

5. Conduct and Discipline

a. You are expected to maintain fairly high standard assignments of conduct and excellence in all.
b. You shall discharge your duties and responsibilities faithfully and to the best of your ability and talent.
c. As a company personnel, you are full time employee and will not undertake any other business, work or public office honorary or enumerating post/assignment whether with or without consideration except with the written permission of the management in each case.
d. You will be governed by service rules and regulations, administrative order(s), any such other rules/orders of the company now in force and that may be enforce from time to time.

6. Privacy of Information of Remuneration

The remuneration payable to you would be a matter of confidence between the management and yourself, and you shall not divulge any details thereof to any once inside or outside the organization.

7. General Rules

In all matters including those not specifically covered by this letter, such as PF, Bonus, Incentives, Medical, and LTA will be governed as per rules of the Company.

A Unit of HIFERK TECHNOLOGIES PVT LTD

a. You will intimate in writing to the management any change of address within a week from the charge of the same, failing that any communication sent on your last recorded shall be deemed to have served on you.
b. You will hand over the charge, the property and the material etc of the company in your possession in the time of cessation of your employment with the company.

c. You will be liable to damage(s) to the company for the loss caused by you directly or indirectly, in additional legal remedies, which may be required for violating any of the provisions of this letter/ agreement etc and the courts of Bhubaneswar will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

8. Termination of Permanent Services

Before tendering resignation, you are required to provide 1 month/month's end prior notice in writing to the company, if such resignation is during your probation and prior notice in writing such resignation is after confirmation or in the alternative you shall be liable to pay to the company salary in lieu thereof.

a. The management reserves the right to terminate your services by giving one day notice or 1 day salary in lieu thereof for failure to the minimum performance parameters stipulate and communicated to you from time to time or for misconduct, without being exhaustive and without prejudice to the general meaning of the term misconduct, in case of reasonable suspicion misconduct, negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline, disobedience, irregular attendance, absence from duty or inefficiency or unsatisfactory performance or any other indulgence of excess or any detrimental to the interest of the company.
b. You will automatically retire from the service of the company of attaining the superannuating age of 60 years.
c. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:-
   i. Return to work within 7 days or the commencement or such absence, and
   ii. Give an explanation to the satisfaction of the management regarding such absence.
d. The management shall have the right to ask yourself medically examined , vaccinated or inoculated by any registered medical practitioner at any time when the management feels it service will be liable to be terminated on being found physically or mentally unfit by a registered medical practitioner, nominated by the company.

A Unit of HIFERK TECHNOLOGIES PVT LTD

9. Verification

This offer is based on the information supplied by you to us in your application/ personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary lieu of.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.
Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Employee

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 05th Oct, 2018

Dear Mr. Shrish Jha,

With reference to your campus placement drive held at your institution dated 26th Sep, 2018, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be 05th Aug, 2019.

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Shrish Jha
Signature of the Candidate

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

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 09th Oct, 2018

Dear Mr. Shashank Sekhar,

With reference to your campus placement drive held at your institution dated 27th Sep, 2018, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be 05th Aug, 2019.

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Shashank Shekhar.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

208

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 05th Oct, 2018

OFFER LETTER

Dear Mr. Madan Kumar L,

With reference to your campus placement drive held at your institution dated 27th Sep, 2018, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

1. Date of joining

This appointment will commence from the date of your joining i.e. **05th Aug, 2019** provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program. Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within **three (3) days** of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as **Graduate Engineer Trainee (GET).** You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of **six (6) months**. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

209

Your cost to company shall be **Rs.4,12,000/- (Four Lakh Twelve Thousand Only)** per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and

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

local taxes, contribution, etc as required to be made under the law of land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the company and all other matters as governed by the Company's policy.

4. **Place of Posting**

a. Presently, you shall be posted at **Bhubaneswar**, Odisha. Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/overseas as decided by the management in the interest of the company.
b. The management may place/transfer you temporarily/permanently in any department /associate concern of the company in or out of India as it may consider necessary at its discretion from time to time.

5. **Conduct and Discipline**

a. You are expected to maintain fairly high standard assignments of conduct and excellence in all.
b. You shall discharge your duties and responsibilities faithfully and to the best of your ability and talent.
c. As a company personnel, you are full time employee and will not undertake any other business, work or public office honorary or enumerating post/assignment whether with or without consideration except with the written permission of the management in each case.
d. You will be governed by service rules and regulations, administrative order(s), any such other rules/orders of the company now in force and that may be enforce from time to time.

6. **Privacy of Information of Remuneration**

The remuneration payable to you would be a matter of confidence between the management and yourself, and you shall not divulge any details thereof to any once inside or outside the organization.

7. **General Rules**

In all matters including those not specifically covered by this letter, such as PF, Bonus, Incentives, Medical, and LTA will be governed as per rules of the Company.

A Unit of HIFERK TECHNOLOGIES PVT LTD

a. You will intimate in writing to the management any change of address within a week from the change of the same, failing that any communication sent on your last recorded shall be deemed to have served on you.
b. You will hand over the charge, the property and the material etc of the company in your possession in the time of cessation of your employment with the company.
c. You will be liable to damage(s) to the company for the loss caused by you directly or indirectly, in additional legal remedies, which may be required for violating any of the provisions of this letter/ agreement etc and the courts of Bhubaneswar will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

8. **Termination of Permanent Services**

Before tendering resignation, you are required to provide 1 month/month's end prior notice in writing to the company, if such resignation is during your probation and prior notice in writing such resignation is after confirmation or in the alternative you shall be liable to pay to the company salary in lieu thereof.

a. The management reserves the right to terminate your services by giving one day notice or 1 day salary in lieu thereof for failure to the minimum performance parameters stipulate and communicated to you from time to time or for misconduct, without being exhaustive and without prejudice to the general meaning of the term misconduct, in case of reasonable suspicion misconduct, negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline, disobedience, irregular attendance, absence from duty or inefficiency or unsatisfactory performance or any other indulgence of excess or any detrimental to the interest of the company.
b. You will automatically retire from the service of the company of attaining the superannuating age of 60 years.
c. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
   i. Return to work within 7 days or the commencement or such absence, and
   ii. Give an explanation to the satisfaction of the management regarding such absence.
d. The management shall have the right to ask yourself medically examined , vaccinated or inoculated by any registered medical practitioner at any time when the management feels it service will be liable to be terminated on being found physically or mentally unfit by a registered medical practitioner, nominated by the company.

A Unit of HIFERK TECHNOLOGIES PVT LTD

9. Verification

This offer is based on the information supplied by you to us in your application/ personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary lieu of.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.
Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Employee

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 05th Oct, 2018

OFFER LETTER

Dear Mr. Kumar Rohan,

With reference to your campus placement drive held at your institution dated 27th Sep, 2018, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

1. Date of joining

This appointment will commence from the date of your joining i.e. **05th Aug, 2019** provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program. Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within **three (3) days** of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as **Graduate Engineer Trainee (GET).** You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of **six (6) months**. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

Your cost to company shall be **Rs.4,12,000/- (Four Lakh Twelve Thousand Only)** per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and

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

210.

Date: 09th Oct, 2018

Dear Mr. Darshan M E,

With reference to your campus placement drive held at your institution dated 27th Sep, 2018, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be 05th Aug, 2019.

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Nevertheless, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Darshan M.E
Signature of the Candidate

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

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Ocisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7054888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 09th Oct, 2018

OFFER LETTER

Dear Mr. Vinay M,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

1. Date of joining

This appointment will commence from the date of your joining i.e. **05th Aug, 2019** provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program.
Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within **three (3) days** of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as **Graduate Engineer Trainee (GET).** You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of **six (6) months**. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

Your cost to company shall be **Rs.4,12,000/- (Four Lakh Twelve Thousand Only)** per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and

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

8/12

A Unit of HIFERK TECHNOLOGIES PVT LTD

9. Verification

This offer is based on the information supplied by you to us in your application/ personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary lieu of.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.
Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Vinay .M
Signature of the Employee

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 05th Oct, 2018

Dear Mr. Shubham Majhi,

With reference to your campus placement drive held at your institution dated 26th Sep, 2018, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be 05th Aug, 2019.

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be INR 4,12,000/- (Four Lakh and Twelve Thousand Only) per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part with n the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Shubham

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 05th Oct, 2018

Dear Mr. Keshava Prashanth S,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

2/14

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 05th Oct, 2018

OFFER LETTER

Dear Mr. Dayananda M,

With reference to your campus placement drive held at your institution dated **27th Sep, 2018**, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

1. Date of joining

This appointment will commence from the date of your joining i.e. **05th Aug, 2019** provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program. Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within **three (3) days** of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as **Graduate Engineer Trainee (GET).** You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of **six (6) months**. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

Your cost to company shall be **Rs.4,12,000/- (Four Lakh Twelve Thousand Only)** per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and

Principal
Engineering College of Engineering
14/5, Kudlu Gate, Hosaraghatta Main Road
Bangalore - 560 057

A Unit of HIFERK TECHNOLOGIES PVT LTD

local taxes, contribution, etc as required to be made under the law of land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the company and all other matters as governed by the Company's policy.

4. **Place of Posting**

a. Presently, you shall be posted at **Bhubaneswar**, Odisha. Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/overseas as decided by the management in the interest of the company.
b. The management may place/transfer you temporarily/permanently in any department /associate concern of the company in or out of India as it may consider necessary at its discretion from time to time.

5. **Conduct and Discipline**

a. You are expected to maintain fairly high standard assignments of conduct and excellence in all.
b. You shall discharge your duties and responsibilities faithfully and to the best of your ability and talent.
c. As a company personnel, you are full time employee and will not undertake any other business, work or public office honorary or enumerating post/assignment whether with or without consideration except with the written permission of the management in each case.
d. You will be governed by service rules and regulations, administrative order(s), any such other rules/orders of the company now in force and that may be enforce from time to time.

6. **Privacy of Information of Remuneration**

The remuneration payable to you would be a matter of confidence between the management and yourself, and you shall not divulge any details thereof to any once inside or outside the organization.

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

7. **General Rules**

In all matters including those not specifically covered by this letter, such as PF, Bonus, Incentives, Medical, and LTA will be governed as per rules of the Company.

A Unit of HIFERK TECHNOLOGIES PVT LTD

a. You will intimate in writing to the management any change of address within a week from the change of the same, failing that any communicat on sent on your last recorded shall be deemed to have served on you.
b. You will hand over the charge, the property and the material etc of the company in your possession in the time of cessation of your employment with the company.

c. You will be liable to damage(s) to the company for the loss caused by you directly or indirectly, in additional legal remedies, which may be required for violating any of the provisions of this letter/ agreement etc and the courts of Bhubaneswar will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

8. Termination of Permanent Services

Before tendering resignation, you are required to provide 1 month/month's end prior notice in writing to the company, if such resignation is during your probation and prior notice in writing such resignation is after confirmation or in the alternative you shall be liable to pay to the company salary in lieu thereof.

a. The management reserves the right to terminate your services by giving one day notice or 1 day salary in lieu thereof for failure to the minimum performance parameters stipulate and communicated to you from time to time or for misconduct, without being exhaustive and without prejudice to the general meaning of the term misconduct, in case of reasonable suspicion misconduct, negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline, disobedience, irregular attendance, absence from duty or inefficiency or unsatisfactory performance or any other indulgence of excess or any detrimental to the interest of the company.
b. You will automatically retire from the service of the company of attaining the superannuating age of 60 years.
c. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
   i. Return to work within 7 days or the commencement or such absence, and
   ii. Give an explanation to the satisfaction of the management regarding such absence.
d. The management shall have the right to ask yourself medically examined , vaccinated or inoculated by any registered medical practitioner at any time when the management feels it service will be liable to be terminated on being found physically or mentally unfit by a registered medical practitioner, nominated by the company.

A Unit of HIFERK TECHNOLOGIES PVT LTD

9. Verification

This offer is based on the information supplied by you to us in your application/ personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary lieu of.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.
Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

M. Dayanidhi

Signature of the Employee

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Ms. Chandana B,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in. on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

216

bcits™
Smarter Solutions

Dear Ms. Shanu Dwivedi

On behalf of BCITS Private Limited, we are pleased to welcome you to be part of our exciting team as a Software Engineer.

You will enjoy both the technical challenges and the conducive environment by working at our development facility in Bangalore.

Your date of joining duty is 18.02.2020.

This offer is valid for 3 days. You have to confirm the acceptance of this offer by signing the last page of this offer letter and submitting the same.

The terms and conditions of your employment with BCITS Private Limited are attached herewith.

Wish you a long and fruitful career with BCITS Private Limited.

Thanking you,

With Regards,

For BCITS Private Limited

T. Bindu Sara

Deputy General Manager-HR

18/02/20

202

I. Employment Contract

This agreement shall be governed and construed in accordance with the national and local laws of your employment at that point time. This offer of employment is subject to transfer of location anywhere in the world to any BCITS Private Limited., client locations or its subsidiary operations.

This appointment will be subject to the following terms and conditions:

A. (i) Our receipt of favorable reference checks from your present and previous employers.

(ii) Submission of self-attested copies of Degree certificate, mark sheets and Passport. Four Passport size, Color photographs

(iii) Your provident Fund (PF) numbers in case you are already a member.

(iv) Salary certificate and relieving letter from your latest employer.

B. Your civil, criminal and immigration legal fitness to work in the country and for BCITS Private Limited.

C. Compliance with all rules and regulations of the company, which will be communicated to you from time to time and a copy of which you have received.

D. On completion of all joining formalities

E. Achievement of your pre-set targets and goals for defined periods

BCITS Private Limited should receive a copy of the signed offer letter from you indicating your acceptance of the appointment within 2 days of the date of this letter. The offer shall automatically stand cancelled on the expiry of one day from the date of this letter; if BCITS Private Limited does not receive such acceptance.

II. Ethics:

As an express condition of your employment with BCITS Private Limited, you agree to abide by the principles and guidelines as set by BCITS Private Limited, IT & communicated from time to time. It is only through following these principles that we can continue to foster an environment of mutual trust and respect, and create a team that promotes individual growth, self-management and accountability. The rules and regulations as applicable, enforced, amended or altered from time to time during the course of your employment will govern you.

Information relating to the general business operations of BCITS Private Limited, its related companies or persons or companies dealing with BCITS Private Limited (e.g. concerning projects, products, sales, costs, profits, organization, customer list, pricing methods... etc.)

VIII. Termination:

Termination by Company: The Company reserves the right to terminate your service by giving one month notice. The company reserves the right to pay or recover salary in lieu of notice period. No compensation will be paid in such event.

Termination by Employee: The employee cannot terminate the employment contract for initial 24 months. And after 24 months, resignation is accepted by giving **3 Months Notice period**.

IX. Commitment Period: You shall agree to commit for the period of 24 Month, which include your one-year Probationary period. In case if you terminate the employment you will have to pay sum of 1,00,000/- this sum represents a portion of the cost individualized training offered to you by BCITS Private Limited, wherein, staff in Bangalore (with several years of experience) will have expended considerable effort on your on job training.

Disunion:

On disunion, you will surrender to the company, all correspondence, specifications, formulae, books, documents, cost & market data, all hardware and Software given to you. Also you must return all the assets given to you for official and/or personal use.

We look forward to your joining BCITS Private Limited.

Wish you a bright future working with us

For BCITS Private Limited.

T. Bindu Sara
Deputy General Manager-HR

****

I agree to accept the employment on the terms and conditions mentioned above and abide by the rules and regulation of the company.

Name SHANU DWIVEDI

Signature:

Date: 18-02-2020

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Ms. Nethra R,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

218

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Ms. Annapurna Singh,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

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

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-35, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Ms. Arpita Sharma,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

220

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

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

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.gc-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Himanshu ,

With reference to your campus placement drive held at your institut on dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, or absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

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

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

821

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr.Vijay M R,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Nevertheless, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

222

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

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

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Manjunath A Nilugal,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

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

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Dhanush N,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Nevertheless, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

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

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

224

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Ms. Niveditha M,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Nevertheless, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

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

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Manjunatha B,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

Principal
Sapthagiri College of Engineering
(VTU, Belgaum) Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Ms. Nayana H J,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

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

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Aftab Ahmed Madarwala ,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO * BHUBANESWAR *

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

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

Signature of the Candidate

GO SPEEDY GO, B-35, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. M D Rehan Nasim,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018** we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

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

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Mohamed Jafeer Saadiq,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned herein, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

234

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda. Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Sandesh V,

With reference to your campus placement drive held at your institution dated **27th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 03rd Oct, 2018

Dear Mr. Manish Manjunath,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 03rd Oct, 2018

Dear Mr. Pawan Kumar D,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

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

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Lokesh M S,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Nevertheless, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

Principal
College of Engineering
Kanakapura Main Road
Bengaluru - 560 057

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com

2HO

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Bharath V,

With reference to your campus placement drive held at your institute on dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Nevertheless, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

2H

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Ms. Anusha V Murthy,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned here-in, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Never the less, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY-GO BHUBANESWAR

GO SPEEDY GO
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

242

A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 04th Oct, 2018

Dear Mr. Prashant Rajput,

With reference to your campus placement drive held at your institution dated **26th Sep, 2018**, we are pleased to inform you that you have been selected for the Training Module program as discussed and agreed upon followed by your employment opportunity.

You will undergo one month rigorous in house technical class room training followed by two months of on the Job Training (OJT).

Your DOJ will be **05th Aug, 2019.**

Post completion of your successful training period as mentioned herein, on absorption as a Trainee, your CTC, cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum which includes meeting all the statutory compliance and other norms of employment contract.

At present, your place of posting will be **Bhubaneswar (Odisha)**. Nevertheless, your place of work may change depending on the urgency and need of the Organization to any of the company's designated office inside the state or even beyond the state of Odisha. Further, you are hereby informed that your job can be transferred to any part within the country / overseas as may be decided by the management from time to time in the best interest of the company and you shall have no binding or claim whatsoever for such decision taken by Management in view of Organizational need and urgency.

Kindly sign the duplicate copy of this letter as a token of acceptance and return the same in confirmation of an acknowledgement of the offer letter shared herewith. Please note that all other terms and conditions will remain unchanged as stated here-with.

Wishing you all the very best and welcoming you to our organization for a long standing career progression path in days to come.

Sincerely,

GO-SPEEDY BHUBANESWAR

GO SPEEDY GC
HUMAN RESOURCES

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

I, hereby, agree to abide by the terms and conditions of this offer letter.

Signature of the Candidate

GO SPEEDY GC, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024. Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,

2HH

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Ref: MCHLN/Feb0219/Mohali

Date: 26-02-2019

Sub: Offer letter

Dear Madduri Uma,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective till 01.07.19. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.** Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

- You are required to bring following:
  a) Latest passport size photograph.
  b) Copy of service certificates of your previous jobs with originals.
  c) Copy of birth certificate/school leaving certificate showing date of birth.
  d) Copy of educational qualification certificates with originals.
  e) Bank account details.

- On joining you will be required to furnish:
  a) Relieving letter and Experience Certificates from your present employer.
  b) Last drawn Salary Slip / Certificate showing monthly Salary and Annual Benefits, from the present employer.

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

Private & Confidential

C-203, World Tech Tower, 8th Floor, Industrial Area, Sector 74, Sahibzada Ajit Singh Nagar, Punjab 140308

245

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You shall join the services of the Company on or before 01.07.19. We shall appreciate your confirmation of acceptance of the above offer latest by 04.03.19 Non-acceptance before the stipulated date shall make this offer redundant automatically.

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

With warm regards,

Umesh Awasthy

Umesh Awasthy

Global Head Talent Acquisition & AIP

Accepted----------

Signature

Date

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

Private & Confidential

C-203, World Tech Tower, 8th Floor, Industrial Area, Sector 74, Sahibzada Ajit Singh Nagar, Punjab 140308

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Ref: MCHLN/Feb0419/Mohali

Date: 26-02-2019

Sub: Offer letter

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

Dear Chitra Satish,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective till 01.07.19. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.** Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

- You are required to bring following:
  a) Latest passport size photograph.
  b) Copy of service certificates of your previous jobs with originals.
  c) Copy of birth certificate/school leaving certificate showing date of birth.
  d) Copy of educational qualification certificates with originals.
  e) Bank account details.

- On joining you will be required to furnish:
  a) Relieving letter and Experience Certificates from your present employer.
  b) Last drawn Salary Slip / Certificate showing monthly Salary and Annual Benefits, from the present employer.

Private & Confidential

C-203, World Tech Tower, 8th Floor, Industrial Area, Sector 74, Sahibzada Ajit Singh Nagar, Punjab 140308

~~248~~ 246

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You shall join the services of the Company on or before 01.07.19. We shall appreciate your confirmation of acceptance of the above offer latest by 04.03.19. Non-acceptance before the stipulated date shall make this offer redundant automatically.

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

With warm regards,

Umesh Awasthy

Global Head Talent Acquisition & AIP

Accepted----------

Signature

Date

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

Private & Confidential

C-203, World Tech Tower, 8th Floor, Industrial Area, Sector 74, Sahibzada Ajit Singh Nagar, Punjab 140308

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Ref: MCHLN/Feb0319/Mohali

Date: 26-02-2019

Sub: Offer letter

Dear Priyesh Shrivastava,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective till 01.07.19. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.** Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

- You are required to bring following:
  a) Latest passport size photograph.
  b) Copy of service certificates of your previous jobs with originals.
  c) Copy of birth certificate/school leaving certificate showing date of birth.
  d) Copy of educational qualification certificates with originals.
  e) Bank account details.

- On joining you will be required to furnish:
  a) Relieving letter and Experience Certificates from your present employer.
  b) Last drawn Salary Slip / Certificate showing monthly Salary and Annual Benefits, from the present employer.

248

Private & Confidential

C-203, World Tech Tower, 8th Floor, Industrial Area, Sector 74, Sahibzada Ajit Singh Nagar, Punjab 140308

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

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You shall join the services of the Company on or before 01.07.19. We shall appreciate your confirmation of acceptance of the above offer latest by 04.03.19. Non-acceptance before the stipulated date shall make this offer redundant automatically.

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

With warm regards,

Umesh S.

Umesh Awasthy

Global Head Talent Acquisition & AIP

Accepted----------

Signature

Date

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

Private & Confidential

C-203, World Tech Tower, 8th Floor, Industrial Area, Sector 74, Sahibzada Ajit Singh Nagar, Punjab 140308

NOKIA

Nokia Networks

Date: 12 Jul 2019

Ref: 1900000570

ISEC59

Meghana A S
Bangalore

Principal
Sapthagiri College of Engineering
#4/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Telephone: +91 (124) 4504 000
Direct fax: +91 (124) 4504 999

Nokia Solutions and Networks India Pvt. Ltd.

(Formerly known as Nokia Siemens Networks Pvt. Ltd.)

7th Floor, Tower A, Building No. 9A
DLF Cyber City, Phase – III
Gurgaon – 122002
Haryana (India)

Corp Identity No.
U72900DL2006PTC155149

Dear Meghana,

With reference to your application and the subsequent interview, we have pleasure in offering you an appointment as **Graduate Engineer Trainee** in the **Job Grade 6** in Nokia Solutions and Networks India Private Limited ("Company"), India.The terms and conditions of your appointment are as follows: -

1 Appointment and Reporting

1.1 You are required to join us on **29 Jul 2019.** The terms and conditions of your appointment shall be effective from your date of joining.

1.2 This offer is valid for 7 calendar days from the date of offer or your date of joining in the organization whichever is latest. Please indicate your acceptance of this offer of employment and the said terms & conditions by signing and returning the duplicate copy of this letter upon receipt of the letter.

1.3 You will initially report to **Alok Gupta SR,** however your reporting is liable to change at the sole discretion of the company.

1.4 Your appointment is subject to your being found medically fit by a Doctor designated by the Company. The Management 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. Further details for the same in included in Annexure 6.

1.5 This offer of employment is subject to and conditioned upon the truthfulness of the representations you have made to the company during the recruitment process. Company reserves the right to initiate background verification posts your acceptance of this offer of employment. If from the results of this background verification, it emerges that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated by the management forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

Regd. Address:
Nokia Solutions and Networks India Pvt. Ltd.
1507, Regus Business Center,
Eros Corporate Tower Level 15,
Nehru Place, New Delhi – 110019,
India

© Nokia Solutions and Networks 2019

2H9

1.6 We are also enclosing a personal data form which you need to fill and send back with the signed copy the offer. Upon receiving this letter, please get in touch with us in case you need any clarification and confirm your date of joining. Also, bring with you the documents detailed in Annexure 5, supporting your credentials for this employment with the company.

2 Initial posting and transfer

2.1 Your initial place of posting will be in **Bangalore.** However, at the sole discretion of the management of the Company ("Management"), you will be liable to be transferred /deputed from one place to another anywhere in India or abroad and/or from one department to another or from one establishment to another and/or to any other concern including to any of Company's affiliates, associates, group companies and/or entities in which the Company may be having any interest whether existing or which may be set up in future.

3. Probation Period

3.1 You shall be on probation for a period of twelve (12) months from the date of joining the Company. The same may however be extended or the contract of employment may be terminated, if so deemed necessary by the Management.

3.2 On completion of such time, based on performance, you would be considered confirmed. No confirmation letter would be issued stating the same.

4 Emoluments and Taxes

4.1 Your Total Target Cash (TTC) will be **Rs. 450,000.00 /-** per annum. A detail of your remuneration is provided in Annexure 1 & 2 annexed hereto.

4.2 You will also participate in the Nokia Solutions and Networks Performance Driven Incentive Plan as per applicable policy in force from time to time.

4.3 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere, which may result from your remuneration. The Company shall be entitled to deduct from your remuneration, income-tax, other taxes and levies which it is liable to deduct at source.

5 Benefits entitlements

5.1 You will be entitled to service benefits as per the rules of the Management as framed from time to time and as applicable to employees. The details of your current benefits and compensation details are annexed to this contract of employment.

5.2 You will be eligible for Medical and life insurance and related benefits as per company rules and regulations as prevalent from time to time.

5.3 You will be eligible to the benefits of Provident Fund & Gratuity as per provisions of the Provident Fund Act and Gratuity Act regulations as prevalent from time to time.

5.4 Your "work week" will be Monday to Friday. Daily working hours will be governed by the location / business specific office timings and applicable law with half an hour meal break during the work day. However, it may be necessary to extend these hours, or require your attendance at different times or week days depending on work demands; the same will be communicated to you by your manager from time to time.

5.5 Company will have twelve (12) days of declared holidays in a calendar year. The complete list of holidays for each calendar year is announced in December of the previous year.

5.6 The leave entitlement will be calculated on the basis of calendar year. Leave entitlement per year including casual and sick leave is as per rules of the Company framed from time to time. Such leaves will be credited to you on pro-rated basis for the calendar year upon joining the Company.

5.7 In the event where the Company has paid for your relocation/joining bonus/notice period of previous employer at the time of joining, all expenses borne on account of relocation/notice period paid to you as per the Company's policy will be recovered in full from you, if you resign from the Company before a period of one year (12 months).

© Nokia Solutions and Networks 2019

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

6 Termination

6.1 During the probation period, either party is free to terminate this employment without assigning any reason therefore by giving notice of such intent for a period of fifteen (15) days. After your confirmation in regular employment of the Company, either party can terminate this employment by giving two (2) month's written notice without assigning any reasons. Ordinarily, the Company requires that you serve the full two (2) months notice prior to leaving the services. The company reserves the right to pay or recover salary in lieu of notice period. Prior to leaving the company, you will ensure that all your ongoing activities are successfully completed and handed over to the satisfaction of your manager / in- charge / superior. Further, based on satisfactory handover, the Management at its sole discretion may relieve you in advance of the full notice period. However, due to exigencies of business and / or successful completion of ongoing activities including its handover, the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

6.2 You shall retire from the services of the Company on the attainment of 60 years of age. Your employment shall stand terminated on the date of your retirement.

6.3 Notwithstanding the above, the Company may terminate this Contract in any of the following events:

6.3.1 You are guilty of serious misconduct including but not limited to moral turpitude;

6.3.2 You neglect your duties;

6.3.3 If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you return to work within eight (8) days from the commencement of such absence and give an explanation to the satisfaction of the Management regarding such absence including submission of medical certificates as required;

6.3.4 You are in breach of your obligations of confidentiality to the Company; or

6.3.5 You do not comply with instructions or regulations imposed by the Company or any of the terms and conditions of your employment with the Company.

6.3.6 Any other reason as mentioned in the disciplinary policy of the Company in force from time to time.

6.4 Upon termination of your employment, you shall immediately return to the Company, any and all documents, manuals, documented confidential information (without making any copies thereof and/ or extracts there from), kits and other property belonging to the Company that may be entrusted to and/ or placed in your possession by virtue of and/ or during the course of your employment with the Company. You shall also deliver to the Company immediately all notes, analyses, summaries and working papers relating thereto.

6.5 You shall also be required to clear all dues and formalities in respect any Company facility such as leased accommodation, leased car, loan, joining bonus (if leaving within 12 months from date of joining) and other amounts that you may be required to refund as per Company policy prior to leaving the services of the Company. In the event you fail to settle accounts, complete necessary formalities or otherwise clear your dues, the Company reserves the right to initiate appropriate legal action for recovery of dues at your risk and cost.

7 General employment obligations

7.1 During your employment with us, you shall not be engaged, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever (either for remuneration or on a honorary basis), and shall devote your whole time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the Company and use your best endeavor to promote the interest and business thereof.

7.2 You shall be governed by the service rules and regulations of the Company, as amended by the Management from time to time including the Code of Conduct, the terms of which are hereby incorporated by reference. You shall abide by and carry out operational instructions/procedures as contained in the Company's guidelines and other administrative instructions as may be issued by the Management from time to time.

7.3 You will be responsible for the safe custody of all documents, manuals and kits and other property belonging to the Company that may be entrusted to and/ or placed in your possession by virtue of and/ or during the course of your employment with the Company.

© Nokia Solutions and Networks 2019

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

7.4 You shall ensure successful and timely completion of any job / work assigned to you. You would adhere to the norms of office discipline including working hours, systems and procedures.

7.5 You shall keep the Management informed of your latest postal address at all times and intimate in writing in case of change of address. Any communication sent to you by the Management on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

7.6 Non-Solicitation: You agree that for a period of three (3) months after termination or expiration of your employment with the Company, regardless of the reason for termination, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that you employ or solicit for employment, any person employed at that time by the Company, or by any related corporations in any business thereof in which you have been engaged during your employment.

7.7 Non-Compete: It is the Company's policies to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics and encourage all employees to avoid all conflict of interest in any form or manner. Accordingly all employees must avoid activities that are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the Company.

7.7.1 During the employment period and for a period of three (3) months following termination of employment, you will not, directly, or indirectly, work for, own, invest in, direct, or aid any company or person engaged in competition with the Company. A company or person is in competition with the Company if it solicits business, performs services, or delivers goods that are competitive to the Company, its customers, or its prospective customers.

7.7.2 The above clause pertaining to non-competition shall be enforced to the fullest extent permissible under the applicable law.

7.8 Non-Disclosure: You acknowledge that the Company owns an exclusive proprietary interest in certain confidential information and that such confidential information constitutes valuable commercial and industrial secrets of the Company. You acknowledge and agree that the misuse or unauthorized disclosure of any confidential information would constitute an act injurious to Company and that the unauthorized disclosure or use of any confidential information may adversely affect the Company's business, competitive position and goodwill.

7.8.1 Your confidentiality obligations extend to all information of a confidential nature obtained or derived from the Company's customers or prospective customers.

7.8.2 In view of the Company's business relationship with different competing customers, you hereby covenant not to discuss any customer-related information nor share any customer data or techniques with other employees working on projects or accounts of another competing customer. You will take all necessary measures to protect the confidentiality of all information relating to the customer account for which you are responsible or to which your work relates, as well as any and all relevant data in your custody.

7.8.3 You hereby covenant not to mention anything about any competitors of the customer when communicating with the customer. You agree to keep all discussions on matters relating to the specific account within the account team, and that this applies for all communication between all levels of the Company organization.

7.8.4 You also agree not to take or remove from the premises without prior authorization in writing any original or copied material including any document, specification, drawing, diagram plan, list, magnetic medium or any article relating to the Company's interests, secrets, or products, past, present or future, except where by virtue of the nature of your duties you are acting in the Company's interest and consent for such action would not reasonably have been expected to be withheld.

7.8.5 Under any or all circumstances, you agree not to make any public statements nor press releases about the customer account or project you are assigned to work on or are working on or about any competitors of that customer, without written authorization from the Company.

7.8.6 If, during the term of employment, you breach or violate any of the terms set out in this clause, you agree that this shall be sufficient cause for the Company to terminate this Contract. You acknowledge and agree that the termination of this Contract shall be without prejudice to any other legal remedies that the Company may have against you.

© Nokia Solutions and Networks 2019

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

NOKIA

7.8.7 You agree that upon the termination of your employment with the Company for any reason whatsoever, whether such termination was made voluntarily or involuntarily by you, with or without cause, you will immediately return to the Company any and all property, customer lists, information, forms, formulae, plans, documents or other written or computer material, software or hardware, or copies of the same, belonging to the Company or any related companies of the Company within your possession or made or compiled or delivered to you during your employment, and will not at any time thereafter copy or reproduce the same.

7.8.8 You agree that the covenants and undertakings relating to non-disclosure that you have given herein shall continue regardless of the termination of your employment howsoever caused until such confidential informat on becomes part of the public domain.

7.9 Use of Company Marks: You agree that you will not retain or use, for your account or any other account, at any time, any trade names, trademarks, service mark, or other proprietary business designation used or owned in connection with the business of the Company, or any of the related corporations of the Company. For clarity, it is hereby declared that ownership and title to all of the aforesaid properties shall at all times be vested in the Company, or its related corporations, as the case may be.

7.10 Employment Invention: You shall disclose to the Company promptly in writing any invention (the word invention is to be understood to mean anything which might be capable of protection, in any country, against copying by a patent, a registered design, copyright, or otherwise) which may occur to you either alone or in conjunction with any other person during your employment with the Company, with the exception of inventions which you know to be not applicable to the field of activity of the organization. The company shall be entitled to get such invention(s) / patent.

7.10.1 You shall inform the Company at the commencement of your employment with the Company of all inventions previously made by you is not precluded by contract from disclosing to the Company and for which an application for a patent or for a registered design has not yet been made.

7.10.2 The Company will be free to adopt any of the employees' inventions to the Company at the commencement of your employment with the Company and conceived during your employment with the Company, and to assign to others the right to adopt it, and the Company will be absolutely entitled to any industrial or commercial protection rights anywhere in the world including rights arising from the obtaining of the letters of patent or design registration in respect of such invention. The Company will notify to the employee if and to what extent the Company will adopt the said rights.

7.10.3 You shall on the request of the Company execute any necessary assignment, application form or other documents necessary for obtaining any protection right, which the Company will choose and you shall assist the Company if called upon to do so to obtain at the Company's cost, such protection right.

7.10.4 You shall treat all information relating to such invention as confidential and disclose it only to his superiors or any such person as your superiors direct. The employee shall not publish, except with the written consent of the Company, any information in relation to any such invention.

7.10.5 You agree that all inventions, designs, improvements, writings, and discoveries made during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and all necessary actions to obtain the patents and copyrights, and vest the Company with full and exclusive title thereto, and protect same against infringement by others.

7.11 Conflict of Interests: By joining the services of the company you confirm that you have disclosed fully to the Company any business interests or circumstance that conflict with the Company's interests. You agree to disclose immediately to the Company any conflict of interest between the Company and you or any immediate relatives that may arise during your employment. You are required to sign our standard conflict of interest disclosure form. You acknowledge that you have read, fully understand and agree to abide by, the terms and conditions of this disclosure shall form part of this present employment agreement.

© Nokia Solutions and Networks 2019

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

NOKIA

6

8 **Governing Law and jurisdiction**

This offer of employment shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and Management will be subject to exclusive jurisdiction of courts of Delhi whether they be civil courts, labour courts, industrial tribunals or any other courts or authority of whatsoever nature

In case this offer of employment is acceptable to you, please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

for Nokia Solutions and Networks India Private Limited

.....

Pramod Chandrasekhar

Human Resources

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the offer of employment on the terms and conditions stated herein above.

Dated: .....

.....

Meghana A S

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

© Nokia Solutions and Networks 2019

NOKIA

Nokia Networks

Date: 22 Jul 2019

Ref: 1900000574

15IEC065

Neha S
Bangalore

Telephone: +91 (124) 4504 000
Direct fax: +91 (124) 4504 999

Nokia Solutions and Networks India Pvt. Ltd.

(Formerly known as Nokia Siemens Networks Pvt. Ltd.)

7th Floor, Tower A, Building No. 9A
DLF Cyber City, Phase – III
Gurgaon – 122002
Haryana (India)

Corp Identity No.
U72900DL2006PTC155149

Dear Neha,

With reference to your application and the subsequent interview, we have pleasure in offering you an appointment as **Graduate Engineer Trainee** in the **Job Grade 6** in Nokia Solutions and Networks India Private Limited ("Company"), India.The terms and conditions of your appointment are as follows: -

1 Appointment and Reporting

1.1 You are required to join us on **29 Jul 2019.** The terms and conditions of your appointment shall be effective from your date of joining.

1.2 This offer is valid for 7 calendar days from the date of offer or your date of joining in the organization whichever is latest. Please indicate your acceptance of this offer of employment and the said terms & conditions by signing and returning the duplicate copy of this letter upon receipt of the letter.

1.3 You will initially report to **Alok Gupta SR,** however your reporting is liable to change at the sole discretion of the company.

1.4 Your appointment is subject to your being found medically fit by a Doctor designated by the Company. The Management 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. Further details for the same in included in Annexure 6.

1.5 This offer of employment is subject to and conditioned upon the truthfulness of the representations you have made to the company during the recruitment process. Company reserves the right to initiate background verification post your acceptance of this offer of employment. If from the results of this background verification, it emerges that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated by the management forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

Regd. Address:
Nokia Solutions and Networks India Pvt. Ltd.
1507, Regus Business Center,
Eros Corporate Tower Level 15,
Nehru Place, New Delhi – 110019,
India

© Nokia Solutions and Networks 2019

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

250

1.6 We are also enclosing a personal data form which you need to fill and send back with the signed copy the offer. Upon receiving this letter, please get in touch with us in case you need any clarification and confirm your date of joining. Also, bring with you the documents detailed in Annexure 5, supporting your credentials for this employment with the company.

2 Initial posting and transfer

2.1 Your initial place of posting will be in **Bangalore.** However, at the sole discretion of the management of the Company ("Management"), you will be liable to be transferred /deputed from one place to another anywhere in India or abroad and/or from one department to another or from one establishment to another and/or to any other concern including to any of Company's affiliates, associates, group companies and/or entities in which the Company may be having any interest whether existing or which may be set up in future.

3. Probation Period

3.1 You shall be on probation for a period of twelve (12) months from the date of joining the Company. The same may however be extended or the contract of employment may be terminated, if so deemed necessary by the Management.

3.2 On completion of such time, based on performance, you would be considered confirmed. No confirmation letter would be issued stating the same.

4 Emoluments and Taxes

4.1 Your Total Target Cash (TTC) will be **Rs. 450,000.00 /-** per annum. A detail of your remuneration is provided in Annexure 1 & 2 annexed hereto.

4.2 You will also participate in the Nokia Solutions and Networks Performance Driven Incentive Plan as per applicable policy in force from time to time.

4.3 You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere, which may result from your remuneration. The Company shall be entitled to deduct from your remuneration, income-tax, other taxes and levies which it is liable to deduct at source.

5 Benefits entitlements

5.1 You will be entitled to service benefits as per the rules of the Management as framed from time to time and as applicable to employees. The details of your current benefits and compensation details are annexed to this contract of employment.

5.2 You will be eligible for Medical and life insurance and related benefits as per company rules and regulations as prevalent from time to time.

5.3 You will be eligible to the benefits of Provident Fund & Gratuity as per provisions of the Provident Fund Act and Gratuity Act regulations as prevalent from time to time.

5.4 Your "work week" will be Monday to Friday. Daily working hours will be governed by the location / business specific office timings and applicable law with half an hour meal break during the work day. However, it may be necessary to extend these hours, or require your attendance at different times or week days depending on work demands; the same will be communicated to you by your manager from time to time.

5.5 Company will have twelve (12) days of declared holidays in a calendar year. The complete list of holidays for each calendar year is announced in December of the previous year.

5.6 The leave entitlement will be calculated on the basis of calendar year. Leave entitlement per year including casual and sick leaves as per rules of the Company framed from time to time. Such leaves will be credited to you on pro-rated basis for the calendar year upon joining the Company.

5.7 In the event where the Company has paid for your relocation/joining bonus/notice period of previous employer at the time of joining, all expenses borne on account of relocation/notice period paid to you as per the Company's policy will be recovered in full from you, if you resign from the Company before a period of one year (12 months).

© Nokia Solutions and Networks 2019

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

6 Termination

6.1 During the probation period, either party is free to terminate this employment without assigning any reason therefore by giving notice of such intent for a period of fifteen (15) days. After your confirmation in regular employment of the Company, either party can terminate this employment by giving two (2) month's written notice without assigning any reasons. Ordinarily, the Company requires that you serve the full two (2) months notice prior to leaving the services. The company reserves the right to pay or recover salary in lieu of notice period. Prior to leaving the company, you will ensure that all your ongoing activities are successfully completed and handed over to the satisfaction of your manager / in- charge / superior. Further based on satisfactory handover, the Management at its sole discretion may relieve you in advance of the full notice period. However, due to exigencies of business and / or successful completion of ongoing activities including its handover, the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

6.2 You shall retire from the services of the Company on the attainment of 60 years of age. Your employment shall stand terminated on the date of your retirement.

6.3 Notwithstanding the above, the Company may terminate this Contract in any of the following events:

6.3.1 You are guilty of serious misconduct including but not limited to moral turpitude;

6.3.2 You neglect your duties;

6.3.3 If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you return to work within eight (8) days from the commencement of such absence and give an explanation to the satisfaction of the Management regarding such absence including submission of medical certificates as required;

6.3.4 You are in breach of your obligations of confidentiality to the Company; or

6.3.5 You do not comply with instructions or regulations imposed by the Company or any of the terms and conditions of your employment with the Company.

6.3.6 Any other reason as mentioned in the disciplinary policy of the Company in force from time to time.

6.4 Upon termination of your employment, you shall immediately return to the Company any and all documents, manuals documented confidential information (without making any copies thereof and/ or extracts there from), kits and other property belonging to the Company that may be entrusted to and/ or placed in your possession by virtue of and/ or during the course of your employment with the Company. You shall also deliver to the Company immediately all notes, analyses, summaries and working papers relating thereto.

6.5 You shall also be required to clear all dues and formalities in respect any Company facility such as leased accommodation, leased car, loan, joining bonus (if leaving within 12 months from date of joining) and other amounts that you may be required to refund as per Company policy prior to leaving the services of the Company. In the event you fail to settle accounts, complete necessary formalities or otherwise clear your dues, the Company reserves the right to initiate appropriate legal action for recovery of dues at your risk and cost.

7 General employment obligations

7.1 During your employment with us, you shall not be engaged, concerned or interested directly or indirectly in any other occupation, business or employment whatsoever (either for remuneration or on a honorary basis), and shall devote your whole time, attention and abilities exclusively to the performance of your duties and shall faithfully serve the Company and use your best endeavor to promote the interest and business thereof.

7.2 You shall be governed by the service rules and regulations of the Company, as amended by the Management, from time to time including the Code of Conduct, the terms of which are hereby incorporated by reference. You shall abide by and carry out operational instructions/procedures as contained in the Company's guidelines and other administrative instructions as may be issued by the Management from time to time.

7.3 You will be responsible for the safe custody of all documents, manuals and kits and other property belonging to the Company that may be entrusted to and/ or placed in your possession by virtue of and/ or during the course of your employment with the Company.

© Nokia Solutions and Networks 2019

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

7.4 You shall ensure successful and timely completion of any job / work assigned to you. You would adhere to the norms of office discipline including working hours, systems and procedures.

7.5 You shall keep the Management informed of your latest postal address at all times and intimate in writing in case of change of address. Any communication sent to you by the Management on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

7.6 Non-Solicitation: You agree that for a period of three (3) months after termination or expiration of your employment with the Company, regardless of the reason for termination, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that you employ or solicit for employment, any person employed at that time by the Company, or by any related corporations in any business thereof in which you have been engaged during your employment.

7.7 Non-Compete: It is the Company's policies to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics and encourage all employees to avoid all conflict of interest in any form or manner. Accordingly all employees must avoid activities that are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the Company.

7.7.1 During the employment period and for a period of three (3) months following termination of employment, you will not, directly, or indirectly, work for, own, invest in, direct, or aid any company or person engaged in competition with the Company. A company or person is in competition with the Company if it solicits business, performs services, or delivers goods that are competitive to the Company, its customers, or its prospective customers.

7.7.2 The above clause pertaining to non-competition shall be enforced to the fullest extent permissible under the applicable law.

7.8 Non-Disclosure: You acknowledge that the Company owns an exclusive proprietary interest in certain confidential information and that such confidential information constitutes valuable commercial and industrial secrets of the Company. You acknowledge and agree that the misuse or unauthorized disclosure of any confidential information would constitute an act injurious to Company and that the unauthorized disclosure or use of any confidential information may adversely affect the Company's business, competitive position and goodwill.

7.8.1 Your confidentiality obligations extend to all information of a confidential nature obtained or derived from the Company's customers or prospective customers.

7.8.2 In view of the Company's business relationship with different competing customers, you hereby covenant not to discuss any customer-related information nor share any customer data or techniques with other employees working on projects or accounts of another competing customer. You will take all necessary measures to protect the confidentiality of all information relating to the customer account for which you are responsible or to which your work relates, as well as any and all relevant data in your custody.

7.8.3 You hereby covenant not to mention anything about any competitors of the customer when communicating with the customer. You agree to keep all discussions on matters relating to the specific account within the account team, and that this applies for all communication between all levels of the Company organization.

7.8.4 You also agree not to take or remove from the premises without prior authorization in writing any original or copied material including any document, specification, drawing, diagram, plan, list, magnetic medium or any article relating to the Company's interests, secrets, or products, past, present or future, except where by virtue of the nature of your duties you are acting in the Company's interest and consent for such action would not reasonably have been expected to be withheld.

7.8.5 Under any or all circumstances, you agree not to make any public statements nor press releases about the customer account or project you are assigned to work on or are working on or about any competitors of that customer, without written authorization from the Company.

7.8.6 If, during the term of employment, you breach or violate any of the terms set out in this clause, you agree that this shall be sufficient cause for the Company to terminate this Contract. You acknowledge and agree that the termination of this Contract shall be without prejudice to any other legal remedies that the Company may have against you.

© Nokia Solutions and Networks 2019

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

7.8.7 You agree that upon the termination of your employment with the Company for any reason whatsoever, whether such termination was made voluntarily or involuntarily by you, with or without cause, you will immediately return to the Company any and all property, customer lists, information, forms, formulae, plans, documents or other written or computer material, software or hardware, or copies of the same, belonging to the Company or any related companies of the Company within your possession or made or compiled or delivered to you during your employment, and will not at any time thereafter copy or reproduce the same.

7.8.8 You agree that the covenants and undertakings relating to non-disclosure that you have given herein shall continue regardless of the termination of your employment howsoever caused until such confidential information becomes part of the public domain.

7.9 Use of Company Marks: You agree that you will not retain or use, for your account or any other account, at any time, any trade names, trademarks, service mark, or other proprietary business designation used or owned in connection with the business of the Company, or any of the related corporations of the Company. For clarity, it is hereby declared that ownership and title to all of the aforesaid properties shall at all times be vested in the Company, or its related corporations, as the case may be.

7.10 Employment Invention: You shall disclose to the Company promptly in writing any invention (the word invention is to be understood to mean anything which might be capable of protection, in any country, against copying by a patent, a registered design, copyright, or otherwise) which may occur to you either alone or in conjunction with any other person during your employment with the Company, with the exception of inventions which you know to be not applicable to the field of activity of the organization. The company shall be entitled to get such invention(s) / patent.

7.10.1 You shall inform the Company at the commencement of your employment with the Company of all inventions previously made by you is not precluded by contract from disclosing to the Company and for which an application for a patent or for a registered design has not yet been made.

7.10.2 The Company will be free to adopt any of the employees' inventions to the Company at the commencement of your employment with the Company and conceived during your employment with the Company, and to assign to others the right to adopt it, and the Company will be absolutely entitled to any industrial or commercial protection rights anywhere in the world including rights arising from the obtaining of the letters of patent or design registration in respect of such invention. The Company will notify to the employee if and to what extent the Company will adopt the said rights.

7.10.3 You shall on the request of the Company execute any necessary assignment, application form or other documents necessary for obtaining any protection right, which the Company will choose and you shall assist the Company if called upon to do so to obtain at the Company's cost, such protection right.

7.10.4 You shall treat all information relating to such invention as confidential and disclose it only to his superiors or any such person as your superiors direct. The employee shall not publish, except with the written consent of the Company, any information in relation to any such invention.

7.10.5 You agree that all inventions, designs, improvements, writings, and discoveries made during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and all necessary actions to obtain the patents and copyrights, and vest the Company with full and exclusive title thereto, and protect same against infringement by others.

7.11 Conflict of Interests: By joining the services of the company you confirm that you have disclosed fully to the Company any business interests or circumstance that conflict with the Company's interests. You agree to disclose immediately to the Company any conflict of interest between the Company and you or any immediate relatives that may arise during your employment. You are required to sign our standard conflict of interest disclosure form. You acknowledge that you have read, fully understand and agree to abide by, the terms and conditions of this disclosure shall form part of this present employment agreement.

© Nokia Solutions and Networks 2019

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

NOKIA

8 **Governing Law and jurisdiction**

This offer of employment shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and Management will be subject to exclusive jurisdiction of courts of Delhi whether they be civil courts, labour courts, industrial tribunals or any other courts or authority of whatsoever nature

In case this offer of employment is acceptable to you, please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of employment offered to you.

for Nokia Solutions and Networks India Private Limited

.....

Pramod Chandrasekhar

Human Resources

I have gone through the aforesaid terms and conditions / terms of appointment and have fully understood the same. I hereby accept the offer of employment on the terms and conditions stated herein above.

Dated: .....

.....

Neha S

Principal
Sapthagiri College of Engineering
14/5 Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

01 March 2019

Dear **Vaishnavi Shetty,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Associate"** in our **Sales & Marketing Team.** I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Bangalore & Your Fixed Remuneration would be INR 400000 (Four Lakhs only) per annum as per Annexure A + INR 3,00,000 PA [Rupees Three Lakh per annum only] as variable pay basis your performance. You would be on a Training period of 6 Months from the Actual Date of Joining and would be eligible for a Traineeship Fees of INR 22,222 per month (Rupees Twenty-Two Thousand Two Hundred and Two only) less TDS as per Income Tax Rule. Your Take Home Traineeship Fees would be INR 20,000 (Rupees Twenty Thousand only).**

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.

We are looking forward your date of joining on **04 March 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!

Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	33333	400000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**31533**	**378396**
	Salary Break Up		
A1.	Basic Salary	15767	189204
A2.	House Rent Allowance	6307	75684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1419	17028
	(A) Sub Total (A1+A2+A3+A4+A5)	**23493**	**281916**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	0	0
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	0	0
B5.	Leave Travel Allowance	0	0
B6.	Special Allowance	8040	96480
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**8040**	**96480**
	Sub Total (A)+(B)	**31533**	**378396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	354396
	***Estimated Take Home [(A)+(B)-(C)]**	**29533**	**354396**

* TDS applicable as per Income Tax Rule

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

1

01 March 2019

Dear **Smitha Biradar,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Associate"** in our **Sales & Marketing Team**. I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Bangalore & Your Fixed Remuneration would be INR 400000 (Four Lakhs only) per annum as per Annexure A + INR 3,00,000 PA [Rupees Three Lakh per annum only] as variable pay basis your performance. You would be on a Training period of 6 Months from the Actual Date of Joining and would be eligible for a Traineeship Fees of INR 22,222 per month (Rupees Twenty-Two Thousand Two Hundred and Two only) less TDS as per Income Tax Rule. Your Take Home Traineeship Fees would be INR 20,000 (Rupees Twenty Thousand only).**

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.

We are looking forward your date of joining on **04 March 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!

Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

2

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	33333	400000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**31533**	**378396**
	Salary Break Up		
A1.	Basic Salary	15767	189204
A2.	House Rent Allowance	6307	75684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1419	17028
	(A) Sub Total (A1+A2+A3+A4+A5)	**23493**	**281916**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	0	0
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	0	0
B5.	Leave Travel Allowance	0	0
B6.	Special Allowance	8040	96480
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**8040**	**96480**
	Sub Total (A)+(B)	**31533**	**378396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	354396
	***Estimated Take Home [(A)+(B)-(C)]**	**29533**	**354396**

* TDS applicable as per Income Tax Rule

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

01 March 2019

Dear **Shubham Sarvesh,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Associate"** in our **Sales & Marketing Team.** I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Bangalore & Your Fixed Remuneration would be INR 400000 (Four Lakhs only) per annum as per Annexure A + INR 3,00,000 PA [Rupees Three Lakh per annum only] as variable pay basis your performance. You would be on a Training period of 6 Months from the Actual Date of Joining and would be eligible for a Traineeship Fees of INR 22,222 per month (Rupees Twenty-Two Thousand Two Hundred and Two only) less TDS as per Income Tax Rule. Your Take Home Traineeship Fees would be INR 20,000 (Rupees Twenty Thousand only).**

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.

We are looking forward your date of joining on **04 March 2019**. A wonderful experience awaits you here that's a promise!

Cheers!

Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

253

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	33333	400000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**31533**	**378396**
Salary Break Up			
A1.	Basic Salary	15767	189204
A2.	House Rent Allowance	6307	75684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1419	17028
	(A) Sub Total (A1+A2+A3+A4+A5)	**23493**	**281916**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	0	0
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	0	0
B5.	Leave Travel Allowance	0	0
B6.	Special Allowance	8040	96480
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**8040**	**96480**
	Sub Total (A)+(B)	**31533**	**378396**
Deductions			
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	354396
	***Estimated Take Home [(A)+(B)-(C)]**	**29533**	**354396**

* TDS applicable as per Income Tax Rule

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu

01 March 2019

Dear Ankita,

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Associate"** in our Sales & **Marketing Team.** I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in Bangalore & **Your Fixed Remuneration would be INR 400003 (Four Lakhs only) per annum as per Annexure A + INR 3,00,000 PA [Rupees Three Lakh per annum only] as variable pay basis your performance. You would be on a Training period of 6 Months from the Actual Date of Joining and would be eligible for a Traineeship Fees of INR 22,222 per month (Rupees Twenty-Two Thousand Two Hundred and Two only) less TDS as per Income Tax Rule. Your Take Home Traineeship Fees would be INR 20,000 (Rupees Twenty Thousand only).**

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both

We are looking forward your date of joining on **04 March 2019**. A wonderful experience awaits you here, that's a promise!

254/255

Cheers!

Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

Vedantu Innovations Pvt. Ltd.
#1081,2nd, 3rd & 4th Floor, 14th Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102
www.vedantu.com

Vedantu

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	33333	400000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**31533**	**378396**
	Salary Break Up		
A1.	Basic Salary	15767	189204
A2.	House Rent Allowance	6307	75684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1419	17028
	(A) Sub Total (A1+A2+A3+A4+A5)	**23493**	**281916**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	0	0
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	0	0
B5.	Leave Travel Allowance	0	0
B6.	Special Allowance	8040	96480
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**8040**	**96480**
	Sub Total (A)+(B)	**31533**	**378396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	**2000**	**354396**
	***Estimated Take Home [(A)+(B)-(C)]**	**29533**	**354396**

* TDS applicable as per Income Tax Rule

Vedantu Innovations Pvt. Ltd.
#1081,2nd, 3rd & 4th Floor, 14th Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102
www.vedantu.com

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	33333	400000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**31533**	**378396**
	Salary Break Up		
A1.	Basic Salary	15767	189204
A2.	House Rent Allowance	6307	75684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1419	17028
	(A) Sub Total (A1+A2+A3+A4+A5)	**23493**	**281916**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	0	0
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	0	0
B5.	Leave Travel Allowance	0	0
B6.	Special Allowance	8040	96480
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**8040**	**96480**
	Sub Total (A)+(B)	**31533**	**378396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	354396
	***Estimated Take Home [(A)+(B)-(C)]**	**29533**	**354396**

* TDS applicable as per Income Tax Rule

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

01 March 2019

Dear **Shridhar Keshav Hegde,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Asscciate"** in our **Sales & Marketing Team.** I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Bangalore & Your Fixed Remuneration would be INR 400000 (Four Lakhs only) per annum as per Annexure A + INR 3,00,000 PA [Rupees Three Lakh per annum only] as variable pay basis your performance. You would be on a Training period of 6 Months from the Actual Date of Joining and would be eligible for a Traineeship Fees of INR 22,222 per month (Rupees Twenty-Two Thousand Two Hundred and Two only) less TDS as per Income Tax Rule. Your Take Home Traineeship Fees would be INR 20,000 (Rupees Twenty Thousand only).**

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.

We are looking forward your date of joining on **04 March 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!

Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	33333	400000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**31533**	**378396**
	Salary Break Up		
A1.	Basic Salary	15767	189204
A2.	House Rent Allowance	6307	75684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1419	17028
	(A) Sub Total (A1+A2+A3+A4+A5)	**23493**	**281916**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	0	0
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	0	0
B5.	Leave Travel Allowance	0	0
B6.	Special Allowance	8040	96480
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**8040**	**96480**
	Sub Total (A)+(B)	**31533**	**378396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	354396
	***Estimated Take Home [(A)+(B)-(C)]**	**29533**	**354396**

* TDS applicable as per Income Tax Rule

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

01 March 2019

Declined

Dear **Rajath G Moodithaya,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Associate"** in our **Sales & Marketing Team.** I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Bangalore & Your Fixed Remuneration would be INR 400000 (Four Lakhs only) per annum as per Annexure A + INR 3,00,000 PA [Rupees Three Lakh per annum only] as variable pay basis your performance. You would be on a Training period of 6 Months from the Actual Date of Joining and would be eligible for a Traineeship Fees of INR 22,222 per month (Rupees Twenty-Two Thousand Two Hundred and Two only) less TDS as per Income Tax Rule. Your Take Home Traineeship Fees would be INR 20,000 (Rupees Twenty Thousand only).**

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.

We are looking forward your date of joining on **04 March 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!

Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	33333	400000
2	Employer's Contribution to Provident Fund	1800	21600
3	Emplcyer's Contribution to ESIC	0	0
	NET CTC	**31533**	**378396**
	Salary Break Up		
A1.	Basic Salary	15767	189204
A2.	House Rent Allowance	6307	75684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1413	17028
	(A) Sub Total (A1+A2+A3+A4+A5)	**23493**	**281916**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	0	0
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	0	0
B5.	Leave Travel Allowance	0	0
B6.	Special Allowance	8040	96480
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**8040**	**96480**
	Sub Total (A)+(B)	**31533**	**378396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	354396
	***Estimated Take Home [(A)+(B)-(C)]**	**29533**	**354396**

* TDS applicable as per Income Tax Rule

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

01 March 2019

Dear **Manish Giri,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Associate"** in our **Sales & Marketing Team.** I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Bangalore & Your Fixed Remuneration would be INR 400000 (Four Lakhs only) per annum as per Annexure A + INR 3,00,000 PA [Rupees Three Lakh per annum only] as variable pay basis your performance. You would be on a Training period of 6 Months from the Actual Date of Joining and would be eligible for a Traineeship Fees of INR 22,222 per month (Rupees Twenty-Two Thousand Two Hundred and Two only) less TDS as per Income Tax Rule. Your Take Home Traineeship Fees would be INR 20,000 (Rupees Twenty Thousand only).**

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.

We are looking forward your date of joining on **04 March 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!

Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

2

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	33333	400000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**31533**	**378396**
	Salary Break Up		
A1.	Basic Salary	15767	189204
A2.	House Rent Allowance	6307	75684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1419	17028
	(A) Sub Total (A1+A2+A3+A4+A5)	**23493**	**281916**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	0	0
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	0	0
B5.	Leave Travel Allowance	0	0
B6.	Special Allowance	8040	96480
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**8040**	**96480**
	Sub Total (A)+(B)	**31533**	**378396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	354396
	***Estimated Take Home [(A)+(B)-(C)]**	**29533**	**354396**

* TDS applicable as per Income Tax Rule

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

01 March 2019

Dear **Swati K,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Associate"** in our **Sales & Marketing Team.** I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Bangalore** & **Your Fixed Remuneration would be INR 400000 (Four Lakhs only) per annum as per Annexure A + INR 3,00,000 PA [Rupees Three Lakh per annum only] as variable pay basis your performance. You would be on a Training period of 6 Months from the Actual Date of Joining and would be eligible for a Traineeship Fees of INR 22,222 per month (Rupees Twenty-Two Thousand Two Hundred and Two only) less TDS as per Income Tax Rule. Your Take Home Traineeship Fees would be INR 20,000 (Rupees Twenty Thousand only).**

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.

We are looking forward your date of joining on **04 March 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!

Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	33333	400000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**31533**	**378396**
Salary Break Up			
A1.	Basic Salary	15767	189204
A2.	House Rent Allowance	6307	75684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1419	17028
	(A) Sub Total (A1+A2+A3+A4+A5)	**23493**	**281916**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	0	0
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	0	0
B5.	Leave Travel Allowance	0	0
B6.	Special Allowance	8040	96480
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**8040**	**96480**
	Sub Total (A)+(B)	**31533**	**378396**
Deductions			
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	354396
	***Estimated Take Home [(A)+(B)-(C)]**	**29533**	**354396**

* TDS applicable as per Income Tax Rule

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

25 April 2019

Dear **Prashant Srivastava,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Academic Mentor"** in our **Academics Team.** I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Bangalore** & Your probation period would be 6 months from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.
Your fixed remuneration would be INR 550000 (Rupees Five Lakhs and Fifty Thousand only) per annum as per Annexure A.

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.

We are looking forward your date of joining on **29 April 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!

Anand Prakash Director
& Co-founder
Vedantu Innovations Pvt. Ltd.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	45833	550000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**44033**	**528396**
	Salary Break Up		
A1.	Basic Salary	22017	264204
A2.	House Rent Allowance	8807	105684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1982	23784
	(A) Sub Total (A1+A2+A3+A4+A5)	**32806**	**393672**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	2750	33000
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	2245	26940
B5.	Leave Travel Allowance	3368	40416
B6.	Special Allowance	2864	34368
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**11227**	**134724**
	Sub Total (A)+(B)	**44033**	**528396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	504396
	***Estimated Take Home [(A)+(B)-(C)]**	**42033**	**504396**

* TDS applicable as per Income Tax Rule

Vedantu
YOUR PERSONAL TEACHER ONLINE

25 April 2019

Dear **Aman,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Academic Mentor"** in our **Academics Team.** I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Bangalore** & Your probation period would be 6 months from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.
Your fixed remuneration would be INR 550000 (Rupees Five Lakhs and Fifty Thousand only) per annum as per Annexure A.

On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.

We are looking forward your date of joining on **29 April 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!

Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Vedantu
YOUR PERSONAL TEACHER ONLINE

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	45833	550000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**44033**	**528396**
	Salary Break Up		
A1.	Basic Salary	22017	264204
A2.	House Rent Allowance	8807	105684
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1982	23784
	(A) Sub Total (A1+A2+A3+A4+A5)	**32806**	**393672**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	2750	33000
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	2245	26940
B5.	Leave Travel Allowance	3368	40416
B6.	Special Allowance	2864	34368
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**11227**	**134724**
	Sub Total (A)+(B)	**44033**	**528396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	504396
	***Estimated Take Home [(A)+(B)-(C)]**	**42033**	**504396**

* TDS applicable as per Income Tax Rule

LETTER OF OFFER

ORIGINAL

C T L CINIF TECHNOLOGIES LIMITED	DATE: 09/OCT/2018 BATCH: 2019 09 OCT 2018	FROM: CINIF TECHNOLOGIES LIMITED REGISTERED UNDER MINISTRY OF CORPORATE AFFAIRS, (GOVERNMENT OF INDIA) HEAD OFFICE: CTL PLOT NO – 14, OPP – INFOSYS IT PARK CHANDIGARH 160101 UT INDIA. CIN: U72100CH2014PLC035062	2018-19 222

TO:	SUBJECT:	DATE & SERIAL:	CONCERN DEPARTMENT:
CHANDAN KUMAR FATHER NAME: RAM ISHWAR SAH	LETTER OF OFFER & ACCEPTANCE	2018 – 2019 / 222 09/OCT/2018	HUMAN RESOURCES DEPARTMENT +91 172 4067575, +91 9888454590

[redacted],

Thank you for exploring career opportunities with CINIF Technologies Limited (CTL). 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 Graduate Trainee Engineer – Telecom. Your gross stipend for Probation period as per JD will be 10,000/- INR per month + TA (Onsite as per actuals) as per the terms & conditions set out herein. The gross stipend mentioned above is inclusive of the Variable allowance becoming effective upon successful completion of the Initial Training Programme.

- You will be on probation of 6 months from the date of joining. If considered necessary (As per Your Performance Report), the period of probation may be extended up to 3 months only by the management at its sole discretion without assigning any cause or reason. During the period of probation, your services can be terminated with or without reason. Furthermore, refusal to work at an allotted site/location or unauthorized absenteeism for more than 3 days can lead to your termination without any notice.
- If the Candidate Resigns before Completion of the training period due to any reason, the full amount of bond will be forfeited by the Company.
- The liability of the company for the employee in all respects shall start from the date of joining i.e. the date of certification of employee from the HR and concerned department after training period.
- Salary Revisions and increment are subject to the performance of the candidate as per assigned project by Senior from Concerned department.
- As per norms, 30 days are required as an intimation period before leaving the Company, if not, company can hold or fine the current month's salary.
- The Salary details are CTC as per in Annexure – A. All deductions are required by the law of the land (India & States) shall be deductible from the mentioned CTC. The assigned goals are mandatory to fulfill for the justification of per month remuneration from the company.
- In case of upward revision in salary structure by the Government of India, same shall be implemented by the company as per directive from the Government of India.
- You are required to join your training on or before 02 JUL 2019, 10:30 AM at Chandigarh Head Office. Or at such date, time and place may be further informed to you by the company at your submitted contact details. In case of your inability to join by the given date this offer shall stand cancelled. Please submit two self attested copy of following original documents for our verification and official records:
  - A. Photocopies of academic & professional qualifications and matriculation certificates along with original.
  - B. Laptop & Data Card (Mandatory)
- During training period of 30 days, no stipend and other benefits of company will be provided except T.A.
- After non-payable training stipend of 10,000 INR per month (deduction of Govt. taxes as applicable as per Annexure -A) will be provided to you.
- You have to sign a bond for 18 months (Agreement as applicable from the Training Period) with company and other Formalities of joining on the day of Induction as per terms & conditions.
- Your work location will be PAN INDIA. (WHERE PROJECTS ARE RUNNING UNDER EXPERT TEAMS).
- Training period is Non-payable as described earlier in your LOI/Offer Letter issued by Company.
- There will be 24*7 working shifts as per requirement of company.
- Bond (Agreement) duration will be 1.5 years or 18 months i.e. the amount of bond is refundable after completion of 1.5 Years.
- Employee will be bound to complete their task assigned by senior / concern department of the company from time to time, if He / She fails to complete given tasks, then company has right to hold / forfeit their salary as well as levy for non-performance.
- If due to any reason He / She is not able to join or He / She resigns / absconds from the company or vice versa before above said period, the total sum of their security will become forfeit or non-refundable to candidate. Moreover, any Unofficial activity by Candidate (Theft of Data or Tools, shall enforce to the company to take any legal actions against them.

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: 18/08/2018

Ref:2018/WEBHRD/C21

Mr. Ganesh Rao

No. 33 B, 1st Main, 2nd Cross

Malleshwaram

Bangalore - 560003

Dear Ganesh Rao,

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 30/08/2018
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

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU

Principal
Sahyadri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
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.

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
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.

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
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 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 30/08/2018, this letter of appointment will become null and void and will stand cancelled.

I hereby confirm my joining on 30/08/2018.

Accepted_____

Manobhu™

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

ANNEXURE

NAME	Ganesh Rao	
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 oppurtunity to earn a maximum performance pay based on your and company performance.*

Mean payment 31000 *Max Payment 52000*

ANY COMMITMENT MADE OTHER THAN THE ABOVE WILL BE VALID ONLY IF GIVEN IN WRITING BY THE UNDERSIGNED

MURALI MANOHAR V
MANAGING DIRECTOR

GANESH RAO
I Accept

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

Date: 18/08/2018

Ref:2018/WEBHRD/022

Mr. Prajwal SR

No. 1405, GM Dafodills, 2nd Cross

Hesargatta Main Road

Bangalore – 560073

Dear Prajwal SR,

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 30/08/2018
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 ceputation, 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

MANOBHU TECHNOLOGY PVT. LTD.

Principal
Sapthagiri College of Engineering
Hesaraghatta Main Road

INVENTING VALUE NODES

Manobhu™

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
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 a consideration or not.

Manobhu™

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
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.

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
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 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 30/08/2018, this letter of appointment will become null and void and will stand cancelled.

I hereby confirm my joining on 30/08/2018.

Accepted_____

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

ANNEXURE

NAME	PRAJWAL SR	
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 31000 *Max Payment 62000*

ANY COMMITMENT MADE OTHER THAN THE ABOVE WILL BE VALID ONLY IF GIVEN IN WRITING BY THE UNDERSIGNED

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU

MURALI MANOHAR V
MANAGING DIRECTOR

PRAJWAL SR
I Accept

MANOBHU TECHNOLOGY PVT. LTD
No.810, SriVari Nilaya
17th E Main Road
5th Block Rajajinagar
Bengaluru -560010
www.manobhu.com

Date: 18/08/2018

Ref:2013/WEBHRD/023

Mr. Vikas Kumar Singh

Boys Hostel, Sapthagiri College of Engineering

Hesargatta Main Road

Bangalore – 560073

Dear Vikas Kumar Singh,

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 30/08/2018
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 recuirements 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

MANOBHU TECHNOLOGY PVT LTD

Principal
Sapthagiri College of Engineering

Manobhu™

MANOBHU TECHNOLOGY PVT. LTD
No.810, SriVari Nilaya
17th E Main Road
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 individua /firm/institute/body corporate, etc. whether for any consideration or not.

MANOBHU TECHNOLOGY PVT. LTD
No.810, SriVari Nilaya
17th E Main Road
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.

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU

MANOBHU TECHNOLOGY PVT. LTD
No.810, SriVari Nilaya,
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 toker 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 30/08/2018, this letter of appointment will become null and void and will stand cancelled.

I hereby confirm my joining on 30/08/2018.

Accepted_____

INVENTING VALUE NODES™

Manobhu™

MANOBHU TECHNOLOGY PVT. LTD
No.810, SriVari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

ANNEXURE

NAME	VIKAS KUMAR SINGH	
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 oppurtunity 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

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU

MURALI MANOHAR V
MANAGING DIRECTOR

VIKAS KUMAR SINGH
I Accept

ACCORD
Inspired to be innovative

Mr. Kiran R
S/o. Ramanna K
H.No 21/11, 3rd Cross,
Ganesha block, Nandini Layout,
Bengaluru - 560096

Sub: Employment offer

Dear Mr. Kiran:

We are happy to inform you that you are selected for a job in our company. We offer you employment once you successfully complete your course.

We are pleased to offer you the position of **"Engineer Trainee"** in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of **Rs.30000/-** (CTC Thirty Thousand only) and it will be credited to respective Bank salary account.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on the basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The Company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on Company work both, local and outstation, for which you will be paid travel expenses as per the Company policy.

Upon successful completion of your course, please intimate us in writing. We will process your appointment thereafter.

Your actual date of commencement of work will be informed through email at the relevant time. You will be given a detailed appointment letter upon your joining.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Accord Global Technology Solutions Pvt. Ltd
No. 37, K R Colony, Domlur Layout, Bangalore - 560071, INDIA. Phone: +91 80 25350105, Fax: +91-80-25352723
www.accord-soft.com
Corporate Identity Number: U74999KA2016PTC093101

ACCORD
Inspired to be innovative

This offer stands valid till December 31, 2019 unless extended by Accord in future communication.

As per your record produced to us, your date of birth is January 01, 1998

We welcome you to Accord Global Technology Solutions Private Limited Family and Look forward to have a long and fruitful association.

Please note: Our further communication will be through email only.

Kindly confirm your acceptance by signing and returning a copy of this letter.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Raghavendra K S
Group Manager - HR

November 22, 2018.

Acceptance:

I Mr. KIRAN.R accept the terms and conditions of this offer and will be joining your company on receipt of intimation from Accord, regarding the date of joining.

Signature: _____ Date: 05-12-2018

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Accord Global Technology Solutions Pvt. Ltd.
No. 37, K R Colony, Domlur Layout, Bangalore - 560071, INDIA. Phone +91-80-25350105, Fax: +91-80-2 [illegible]
www.accord-soft.com
Corporate Identity Number: U72999KA2016PTC093101

Haygot Services Private Limited
a Toppr Technologies Pvt. Ltd. subsidiary company
CIN No: U74999TG2018PTC125856

Plot no 61, Kavuri Hills Phase 1, Kavuri Hills,
Jubilee Hills, Hyderabad, Telangana - 500033.

Offer Letter for Internship

Date: 29th July 2019

To Soundarya ,

Toppr Technologies Private Limited ("Company") is delighted to offer you an internship on the following terms:

1. **Position and Date of joining:**
   The Company welcomes you on-board as a Marketing Intern with effect from 29th July 2019 till **29th September 2019.**

2. **Reporting and Employment Location:**
   You will report to **Mahesh.D –General Manager Bengluru**

3. **Company policies:**
   You shall be bound by any and all policies and procedures of the Company, which may change from time to time. The management of the Company reserves the right to amend the policies and procedures of the Company.

4. **Compensation:**
   The stipend will be INR 15,000 per month (fixed) plus incentives.

5. **Laptop Policy:**
   We have a BYOD (Bring your own device) policy as per which you will be required to carry your own laptop. The Company shall pay you Rs. 800 per month as laptop reimbursement charges

We hope that you find the above mentioned terms acceptable. Kindly indicate your agreement with these terms and accept this offer, by signing and dating the duplicate original of this letter and returning them to the Company.

You will get reimbursement towards work mobile bill as per the company policy.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Sincerely,
On behalf of **Toppr Technologies Private Limited**

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Binayak Biyani
AGM-Human Resources
Date: 29th July 2019

I have read and hereby accept this letter and terms thereof:

Soundarya.M

Date - 29/7/2019

Scanned by CamScanner

Haygot Services Private Limited
a Toppr Technologies Pvt. Ltd. subsidiary company
CIN No: U74999TG2018PTC125856

Flot no 61, Kavuri Hills Phase 1, Kavuri Hills,
Jubilee Hills, Hyderabad, Telangana – 500033.

Offer Letter for Internship

Date: 29th July 2019

To Soundarya ,

Toppr Technologies Private Limited ("Company") is delighted to offer you an Internship on the following terms:

1. **Position and Date of Joining:**
   The Company welcomes you on-board as a **Marketing Intern** with effect from **29th July 2019 till 29th September 2019.**

2. **Reporting and Employment Location:**
   You will report to **Mahesh.D –General Manager Bengluru**

3. **Company policies:**
   You shall be bound by any and all policies and procedures of the Company, which may change from time to time. The management of the Company reserves the right to amend the policies and procedures of the Company.

4. **Compensation:**
   The stipend will be INR 15,000 per month (fixed) plus incentives.

5. **Laptop Policy:**
   We have a BYOD (Bring your own device) policy as per which you will be required to carry your own laptop. The Company shall pay you Rs. 800 per month as laptop reimbursement charges

   We hope that you find the above mentioned terms acceptable. Kindly indicate your agreement with these terms and accept this offer, by signing and dating the duplicate original of this letter and returning them to the Company.

   You will get reimbursement towards work mobile bill as per the company policy.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Sincerely,
On behalf of **Toppr Technologies Private Limited**

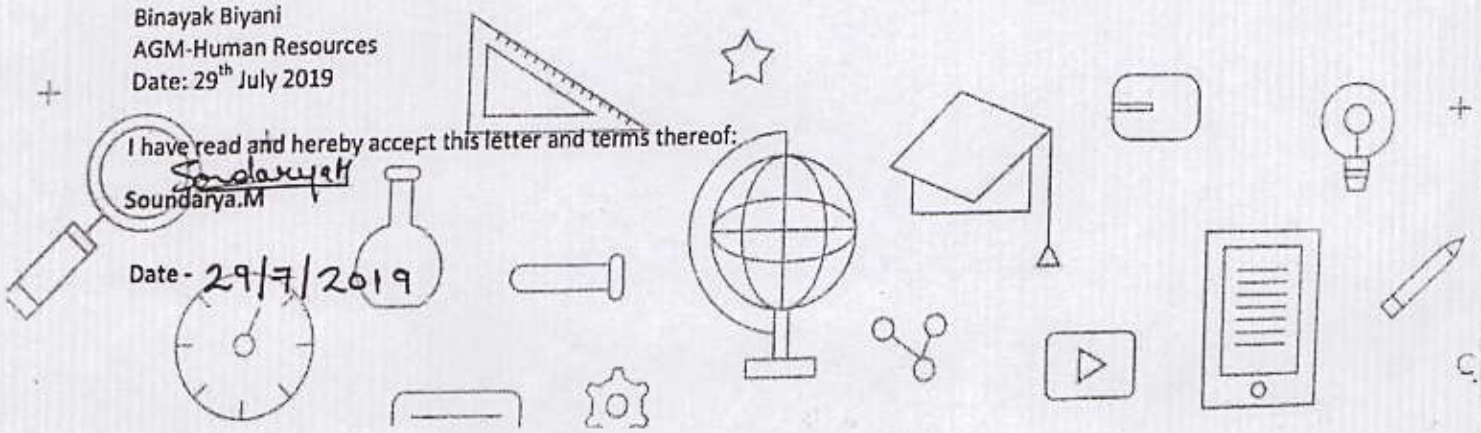
281

Binayak Biyani
AGM-Human Resources
Date: 29th July 2019

I have read and hereby accept this letter and terms thereof:

Soundarya.M

Date - 29/7/2019



Scanned by CamScanner

ENDURANCE
International Group

Annexure I

Compensation & Benefits Package

Designation: Hosting Product Specialist

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**25,000**	**3,00,000**	
Basic	15,200	1,82,400	*Fully Taxable*
HRA	1,520	18,240	*Exempted from tax as per the Income Tax Rules*
Special Allowance	4,456	53,472	*Fully Taxable*
Flexible Pay	2,000	24,000	*Includes Meal Vouchers, Communication, Books and Periodicals, Fu expenses, Vehicle Maintenance, and Driver's Salary. These components a optional and fully exempted from tax, subject to Submission of bills.*
Provident Fund	1,824	21,888	*12% of the basic (employer's contribution). An equivalent amount will b deducted from your monthly salary in lieu of your contribution towar Provident Fund. (This is an optional benefit)*
[A] Compensation	**25,000**	**3,00,000**	*Sum of Fixed and Variable pay.*
[B] Benefits & Retirals		**14,133**	
Medical Insurance		4,535	*Sum insured INR 3,00,000 provides coverage to you and your dependents i. spouse + 2 children. This benefit can also be extended to include dependen parents on an optional basis*
Life Insurance		825	*Sum insured 4X the annual compensation*
Gratuity		8,773	*Eligibility is as per the Gratuity Act*
Total Package (A+B)		**3,14,133**	

For Directi Web Technology Pvt. Ltd.,

LAVITA BHAGWAN NATHANI

Digitally signed by LAVITA BHAGWAN NATHANI
Date: 2019.03.04 18:58:18 +05'30'

Principal
Sapthagiri College of Engineering
#14,5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Lavita Nathani
Senior Director – Human Resource

Mukul Gaur

ENDURANCE
International Group

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Annexure – II

Benefits @ Endurance

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:



HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium

Life Insurance

Endurance provides all its employees a life insurance cover for up to 4X of their annual compensation. This policy also covers various other critical illnesses.

Employee Accident Cover

The Personal Accident Insurance provides insurance coverage of INR 5,00,000 in the event of accidental death due to unfortunate incidents arising during employment with Endurance.

ENDURANCE
International Group

LEARNING NEVER STOPS

At Endurance, we believe that constant up-skilling and learning define our success path. We give you a chance to further your knowledge enhancement through programs specifically designed to encourage learning.



Education/ Certification Sponsorships

This program provides our employees with an opportunity to learn new technologies/ take up certifications which are relevant for their role, personal and professional growth. The company will sponsor all or part of specific courses, exams, tests and certifications and you can add to the list of courses too!

Library

An in-house library includes provisions for the latest books in hardcopies or on Kindles. Employees can borrow books, suggest new books to add to the library, have them buy you a personal copy as well.

Free Internet

Employees at Endurance have access to free internet based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

ENDURANCE
International Group

WELLNESS & NUTRITION

Endurance goes that extra mile in providing wellness and nutrition benefits to you.

Employee Assistance Program

Juggling the demands of career and personal life can be stressful and challenging but don't worry! Our EAP services provide free, confidential, short-term counseling/ legal aid/ taxation advice. This benefit is also extended to immediate family members.



Gym

For our employees in Mumbai we have state of the art on-site gym at subsided prices while at our Bangalore office, we provide a free in-house gym to go one step closer to being fit and healthy.

Corporate Sports Events

At Endurance it's not just all about work! We encourage our employees to take part in inter-corporate sports programs whether it be – cricket, football, TT, Chess, Carrom!

Food & Snacks

Our offices have diverse food solutions to satisfy that hunger pang! We provide mouthwatering and healthy food at subsidized costs in our office. We also have a dedicated fresh juice counter chaat counter fresh fruits and a well-stocked pantry with quick bites available to ensure you are never left looking for something to nibble on. We have an in-house tea and coffee counter We also provide a host of snacks and beverages free of cost.

Wellness @ Work Programs

This program focuses on building awareness among the employees on various illnesses as well as promotion of healthy lifestyle through programs, talks and workshops.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

5

ENDURANCE
International Group

COMPENSATION-RELATED BENEFITS



Attractive Interest Free Loans

We provide interest-free loans to employees based on eligibility. You may avail of these loans for any of the following purposes:

- House Deposit for rent
- Purchase of an asset
- Bridge-loan for new home purchase
- Marriage expenses
- School Deposits for children

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesraghatta Main Road
Bengaluru - 560 057

ENDURANCE
International Group

WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.



Flexi-Leave

All our employees can avail of 38 days of leave (Inclusive of Public Holidays) that can be used at any time for any occasion. Other categories of leave include Paternity leave up to 10 days and Maternity leave which is provided in accordance with the provisions of the Maternity Benefit act, 1961.

Flexi-Timings

Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

ENDURANCE
International Group

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

Domain & Free Wordpress Blog

All employees are eligible for a free domain and WordPress blog. The domain registration costs will be sponsored by Endurance. This is a lifelong scheme.



Celebrations

Endurance loves to share in its employees' joyous occasions. Employees at the time of marriage and at the birth of a child can avail of gift vouchers.

Friday Night Chill Sessions and Annual Party

FNCS are the highlights for Endurance. Very simply put, we throw parties once every quarter for all our employees across the organization during which they can also showcase their talents through various events such as Fashion Show, karaoke, Dance off, 60 seconds to fame etc. Our other locations also have annual parties which are a fun way to get together with our colleagues across teams and have a blast! The stage is open for one and all!

Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time

ENDURANCE
International Group

Annexure – III

List of Documents

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (If applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

SANELEC EXCITATION SYSTEMS PVT. LTD.

SPECIALISTS IN : AVRs, DIRECT EXCITATION SYSTEMS & GRID PARALLELING CONTROLS

APPOINTMENT LETTER

Ref: **SAN /HR/APL/04/2019/2** Date: 17-April -2019

To : Mr. Ramachandra , S/O Govindaraju H K
Near Venkateshwara Theatre , Hindisgere (p)
C S Pura (Hobli) , Gubbi (Taluk)
TUMKURU- 5772213
Mobile Tel No. 3496959205, E-mail : ramachandrahg001@gmail.com

Principal
Sapthagiri College of Engin
14/5, Chikkasandra, Hesaraghatta Ma
Bengaluru - 560 057

Dear Mr. Ramachandra ,

This refers to the written test and interview you had with us at our office on 02-April-2019.

We are pleased to appoint you as Engineer in Sanelec Excitation Systems Pvt Ltd, herein after referred to as " company" you will be working with. Your appointment is on the terms and conditions mentioned below.

Please note that the employment terms contained in this appointment letter are subject to the company policy, which are presently in force or introduced / amended from time to time.

1.0 **DESIGNATION : Engineer - QA**

2.0 **DATE OF APPOINTMENT**

Your date of appointment is effective from the date of joining i.e, 15 -July -2019. You will be under probation for 6 Month (3month training + 3month on job performance review) and confirmation letter will issued after reviewing your performance.

3.0 **JOB PROFILE & RESPONSIBILITIES:**

Sanelec as a company, believes that employees are the major building blocks of this organization and YOU are an important person to the organization who reflects the professional competence of the company to the external world. You are required to interact with the client (existing or potential or internal) to the clients' satisfaction with highest integrity, and for the work carried out by you. In view of your position and office, you must effectively, diligently and to the best of your ability perform all respons bilities and ensure the desired results. You will be expected to work extra hours to achieve the above whenever the job so requires.
You will be required to undertake travel on company work for which you will be reimbursed travel expenses as per the company policy applicable to you.

We, at Sanelec, are committed to ensure **"integrity and customer satisfaction through highest quality delivery"** in all aspects of its functioning. You are expected to comply with the policies of the company and it is an integral part of the terms of appointment with Sanelec. 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 from time to time.

SANELEC EXCITATION SYSTEMS PVT. LTD. B'lore-58

Post Box No. 5853, # 132, 8th Main, 3rd Phase, Peenya Industrial Area,
BANGALORE - 560 058.Ph : 080 - 28372844, 28393703, 41170447 / 448,
Fax : 080 - 28393802,
E-mail : hsr@sanelec.in
Website : www.sanelec.in

ISO 9001 BUREAU VERITAS Certification UKAS QUALITY MANAGEMENT 005

As and when it happens, the company will notify you and you will be required to comply wit the same. Consistent with this, any matter or situation or incident that could potentially resul or has resulted, in any violation of the policies, shall immediately be brought to the notice o your Head of the Department (HOD) or Human Resource Head.

4.0 SALARY :

4.1 During the first 3 months of your probation :

You will be paid a stipend of Rs 10,000/- per month during the training period, of first 3 months in your probationary period.

4.2 On completion of 3 months training, your salary will be as follows :

First year :

CTC (per year) : INR 2,16,000 (Fixed) + Additional Variable salary up to maximum INR 72,000/- , based on your performance.

Second year :

CTC (per year) : INR 2,29,500 (Fixed) + Additional Variable salary up to maximum INR 76,500/- , based on your performance.

Third year :

CTC (per year) : INR 2,41,500 (Fixed) + Additional Variable salary up to maximum INR 80,500/- , based on your performance.

Fourth year

CTC for the 4th year will be conveyed after the third year, based on the your performance.

Your salary will be reviewed periodically as per company policies. Changes in your salary ar discretionary and will be subject to and on the basis of effective performance and result during the period and other criteria. You will have to meet the company's performanc standards to become eligible for the increment.

5.0 OTHER BENEFITS:

Your working hours , holidays , and leave benefits will be , as applicable to your category o employees and location of posting.

You will be covered under company Provident Fund scheme, as per the rules and policie applicable to your category of employees. You will also be covered under a personal accider insurance policy as applicable to your category of employees.

Medical insurance cover(up-to INR.1Lakh) will be given to the candidates who are not covered under ESI.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SANELEC EXCITATION SYSTEMS PVT. LTD. B'lore-58

6.0 **PROBATION:**

You will initially be on probation for a period of 6 months. Based on your performance, you will be confirmed in writing, on successful completion of the probation period. The company reserves to itself the right to extend your probation period, if necessary. You will be continuing to be on probation until confirmed in writing. The company also reserves to itself the right to terminate your services if your performance is un-satisfactory during and after the probation.

7.0 **GROWTH POTENTIAL:**

Promotion and other forms of growth are based on your performance, rather than seniority. Your performance will be assessed by your HOD, Human resource team & functional heads, and, your growth will be purely based on your performance at Sanelec.

8.0 **EMPLOYMENT BOND** :

You will sign an Employment Bond with the company committing your services for a minimum period of 3 years as per the terms of your appointment letter.

9.0 **NOTICE PERIOD:**

9.1 During the first 3 years of service (Bond period)

In case you are leaving the services of the company within 3years Bond period , you will be liable to pay to the company an amount of Rs.1,00,000/- (Rupees One Lakh only) .

9.2 After the completion of 3 years Bond period.

You will be required to give a notice of 60 clear working days or 60 days salary in lieu there of, for resignation from the services of the company during the probation.

However, at the time of leaving, you will ensure that all your on-going activities are successfully completed, to the satisfaction of your HOD. The Managing Director reserves the right to pay or recover salary in lieu of notice period.

10.0 **NON-COMPETITOR CLAUSE :**

In case you leave your employment with Sanelec , then, for a minimum period of 2 years from the date of leaving , you will not take up employment with Sanelec's competitor or customer or any company which is directly associated with the same kind of business as that of Sanelec.

SANELEC EXCITATION SYSTEMS (P) LTD. B'lore-58

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

11.0 **TERMINATION CLAUSE:**

Sanelec Quality Policy is Total Customer Satisfaction. Since we are a manufacturing industry, this contract of employment can be terminated :

(a) Immediately by the company, in the event the company receives an adverse report about your performance or behavior and if management is convinced on that adverse report.

(b) With two months notice, when the company cannot afford to keep you in employment , owing to adverse financial conditions.

12.0 **PLACE OF WORK:**

You will initially be posted at Bangalore. However, your services are transferable to any place in the Country or abroad to any associates / sister concerns or its subsidiaries, whether existing or acquired later on, at the sole discretion of the management. You will have to travel to any part of India/ abroad on official work from time to time.

13.0 **ABANDONMENT:**

Absence from work for a continuous period of seven days (including absence from work against leave though applied for,but not granted) or when overstayed for a period of seven days after expiry of sanctioned leave, will make you lose your lien on the job and your service shall automatically come to an end without any notice or information and you would be legally entangled to comply with the clauses: 8, 9 and 10 of this appointment letter. However, this is without prejudice to the conditions of the Employment Bond.

14.0 **RETIREMENT:**

You will retire in the normal course, from the service of the company on attaining the age of superannuating, that is, on the day following your 58th birthday. However, the company at its sole discretion ,can extend your employment.

15. 0 **FULL TIME EMPLOYMENT:**

You shall during your employment with the company, devote whole time and attention to the company's business entrusted to you and shall not engage yourself directly or indirectly in any business or service, other than the company's business and service, without prior written permission of the company.

16.0 **SECRECY:**

You shall not divulge, communicate or pass any information in any form, related to any aspect of the company to anyone outside the company.

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 the company. Therefore ,please ensure that you maintain as secret and confidential ,all information and shall not use or divulge or disclose any such information except as may required under obligation of law or as may be required by Sanelec and in the course of your employment.

SANELEC EXCITATION SYSTEMS PVT. LTD. B'lore-58

IV

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Your individual remuneration is purely a matter between you and the company and arrived at on the basis of specific background and professional merit. We expect you to maintain this information and any changes in it, as personal and confidential.

17.0 PROFESSIONAL ETHICS:

Sanelec believes the total improvement and growth, which is highly committed to professional ethics. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You are expected to deal with the company's money, material and documents with utmost honesty and professional ethics. You will be required to demonstrate sincerity in your efforts in any task assigned to you by the organization.

18.0 PRESENTABILITY:

You are expected to be neatly dressed and presentable while on work. Service staffs, who are directed to wear uniforms and shockproof shoes, are required to wear the uniform and safety shoes while they are on duty.

19.0 GENERAL:

You will be governed by the company's policies on office timings, leave, travel, transfers, misconduct etc., presently in force or introduced / amended from time to time.

Kindly note that any action of yours, contrary to any of the above mentioned clauses shall render you liable for termination with immediate effect, not withstanding any other terms and conditions of this contract of employment.

You are required to engage yourself exclusively in the work assigned by Sanelec and shall not take up any independent or individual assignment (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Unit Head or MD.

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 interest of Sanelec. And it is the condition of your employment with Sanelec that you sign a Conflict of interest / non competency agreement with Sanelec which is part of the Appointment letter.

Your appointment is based on the information provided by you. If any information given by you to the company proves to be false or if you are found to have suppressed any material information, in such an event, your services will be liable for termination with immediate effect, not withstanding any other terms and conditions of our contract of employment. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered in to and which relate to your commitment under this agreement

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 positing.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SANELEC EXCITATION SYSTEMS PVT. LTD. Bidre-58

V

SANELEC

Your appointment is subject to your passing basic Medical Fitness Test by Hospital prescribed by the Company. But this does not imply directly or indirectly that any illness or health issues acquired or which might have already persisted and undetected/hidden are related to your employment. This medical fitness test is done only for the company's interests.

Please note that in case of any of conflict or doubt, please discuss the matter with your HOD and/or Human resource Head, and resolve the conflict.

Please confirm that the above terms are acceptable to you and that you accept all terms of the employment by signing a copy of this letter.

We will be proud to have you as member of our team and look forward to your growth in the organization which would in-turn contribute to Sanelec's(company) growth.

Yours sincerely

For **Sanelec Excitation Systems Pvt. Ltd.**

H. SANKARARAMAN
Managing Director

SANELEC EXCITATION SYSTEMS PVT. LTD. B'lore-58

I agree to accept employment on the terms and conditions mentioned in the above letter.

Ramachandra

Ramachandra

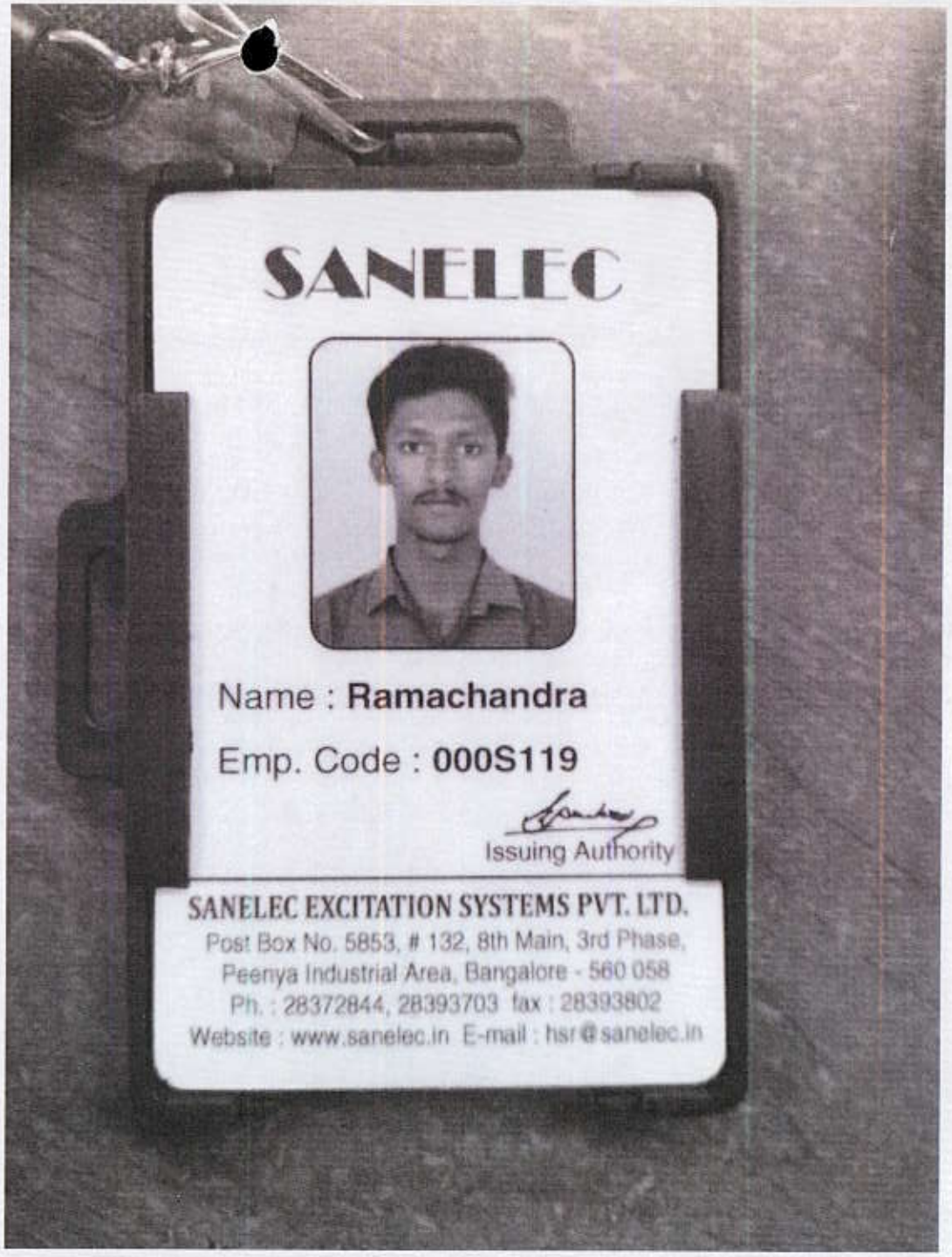
Date: 17-April-2019

Name & Signature:

SANELEC EXCITATION SYSTEMS PVT. LTD. B"ore-58

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

VI



Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560

SANELEC EXCITATION SYSTEMS PVT. LTD.

SPECIALISTS IN : AVRs. DIRECT EXCITATION SYSTEMS & GRID PARALLELING CONTROLS

APPOINTMENT LETTER

Ref: SAN /HR/APL/04/2019/1

Date: 17-April -2019

To : Mr. Varun K M
#34/35 , GRS Residency
Nelagadaranahalli , Nagasandra
BENGALURU – 560 073
Mobile Tel No. 7892322201, E-mail : gowdakmv@gmail.com

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Dear Mr. Varun K M ,

This refers to the written test and interview you had with us at our office on 02-April-2019.

We are pleased to appoint you as Engineer in Sanelec Excitation Systems Pvt Ltd, herein after referred to as ' company" you will be working with. Your appointment is on the terms and conditions mentioned below.

Please note that the employment terms contained in this appointment letter are subject to the company policy, which are presently in force or introduced / amended from time to time.

1.0 **DESIGNATION : Engineer - QA**

2.0 **DATE OF APPOINTMENT**

Your date of appointment is effective from the date of joining i.e. 15 -July -2019. You will be under probation for 6 Month (3month training + 3month on job performance review) and confirmation letter will issued after reviewing your performance.

3.0 **JOB PROFILE & RESPONSIEILITIES:**

Sanelec as a company, believes that employees are the major building blocks of this organization and YOU are an important person to the organization who reflects the professional competence of the company to the external world. You are required to interact with the client (existing or potential or internal) to the clients' satisfaction with highest integrity, and for the work carried out by you. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure the desired results. You will be expected to work extra hours to achieve the above whenever the job so requires.
You will be required to undertake travel on company work for which you will be reimbursed travel expenses as per the company policy applicable to you.

We, at Sanelec, are committed to ensure **"integrity and customer satisfaction through highest quality delivery"** in all aspects of its functioning. You are expected to comply with the policies of the company and it is an integral part of the terms of appointment with Sanelec. 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 from time to time.

Post Box No. 5853, # 132, 8th Main, 3rd Phase, Peenya Industrial Area,
BANGALORE - 560 058.Ph : 080 - 28372844, 28393703, 41170447 / 448,
Fax : 080 - 28393802,
E-mail : hsr@sanelec.in
Website : www.sanelec.in

ISO 9001
BUREAU VERITAS Certification
UKAS QUALITY MANAGEMENT
008

As and when it happens, the company will notify you and you will be required to comply with the same. Consistent with this, any matter or situation or incident that could potentially result, or has resulted, in any violation of the policies, shall immediately be brought to the notice of your Head of the Department (HOD) or Human Resource Head.

4.0 **SALARY** :

4.1 **During the first 3 months of your probation** :

You will be paid a stipend of Rs 10,000/- per month during the training period, of first 3 months in your probationary period.

4.2 **On completion of 3 months training, your salary will be as follows** :

First year :

CTC (per year) : INR 2,16,000 (Fixed) + Additional Variable salary up to maximum INR 72,000/- , based on your performance.

Second year :

CTC (per year) : INR 2,29,500 (Fixed) + Additional Variable salary up to maximum INR 76,500/- , based on your performance.

Third year :

CTC (per year) : INR 2,41,500 (Fixed) + Additional Variable salary up to maximum INR 80,500/- , based on your performance.

Fourth year :

CTC for the 4th year will be conveyed after the third year, based on the your performance.

Your salary will be reviewed periodically as per company policies. Changes in your salary are discretionary and will be subject to and on the basis of effective performance and results during the period and other criteria. You will have to meet the company's performance standards to become eligible for the increment.

5.0 **OTHER BENEFITS:**

Your working hours , holidays and leave benefits will be , as applicable to your category of employees and location of posting.

You will be covered under company Provident Fund scheme, as per the rules and policies applicable to your category of employees. You will also be covered under a personal accident insurance policy as applicable to your category of employees.

Medical insurance cover(up-to INR.1Lakh) will be given to the candidates who are not covered under ESI.

SANELEC EXCITATION SYSTEMS PVT. LTD. B'lore-58

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

6.0 **PROBATION:**

You will initially be on probation for a period of 6 months. Based on your performance, you will be confirmed in writing, on successful completion of the probation period. The company reserves to itself the right to extend your probation period, if necessary. You will be continuing to be on probation until confirmed in writing. The company also reserves to itself the right to terminate your services if your performance is un-satisfactory during and after the probation.

7.0 **GROWTH POTENTIAL:**

Promotion and other forms of growth are based on your performance, rather than seniority. Your performance will be assessed by your HOD, Human resource team & functional heads, and, your growth will be purely based on your performance at Sanelec.

8.0 **EMPLOYMENT BOND :**

You will sign an Employment Bond with the company, committing your services for a minimum period of 3 years as per the terms of your appointment letter.

9.0 **NOTICE PERIOD:**

9.1 During the first 3 years of service (Bond period)

In case you are leaving the services of the company within 3years Bond period , you will be liable to pay to the company an amount of Rs. 1,00,000/- (Rupees One Lakh only) .

9.2 After the completion of 3 years Bond period.

You will be required to give a notice of 60 clear working days or 60 days salary in lieu there of, for resignation from the services of the company during the probation.

However, at the time of leaving, you will ensure that all your on-going activities are successfully completed, to the satisfaction of your HOD. The Managing Director reserves the right to pay or recover salary in lieu of notice period.

10.0 **NON-COMPETITOR CLAUSE :**

In case you leave your emplcyment with Sanelec , then, for a minimum period of 2 years from the date of leaving , you will not take up employment with Sanelec's competitor or customer or any company which is directly associated with the same kind of business as that of Sanelec.

SANELEC EXCITATION SYSTEMS PVT. LTD. B'lore-58

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SANELEC

11.0 **TERMINATION CLAUSE:**

Sanelec Quality Policy s Total Customer Satisfaction. Since we are a manufacturing industry, this contract of employment can be terminated :

(a) Immediately by the company, in the event the company receives an adverse report about your performance or behavior and if management is convinced on that adverse report.

(b) With two months notice, when the company cannot afford to keep you in employment , owing to adverse financial conditions.

12.0 **PLACE OF WORK:**

You will initially be posted at Bangalore. However, your services are transferable to any place in the Country or abroad to any associates / sister concerns or its subsidiaries, whether existing or acquired later on, at the sole discretion of the management. You will have to travel to any part of India/ abroad on official work from time to time.

13.0 **ABANDONMENT:**

Absence from work for a continuous period of seven days (including absence from work against leave though applied for,but not granted) or when overstayed for a period of seven days after expiry of sanctioned leave, will make you lose your lien on the job and your service shall automatically come to an end without any notice or information and you would be legally entangled to comply with the clauses: 8, 9 and 10 of this appointment letter. However, this is without prejudice to the conditions of the Employment Bond.

14.0 **RETIREMENT:**

You will retire in the normal course, from the service of the company on attaining the age of superannuating, that is, on the day following your 58th birthday. However, the company at its sole discretion ,can extend your employment.

15. 0 **FULL TIME EMPLOYMENT:**

You shall during your employment with the company, devote whole time and attention to the company's business entrusted to you and shall not engage yourself directly or indirectly in any business or service, other than the company's business and service, without prior written permission of the company.

16.0 **SECRECY:**

You shall not divulge, communicate or pass any information in any form, related to any aspect of the company to anyone outside the company.

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 the company. Therefore ,please ensure that you maintain as secret and confidential ,all information and shall not use or divulge or disclose any such information except as may required under obligation of law or as may be required by Sanelec and in the course of your employment.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SANELEC EXCITATION SYSTEMS PVT. LTD. B'lore-58 IV

Your individual remuneration is purely a matter between you and the company and arrived at on the basis of specific background and professional merit. We expect you to maintain this information and any changes in it, as personal and confidential.

17.0 **PROFESSIONAL ETHICS:**

Sanelec believes the total improvement and growth, which is highly committed to professional ethics. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You are expected to deal with the company's money, material and documents with utmost honesty and professional ethics. You will be required to demonstrate sincerity in your efforts in any task assigned to you by the organization.

18.0 **PRESENTABILITY:**

You are expected to be neatly dressed and presentable while on work. Service staffs, who are directed to wear uniforms and shockproof shoes, are required to wear the uniform and safety shoes while they are on duty.

19.0 **GENERAL:**

You will be governed by the company's policies on office timings, leave, travel, transfers, misconduct etc., presently in force or introduced / amended from time to time.

Kindly note that any action of yours, contrary to any of the above mentioned clauses shall render you liable for termination with immediate effect, not withstanding any other terms and conditions of this contract of employment.

You are required to engage yourself exclusively in the work assigned by Sanelec and shall not take up any independent or individual assignment (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Unit Head or MD.

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 interest of Sanelec. And it is the condition of your employment with Sanelec that you sign a Conflict of interest / non competency agreement with Sanelec which is part of the Appointment letter.

Your appointment is based on the information provided by you. If any information given by you to the company proves to be false or if you are found to have suppressed any material information, in such an event, your services will be liable for termination with immediate effect, not withstanding any other terms and conditions of our contract of employment. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered in to and which relate to your commitment under this agreement.

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 positing.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SANELEC EXCITATION SYSTEMS PVT. LTD. B'lore-58

SANELEC

6

Your appointment is subject to your passing basic Medical Fitness Test by Hospital prescribed by the Company. But this does not imply directly or indirectly that any illness or health issues acquired or which might have already persisted and undetected/hidden are related to your employment. This medical fitness test is done only for the company's interests.

Please note that in case of any of conflict or doubt, please discuss the matter with your HOD and/or Human resource Head, and resolve the conflict.

Please confirm that the above terms are acceptable to you and that you accept all terms of the employment by signing a copy of this letter.

We will be proud to have you as member of our team and look forward to your growth in the organization which would in-turn contribute to Sanelec's(company) growth.

Yours sincerely

For **Sanelec Excitation Systems Pvt. Ltd.**

H. SANKARARAMAN
Managing Director

SANELEC EXCITATION SYSTEMS PVT. LTD. B'lore-58

I agree to accept employment on the terms and conditions mentioned in the above letter.

VARUN K M

Varun

Name & Signature:

Date: 17-April-2019

SANELEC EXCITATION SYSTEMS PVT. LTD. B'lore-58

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Power Research & Development Consultants Pvt. Ltd.

5, 11th Cross, 2nd Stage, WOC Road, Bengaluru - 560 086, INDIA.
Email: info@prdcinfotech.com | Tel +91-80-4245 5555 / 6715 6100 | Fax +91-80-23192210

CIN - U72200KA1994PTC015487

P R D C²

विज्ञानेन जातानि जीवन्ति

Ref: PRDC/OFFER/2019-20

Date: 10th June, 2019

Dear Pawan Kumar D

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. 3, 20, 000 (Rupees Three lakhs and Twenty Thousand only).
2) Your reporting date will be informed by 2nd week of July 2019.
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 jcining:

   - ✓ 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

I agree

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Scanned by CamScanner

Power Research & Development Consultants Pvt. Ltd.

P R D C®

विज्ञानेन जातानि जीवन्ति



PAWAN KUMAR D.

823

O+ve

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Rd,
Bangaluru - 560 057

5, 11th Cross, 2nd Stage,
West of Chord Road, Bang[illegible]

Power Research & Development Consultants Pvt. Ltd.
5, 11th Cross, 2nd Stage, WOC Road, Bengaluru - 560 086, INDIA.
Email: info@prdcinfotech.com | Tel +91-80-4245 5555 / 6715 6100 | Fax +91-80-23192210
CIN - U72200KA1994PTC015487

P R D C
विज्ञानेन जायते जीवनम्

2

Ref: PRDC/APL/ 823 /2019-20
Date: 1st August 2019

Dear Pawan Kumar D

Sub: Employment Appointment Letter

With reference to the discussions and interview we had, we are pleased to inform you that we are glad at your results and hence this appointment is being made.

We welcome you to the progressive and vibrant technical community of PRDC. Your selection means, you have stepped the right stone on your crucial career path.

Congratulations!

Following is the information about your appointment

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Appointed as	Engineer
Appointment Type	Permanent Employee
Probationary Period	12 Months
Work Location	Bangalore Office
Work Phone	(080) 4245 5555 / 23192168 Fax 23192210
Special Conditions of Appointment	a) Must be able to travel to any part of the country or abroad within short notice period b) You will serve the company for not less than 30 months c) You will execute bond for the same d) In case of breach of contract, liquidated damages as mentioned in the Associate Bond is to be paid.
Bank Account	Canara Bank
Your Annual Cost To Company	Rs. 3, 20, 000 (Rupees Three lakhs and Twenty Thousand only)

I agree

Power Research & Development Consultants Pvt. Ltd.
5 , 11th Cross, 2nd Stage, WOC Road, Bangaluru - 560 086. INDIA.
Email: info@prdcinfotech.com Tel +91-80-4245 5555 / 6715 6100 | Fax +91-80-23192210
CIN - U72200KA1994PTC015487

Ref: PRDC/2019-20/7050
Date: 15th July 2019

To,

Dear Manish Manjunath,

We are pleased to appoint you as **Junior Engineer, Software** on contract with us from 15th July 2019 with the follow ng terms a nd conditions.

Appointed as	Junior Engineer
Appointment Type	Trainee / ✓ Contract /Permanent Employee
Contract Period	12 Months
Work Location	Bangalore
Work Phone	(080) 4245 5555 / 23192159/23192168 and Fax 4245 5556
Special Conditions of Appointment	a) Must be able to travel to any part of the country within short notice period. b) You will give us a commitment of working with us for 12 months, from the date of joining, based on the project requirement contract period can be extended c) You should contribute 8 hours of work on daily basis from Monday to Saturday c) You are eligible for 1 leave per month and the leave information should be informed to the Manager to whom you are reporting to, in prior. e) Contract terms can be revoked by the Employee / Employer with one (1) month notice.
Bank Account	Canara Bank
Annual remuneration	**Rs. 2,00,000 (Rupees Two Lakhs only)**

With Regards,
for **Power Research & Development Consultants (P). Ltd,**

Mamatha Nagaraja
Director, Human Resources

I agree

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Scanned by CamScanner

Power Research & Development Consultants Pvt. Ltd.

3, 11th Cross, 2nd Stage, West of Chord Road, Bangalore - 560 086, INDIA.
Email: info@prdcinfotech.com | Tel +91-80-4245 5555 / 6715 6100 Fax +91-80-23192210

CIN - U72200KA1994PTC015487

P R D C

विज्ञानेन जायते जीवनि

Ref: PRDC/OFFER/2019-20
Date: 25th October 2019

Dear Manohara S

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 offer you the position of **Junior Engineer, Software** on **contract for 12 months, Bangalore location** on the following terms and conditions.

1. It has been decided to offer you the Annual **CTC of Rs. 2, 00, 000** (Rupees Two lakhs only). The detailed compensation stack is attached with this letter.
2. Necessary statutory deductions are applicable from the above mentioned amount.
3. **Your joining date will be on Monday, 4th November 2019.**
4. You will give us a commitment of working with us for 12 months, from the date of joining.
5. You will work for **6 days in a week** and a **minimum of 8 hours in a day** or as instructed.
6. The above mentioned role incurs travel and necessary trainings and instructions will be provided.
7. In order to comply with the company's Policy and Procedure, 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)
   - ✓ Relieving letters from current / previous companies (if any)
   - ✓ Your current PF/ESI account detail and related documents (if any)
   - ✓ 2 Professional referrals (your college lecturers / Department Heads)
   - ✓ 6 Passport size photos

Based on your performance and our project requirements, your contract with our Organization may be extended.

With Regards,
for Power Research & Development Consultants Pvt. Ltd.

Mamatha Nagaraja
Director, Human Resources

Manohara
I agree

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

USHA ARMOUR Pvt. Ltd.

20/05/2019

Ms. Pavitra
D/O, Shivaraj C,
Basaveshwara Street, Gandhi Chowk,
Main Road, Devadurga,
Raichur-584111
Bangalor Karnataka

Sub: Offer Letter for the Post of Business Development Executive

Dear Pavithra,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,22,386 (Rupees Two Lakh Twenty Two Thousand Three Hundred Eighty Six Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period Based on performance, there will be a salary hike.

Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd

Authorized signatory

Accepted

(Payithra)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

288

USHA ARMOUR Pvt. Ltd.

20/05/2019

Ms. Kavyashree N
D/O, Nagarajaiah B,
NO.493, 1st Main 6th Cross,
Jaimaruthinagar,
Bangalore Karnataka-560096

Sub: Offer Letter for the Post of Business Development Executive

Dear Kavyashree,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,22,386 (Rupees Two Lakh Twenty Two Thousand Three Hundred Eighty Six Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.

Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or Please note that you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Accepted

Kavyashree N

Authorized signatory

(Kavyashree)

USHA ARMOUR Pvt. Ltd.

16/05/2019

Ms. Sushma N
D/O, Naraeimhamurthy N,
#47 Reddykatte MS Layout,
Nagarandra
Bangalore, Karnataka

Sub: Offer Letter for the Post of Business Development Executive

Dear Sushma,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,22,386 (Rupees Two Lakh Twenty Two Thousand Three Hundred Eighty Six Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.

Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or Please note that you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully.

For Usha Armour Pvt Ltd

Authorized signatory

Accepted

Sushma. N

(Sushma)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra Hesaraghatta Main Road
Bengaluru - 560 057

290

USHA ARMOUR Pvt. Ltd.

20/03/2019

Ms. Megha
D/O, Naralimhamurty,
#47 Reddykatte M.S Layout,
Parle G biscuit factory
Bangalore

Sub: Offer Letter for the Post of Business Development Executive

Dear Megha,

With reference to the interview you had with us for the above post, we are pleased to inform you that you have been selected for the post of "Business Development Executive".

Your CTC (Cost to the Company) will be **2,22,386 (Rupees Two Lakh Twenty Two Thousand Three Hundred Eighty Six Only)** per annum

You will be on probation for a period of 6 months from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer is valid up to 24th June 19 and accordingly you may join us on or before to 24th June 19.

Your appointment will be subject to successful completion of background verification and probation period. Based on performance, there will be a salary hike.

Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Please note that you will submit your original marks cards for a period of one year or you will have to sign a compensation agreement valid for one year on your first day.

Thanking You.

Yours faithfully,

For Usha Armour Pvt Ltd

Authorized signatory

Accepted

Megha. G.
(Megha)

"SUNDARI" # 102, 4th 'A' Main, Muniyenkatappa Layout, Bilekahalli, Bannerghatta Road, Bangalore - 560 076

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TSTS TM

Innovation and Safety

Ref TSTS/2019/HRD/AUG/630 02nd Aug'19

PERSONAL & CONFIDENTIAL

Ms. Chaitra S,
#37, RMV 2nd Stage, 6th Cross,
Lottegollahalli, Bengaluru,
Karnataka-560094.

Dear Chaitra S,

Sub.: Offer Letter

With reference to the interview we had with you on 24th Jul'19, we are pleased to offer you the position of "GRADUATE ENGINEER TRAINEE-SIGNALLING SYSTEMS" in our organization in Bangalore on the following terms and conditions:

- You will be under training in our organization in the area of Railway Signaling and Transportation systems for a period of Two years from the date of your joining.
- You will be paid a CTC of Rs.2,76,000/- during the first year of training and on successful completion of your first year training, you will be paid a CTC of Rs.3,00,000/- during the second year of training
- A formal appointment letter will be issued at the time of joining.
- On completion of two year of training your role will be confirmed in our organization with appropriate increment in your remuneration.
- You would be needing to undergo medical fitness tests in a clinic prescribed by us, before joining the duty.
- You are required to join on 16th Sep'19.
- You will be accountable for all related assignments as given to you from time to time by your reporting authority.
- You are requested to take a duplicate copy and affix your signature as a token of acceptance and send it back.

Wishing you all the best and looking forward your good association with our organization.

Yours faithfully,

P. GOPALAKRISHNAN

MANAGING DIRECTOR

I have read and understood the terms and conditions stated above and hereby signify my acceptance.

Signature Chaitra. S

Date 16th Aug' 19

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road,
Bengaluru - 560 057

Nithin G/Mr.

DOJ 01 AUG 2019 **INVITATION TO CEIPL**

Grade J
Domain Tech. Specialist
CTC 150,000 INR

Offer Letter

Dear Colleague,

With reference to your application and the subsequent interviews you had with us, we are pleased to invite you to CEIPL as a Domain Tech. Specialist.

SALARY
CTC would be **INR 150,000/-** and your induction grade is J.

GROWTH
The elevation to subsequent grades is subject to performance index. We treat our team as our 'internal customers' and work for an environment to thrive personally and professionally.

WORKING TIME AND LEAVE
The office working hours will be as per Company norms. Leave on loss of pay. Daily report to be submitted for attendance purposes.

SPECIAL PERMISSION
The office working hours will be as per Company norms. Leave on loss of pay. Daily report to be submitted for attendance CEIPL encourages its employees to aim for an esteemed personal development and career path. You are permitted to continue your education and the modality shall be discussed upon your joining based on the requirements of the profile and the support that can be issued by the company.

TRAINING
The training period shall be 1 year from the date of joining and you will be inducted on confirmed rolls upon successful completion of training period

SERVICE CONDITIONS

a) You shall perform the duties and carry out the assignments entrusted to you from time to time efficiently, sincerely and to the best of your ability and capacity.

b) We shall be the sole arbitrator of the assessment to be made of your working efficiency utility or loyalty to the company while taking a decision to give you increment or promotion to higher grade or terminating your services.

c) You will retire from the company's services on reaching the age of 58 years.

d) Your services are liable to be transferred from one establishment, department or division of the company to the other anywhere in India, at the discretion of the Management.

e) You will be required to undergo medical examination during your tenure with the company. Your continuance in employment would depend on your remaining medically fit.

f) You shall communicate to the Management any change in your residential address, local and permanent.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

g) The company shall be entitled to terminate your services without notice on any of the following grounds:
   (i) You are convicted of a criminal offence by a competent Court of Law, Authority;
   (ii) If you misbehave, disobey or refuse to carry out the work orders of your Superior/Management or are irregular in attendance.

h) You will abide by the rules & regulations of the company/establishment which are in force for the time being and / or which may be framed from time to time.
   (i) Any dispute arising out of this employment shall be referred to the legal jurisdiction of Bangalore courts only.

PERIOD OF NOTICE

After confirmation, your services are terminable but with a mutually agreed valid reason, by giving one month's notice in writing or salary in lieu thereof on either side.

Kindly go through the contents and return the duplicate copy of this letter duly signed by you as token by your acceptance of the terms and conditions mentioned herein

REPORTING

You shall report to concerned manager at our Visakhapatnam/ Hyderabad Office on the date of your joining for functional purposes.

NOTE

This offer letter is valid till 10 days from the DOJ.

We welcome you to the CEIPL family and wish you all the very best in your new assignment!

Duly authorized to sign this Authorization on behalf of:
COSPHI Electric India Private Limited

COSPHI ELECTRIC INDIA (P) LIMITED BANGALORE

Original for Employee
Duly Signed by Employee

Second Copy for Office Use
Duly Signed by Employee

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Rekha .S.N <rekhasn@sapthagiri.edu.in

wd: Offer Letter

jashree G <tejashreegraju@gmail.com> Fri, Nov 8, 2019 at 9:44 PM
: rekhasn@sapthagiri.edu.in

---------- Forwarded message ---------
From: **Capgemini** <auto.noreply@capgemini.com>
Date: Fri, 8 Nov 2019, 17:21
Subject: Offer Letter
To: G TEJASHREE <tejashreegraju@gmail.com>
Cc: Tejashri <tejashri.mayekar@capgemini.com>



Dear G,

We are pleased to extend to you an offer for a Analyst at Capgemin .

On behalf of Capgemini Group we hope you accept our offer and look forward to you joining us.

Please take some time to review the offer and onboarding documentation on our portal (Link below). Please inform us directly on the portal of your decision within the next 7 calendar days.

If you would like to accept this offer, there are some important steps, set out below.

- Review the offer and contract of employment on our portal by accessing the link below.
- To accept your offer you can follow the steps in the portal
- Once you have entered the Portal, select Options, then My Offers to accept the offer you have received

Please login to the Careers Site.
Username: tejashreegraju@gmail.com
Password: Click here to reset your password (Please use this option if you forgot your password)

Shou[redacted] have any questions, please contact Tejashri Mayekar.

We would like to hear your view/feedback about your interview assessment process with us and your interaction with the team. Please Click here to start the survey and click on 'Add an Interview' to share your interview experience with us. All Glassdoor reviews are anonymous. Thank you in advance, your feedback is appreciated.

Regards,
HR Team
Connect with Capgemini:

Connect with Sogeti:

With offices in more than 40 countries, Capgemini is proud to represent nearly 130 nationalities and its cultural diversity. Our holistic definition of diversity extends beyond gender, gender identity, sexual orientation, disability, ethnicity, race, age and religion. Capgemini views diversity as everything that makes us who we are as an organization, including our social background, our experiences in life and work, our communication styles and even our personality. These dimensions contribute to the type of diversity we value the most: diversity of thought.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

295

Capgemini

Capgemini Technology Services India Limited
(Formerly known as ICATE 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 9090
www.capgemini.com/in-en

ISE C28

Sapthagiri College of Engineering

EMPLOYMENT OFFER LETTER

Capgemini Ref: 2685801 /359724,

10/31/2019,

Chithra K
Qtr No. 2D-107, ISRO housing colony,,HMT Post, Jallahalli, 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:

Date: 18.09.2019

Dear,

NANDEESH K S,

Welcome to TMEIC

TMEIC is a glad to welcome you on aboard. Each and every Graduate Trainee (Under apprentices Act) of organisation is important and their contributions valuable to us. You have joined an organisation which is leading application expert for high performance drives system and services, combining strong global capabilities with a flexible customer-centric business approach. As an industrial system integrator, TMEIC focuses on industrial markets, brings innovation to industry, takes positive and constructive approaches, and evolves continuously with customer.

Built on the proud history of Toshiba and Mitsubishi Electric. TMEIC continues its long tradition of providing high performance, high horsepower drives solution to customers around the world.

Once again a big welcome to you and wishing you a long and fruitful association with TMEIC.

Best Regards,

Haripriya B

Senior HR Administrator

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Rekha .S.N <rekhasn@sapthagiri.edu.in>

wd: Resume of Abhishek

Fri, Nov 8, 2019 at 10:48 AM

bhishek R. <abhishekdx18111997@gmail.com>
o: "Rekha .S.N" <rekhasn@sapthagiri.edu.in>

---------- Forwarded message ---------
From: **BOSE RESEARCH PRIVATE LIMITED** <boseresearch@gmail.com>
Date: Wed, 14 Aug, 2019, 6:45 PM
Subject: Re: Resume of Abhishek
To: Abhishek R. <abhishekdx18111997@gmail.com>

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Dear Abhishek ,

Based on your Final interview with our Managing Director Dr. Supratim Basu, we are happy to confirm your selection . The updated Offer letter is given below:

Dear Mr. Abhishek R,

Subject: Offer Letter for Training and Appointment Thereafter

Further to your interview with us for the position of **Graduate Trainee Engineer** on 22.07.19 and 03.08.19, we are pleased to inform you that you have been shortlisted for active consideration to the position. Bose Research being an Electronics R&D company, **the job content is always R&D driven and thus comprises of Core Engineering subjects only.** Your formal appointment will, however, be subject to you successfully clearing our Entry Training and Evaluation Module.

The Entry Training and Evaluation Module ("ETEM") will be conducted and followed through as follows:

Based on our assessment of your interest and capabilities, you will be trained for a period, which will not exceed 25 working days, in **Basic Electronics Design.**

Candidates, who qualify through the **ETEM** by meeting our prescribed assessment standards, will be confirmed to the service of the company as a **Graduate Trainee Engineer**and receive the company's Appointment Letter setting out the terms and conditions of their employment. Their qualification will be subject to clearing the test and the assessment of their potential to develop the required skills. It will also be based on their ability to adapt and fit into the company's work culture, which is of purely **Core Electronics Engineering**in nature.

3. Candidates, who fail to clear the ETEM assessment, will be required to leave the program without any compensation.

4. The main terms of employment, should they become applicable to you, are as listed below:

1. Your appointment will be effective from the date you join the Company, which, however, will be no later than **16.08.19**.

2. You shall be provided training at various stages of your work on **Core Engineering subjects related to Electronics R&D** and its Technical Documentation. You will be allotted any department/s –

- **R&D Schematic Design & Electrical/Mechanical Simulation**
- **R&D Circuit Testing & Circuit Design**
- **R&D Component Design & Selection**
- **R&D Magnetics Design, Safety Design & Testing**
- **R&D Thermal & Mechanics Design**

3. On joining, you will be inducted as a **Graduate Trainee Engineer** and will be set on a career growth path with continuous ongoing levels of training towards continuous upgradation of skill level and opportunity to learn and become trained & skilled towards working on **International Electronics Hardware R&D projects.** The details are as provided in **Annexure – 2.**

4. Towards this, above mentioned training being provided by the company to you at various stages of your work, you will be required to serve the company for a minimum period of three (3) years and sign an agreement with the company with a suitable guarantor. In case, of noncompliance to the mandatory minimum period of three (3) years' service, by way of your resignation or termination of your services by the company, you will be required to compensate the company for the training provided, by paying back half of the Fixed component of the compensation received by you from the start of employment till the date of your leaving the services. You shall also need to provide a guarantor, acceptable to the company, for signing this agreement.

5. Depending on work load at the Company at any given point of time during your tenure with the Company, the Company will have sole right to decide about the assignment of a department to you and also have the sole right to transfer you from one department to another. For the avoidance of doubt, you cannot decide on the allocation of a department or refuse to work in the assigned department.

6. Your compensation package or **CTC** (Cost to Company) for the first 3 years of service, assuming normal progress, will be as provided in **Annexure – 1.**

7. As the company is engaged in **Electronics R&D projects only**, such work requires flexibility in work timings to suit the project requirements. Consequently, this is reflected in our service conditions, some of which are as follows:

(a) The company works a six day week, and the normal work day spans 8 hours (excluding lunch time & other breaks).

(b) It functions in two work shifts. The first shift is from 9.30 am to 6.30 pm, and second shift is from 11.30 am to 8.30 pm. The shift roster is not fixed as it is set as per the project requirements. All shift assignment decisions are at the sole discretion of the concerned manager and intimated to the member at least a day earlier.

(c) If members are required to work on Sundays and/or on holidays, they are granted equal compensatory 'off' days at a convenient future time. Such 'off' days cannot be combined with Earned Leave or Sick Leave.

(d) The company does not encourage breaks in work during the first six months of training period during Training Level One (TL1). Consequently, members are not expected to take more than one day of Sick Leave ("SL") /Casual Leave ("CL") per month during this period.

(e) On confirmation as **Assistant Engineer**, you are entitled to 5 days of SL and 7 days of CL and 18 days Earned Leave ("EL") per calender year. The function of these leaves are as defined by their intended meaning and cannot be combined together or be interchanged. Everybody is encouraged to take their EL (minimum 6 days) with prior approval of at least 6 weeks. All leave rules shall be as per Company rules applicable at that point of time.

reimburses expenses incurred on such travel as per its service rules.

9. On confirmation as **Assistant Engineer,** you will be covered by company's medical insurance policy to cover all "Hospitalisation Expenses".

10. After the completion of one year's service, you will be entitled to availing of a "Salary Advance". Such advances are completely at the discretion of the Management and the disbursement decision will be based on the purpose and urgency of the request.

To facilitate the efficient handling of your joining formalities, at the time of your joining service, you are required to bring along the originals and a photocopy of each of the documents listed in the accompanying **Annexure - 3.**

We expect you will find the above terms acceptable and look forward to having you join us as a member of our team.

2

Thank you,

Sincerely Yours,

Dr.Supratim Basu
Managing Director

Annexure-1

COMPENSATION SCHEDULE

The following compensation package, applicable from the date of your joining for a period of 3 years, includes the following

1. **Fixed salary** payable monthly - includes Basic salary, various Allowances & Benefits, and Incentives for Attendance & compliance to ISO9001 quality requirements.
2. **Variable salary** payable monthly - disbursed based on workload and performance ,payable when not on bench.
3. **Service Bonus** – Rs. 81,000/- payable within three months after completion of three (3) years of service.

Designation	Period	Compensation
Graduate Trainee Engineer	6 months *(inclusive of one month for ETEM)*	**Rs. 16,350** – fixed gross salary per month
Assistant Engineer	1 year	**CTC : Rs. 3.07 Lakhs per annum** (72% fixed and 28% variable)
Sr. Assistant Engineer	1 year	**CTC: Rs. 3.84 Lakhs per annum** (72% fixed and 28% variable)
Sr. Assistant Engineer	6 months	**CTC: Rs. 4.52 Lakhs per annum** (70% fixed and 30% variable)

Annexure-2

TRAINING SCHEDULE

Designation	On the Job Training	Work Content	Period
Assistant Engineer	Training Level One ("TL1") on Basic Electronics	R&D Technical support with job rotation in various departments	6 months *(inclusive of one month for ETEM)*
Sr. Assistant Engineer	Training Level Two ("TL2") on Basic Product Design	R&D Design support for designated department	1 year
Sr. Assistant Engineer	Training Level Three ("TL3") on Advanced Design Topologies	Doing R&D under supervision for designated department	1 year 6 months

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA

Ref: TCSL/DT20184585486/1246527/Bangalore
Date: 07 June 2019

MR. GANESH
16 3/7 Shriram Sameeksha Kuvempunagar,
Gangamma Gudi Police Station, Bengaluru,
Karnataka-560014.
Tel# 919035818046

Sub: Joining Letter

Dear Mr. Ganesh,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **08th July 2019** and your training location is **Bangalore** . We are pleased to inform you that your work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

299

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20195342134/Bangalore
Date: 26/07/2019

Ms. Divya R
#1401, Mts Colony, Near Vijaya Hospital, T Dasarahalli, BangaloreMts Colony,
Near Vijaya Hospital,
Bangalore-560057,
Karnataka.
Tel# -

Dear Divya R,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

TCS Confidential
TCSL/DT20195342134

TATA CONSULTANCY SERVICES
VaDEHI RC-1 BLOCK, 82 ITPIP 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

Scanned by CamScanner

2018-19

Ref: TCSL/DT20184677804/1236384/Bangalore
Date: 07 June 2019

MR. SANTHOSH S V
Plot No.100, Nakshatra Nilaya Ex-Servicemen Colony,
Cowl Bazaar, BELLARY
Karnataka-583102.
Tel# 919035066853

Sub: Joining Letter

Dear Mr. Santhosh S V,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2019** and your training location is **Bangalore** . We are pleased to inform you that your work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services
Gate 1 No 42,
Think campus Electronic City phase II,Karnataka,
Bangalore, Karnataka-560100.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 9108067242000
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Park Gateway Park Road NO.13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TATA

2018-19

Ref: TCSL/DT20184647588/1243534/Bangalore
Date: 07 June 2019

MR. SHUBHAM
Me0100247 Chuna Bhatti Road,
Malighat, Muzaffarpur,
Bihar-842002.
Tel# 918660709437

Sub: Joining Letter

Dear Mr. Shubham,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2019** and your training location is **Bangalore** . We are pleased to inform you that your work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services
Gate 1 No 42,
Think campus Electronic City phase II,Karnataka,
Bangalore, Karnataka-560100.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 9108067242000
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO.13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TATA

2018-19

Ref: TCSL/DT20184628444/1243711/Bangalore
Date: 07 June 2019

MS. VAISHNAVI J
#107,1st C Main,4th Cross Road,A.G.B Layout null,
Just Bake Outlet Mahalakshmipuram Branch, Bengaluru,
Karnataka-560086.
Tel# 918495983881

Sub: Joining Letter

Dear Ms. Vaishnavi J,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **08th July 2019** and your training location is **Bangalore** . We are pleased to inform you that your work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services
Gate 1 No 42,
Think campus Electronic City phase II,Karnataka,
Bangalore, Karnataka-560100.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 9108067242000
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Principal
Sapthagir College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO. 13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TATA

2018-19

Ref: TCSL/DT20184506655/1243699/Bangalore
Date: 07 June 2019

MS. ANUSHA G HEGDE
#582/18 Manasa Layout,
Kengeri Satellite Town, Bangalore Urban,
Karnataka-560060.
Tel# 917259957419

Sub: Joining Letter

Dear Ms. Anusha G Hegde,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2019** and your training location is **Bangalore** . We are pleased to inform you that your work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services
Gate 1 No 42,
Think campus Electronic City phase II,Karnataka,
Bangalore, Karnataka-560100.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 9108067242000
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Park Gateway Park Road NO.13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6858 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

Offer: Computer Consultancy
Ref: TCSL/DT20184600518/Bangalore
Date: 09/10/2018

Mr. Shubham Kumar
#806 Near Priyadarshini Public SchoolSapthagiri College Of Engineering,
Agb Layout,
Bangalore-560090,
Karnataka.
Tel# 91-8709509458

Dear Shubham Kumar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which s subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it wil be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

TATA

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**6,270/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

Jagthagiri College of ...
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differentia premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560057

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

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

Offer: Computer Consultancy
Ref: TCSL/DT20195146925/Bangalore
Date: 18/10/2019

Ms. Kavyashree G S
#40a Byregowda Building2nd Cross, Rukmini Nagar,
Rukmini Nagar,
Bangalore-560073,
Karanataka.
Tel# 91-9148604735

Dear Kavyashree G S,

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.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066
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 Servicelin

TATA

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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 Servicelines: 1800 209 3111 (Toll Free)

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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 Email: ...

Sapthagiri College of Engineering
Principal
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment,

Principal
Sahyadri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

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:

business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

TATA

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

TATA

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

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

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

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 charges 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.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining

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

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

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Kavyashree G S**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Sapthagiri College Of Engineering, Bangalore**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

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

TATA

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

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

TATA

Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**
"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

TATA

2. **Associate's Obligations**
Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidentia Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

4. **Prior knowledge**
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Associate's Rights**
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

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

TATA

9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

Offer: Computer Consultancy
Ref: TCSL/OT20184720818/Bangalore
Date: 09/10/2018

Ms. Nayana H J
#B-23Vajarahalli Raod,
Vishwashanthi Layout.Nelamangala,
Bangalore-562123,
Karnataka.
Tel# -

Dear Nayana H J,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Rd,
Bangalore-560 057

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

308

TATA

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**6,270/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

Principal
Jaythagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bengalore- 560 057

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

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

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

provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

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

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

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

unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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

Sahyadri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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

notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

Jio 4G
airtel
24% 6:50

Acceptance of TCS Offer Letter

Inbox

TCS Recruitment - E... 27 Jul

to me

Dear ANUSHA K,,
Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

For any query, please contact 1800-209-3111(toll free)
/ilpsupport@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

======----======----======
Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

Reply Reply all Forward

TATA

subhalaxmipanda27@gmail.com

1SG15CS108

Offer: Computer Consultancy
Ref: TCSL/DT20184678139/Bangalore
Date: 18/10/2019

Ms. Subhalaxmi Panda
247Kirloskar Layout,
Sapthagiri College Of Engineering,
Banagalore-560057,
Karnataka.
Tel# 91-9632752763

Dear Subhalaxmi Panda,

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.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

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

TATA

Ref: TCSL/DT20184709198/1275513/Bangalore
Date: 19 August 2019

MR. MADAN KUMAR
No 12,7th Cross, Cholurpalya,Magadi Road Magadi Road,
Karnataka, Bangalore,
Karnataka-560023.
Tel# 918792509336

Sub: Joining Letter

Dear Mr. Madan Kumar,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **09th September 2019** and your training location is **Bangalore** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services
Gate 1 No 42,
Think campus Electronic City phase II,Karnataka,
Bangalore, Karnataka-560100.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Ms. Sarita Patil
Phone: 9108067242000
Email Id: sarita.patil@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO. 13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TATA

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is designed to nurture professionalism and inculcate a process mindset. This program gives a thorough understanding about the vision, mission, values and processes of TCSL and builds the necessary skills required for globally competent professionals.

The duration of your TCS Xperience Program is based on business requirements.

The program will have assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

Your TCS Xperience Program location would be the same as your base branch and hence this program will be conducted as a non-residential program at the said location. You are advised to make your own arrangements for accommodation and transport. Travel expenses to the location of TCS Xperience Program will not be reimbursed.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO. 13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO. 13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

Offer: Computer Consultancy
Ref: TCSL/DT20195378758/Delhi
Date: 05/02/2020

Mr. Akhil Singh
#512nd Cross Kirlcskar Layout,
Sapthagiri Collece Of Engineering,
Bengaluru-560073
Karnataka.
Tel# 91-9336235432

Dear Akhil Singh,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the appl cation development and maintenance projects across any of the business units of TCSL.

Your gross salary includ ng 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 accep: 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
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

313

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of **₹7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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



9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50 000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
  address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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



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.

TCS Confidential
TCSL/DT20195378758

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET **Annexure 1**

Name	**Akhil Singh**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Sapthagiri College Of Engineering, Bangalore**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue -Barabati, IBC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, GS Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452010, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road, Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 5650 6555 Fax: 91 11 2331 1735 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

Smart Home Sentry, Inc.

Offer Letter
October 21, 2019

Nirmith Rai
Balehonnur

Dear Nirmith:

I am pleased to offer you a position with Smart Home Sentry, Inc. (the "**Company**"), as **Engineering Trainee - Consultant**. If you decide to join us, you will receive monthly salary of **Rupees 25,000**, which will be paid in accordance with the Company's normal payroll procedures. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary. The Probationary period is for the span of **two months** after you join, and will be converted to full time employment based on your performance and Company's requirements. The details of your salary and benefits for full time employment will be discussed with you in due course.

The Company is excited about your joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your role with the Company is for no specified period and constitutes atwill. As a result, you are free to leave at any time, for any reason or for no reason. Similarly, the Company is free to conclude its relationship with you at any time, with or without cause, and with or without notice.

As a Company Consultant, you will be expected to abide by the Company's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Company's rules of conduct which are included in the Company Handbook, which the Company will soon complete and distribute.

As a condition of your role as consultant, you are also required to sign and comply with Confidential Information, Invention Assignment and Arbitration Agreement which requires, among other provisions, the assignment of patent rights to any invention made during your tenure at the Company, and nondisclosure of Company proprietary information. In the event of any dispute or claim relating to or arising out of our relationship, you and the Company agree that (i) any and all disputes between you and the Company shall be fully and finally resolved by binding arbitration, (ii) you are waiving any and all rights to a jury trial but all court remedies

314

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

will be available in arbitration, (iii) all disputes shall be resolved by a neutral arbitrator who shall issue a written opinion, (iv) the arbitration shall provide for adequate discovery, and (v) the Company shall pay all the arbitration fees, except an amount equal to the filing fees you would have paid had you filed a complaint in a court of law. Please note that we must receive your signed Agreement before your first day at Sentry.

To accept the Company's offer, please sign and date this letter in the space provided below. A duplicate original is enclosed for your records. If you accept our offer, your first day will be **November 4th, 2019**. This letter, along with any agreements relating to proprietary rights between you and the Company, set forth the terms of your relationship with the Company and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or negotiations, whether written or oral. This letter may not be modified or amended except by a written agreement signed by the President of the Company and you. This offer will terminate if it is not accepted, signed and returned by **October 25th, 2019**. You also need to furnish the following documents :

1. Copy of a proof of Identification, which has your photograph and address
2. Copy of your Bachelor's Marks sheets
3. Copy of Degree Certificate or Provisional Degree Certificate

We look forward to your favorable reply and to working with you at Smart Home Sentry, Inc..

Sincerely,

C. Udaykiran

Uday Kiran Chaka
Smart Home Sentry Chief Executive Officer

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Job Offer Letter

03-Oct-2019

HEMANTHKUMAR M:

No.112, Ward number. 19,Beeralingeshwara Templeroad, TB cross,

562123, Bengaluru.

RE: Job Offer

Dear HEMANTHKUMAR,

Congratulations! You now have an opportunity to be part of AirAsia family - which is a successful, caring and ambitious company. We believe in making people's dreams come true. There are multiple stories of how people have realized their dreams with us - and we hope that you too will realize your potential with us!

We are a company that have iconic leaders who need no introductions. We are one of the fastest growing airline company. And today we are spreading our wings into the Digital platform. With all of these fantastic developments, we truly believe in our motto - Now Everyone Can Fly (both metaphorically in their careers and practically)! And now the formalities.

We are pleased to offer you employment at .

You will be appointed as Software Engineer I. We would like to propose that your starting date will be 07-Oct-2019. Your basic salary is 800,000.00 per month. Our compensation and benefit offers a unique blend that delivers on our Employment Experience.

Please return a signed copy of this offer letter as a token of your acceptance of the offer within 7 calendar days and confirming your date of joining as we need people like you to join us and be part of the success story.

Kindly upload the signed copy with your digital signature to our recruiting website. If you have any benefits questions, do not hesitate to contact our People & Culture Recruitment Team.

We look forward to welcoming you as a new Allstars at . Don't forget to fasten your seat belt, as this is

AirAsia Berhad (286669-W)
REDQ Jalan Pekeliling 5, Lapangan Terbang Antarabangsa Kuala Lumpur (klia2)
64000 KLIA, Selangor Darul Ehsan, Malaysia
Our Office:+603 8660 4333 Our Fax:+603 8660 7711

airasia.com

315

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 57

the place where career dreams become reality!

Your Sincerely,

ATC AIRASIA TECHNOLOGY CENTRE INDIA PRIVATE LIMITED

Zuzana Chomistekova

Group People & Culture

This is computer-generated document. No signature is required.

ACCEPTANCE OF OFFER

- I hereby accept the terms and conditions in ATC AIRASIA TECHNOLOGY CENTRE INDIA PRIVATE LIMITED's Offer of Employment dated 03-Oct-2019.
- I declare that I have not been convicted of criminal offence or been declared bankrupt in any country.
- I understand tha: if any particulars I have provided is proved untrue, I'm liable to be summarily dismissed.

Employee Signature

Name:
National ID / Passport No:
Date:

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mindtree Offer Letter

14

Final Audit Report

2019-07-03

Created:	2019-07-03
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAtmMj2e-X98R8hvjMYC_tdONbavVovhdT

"Mindtree Offer Letter" History

Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2019-07-03 - 10:19:05 AM GMT- IP address: 112.121.48.1

Waiting for Signature by Subham Shekher Pandey (shubalneeraj@rediffmail.com)
2019-07-03 - 10:19:09 AM GMT

Document e-signed by Subham Shekher Pandey (shubalneeraj@rediffmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2019-07-03 - 11:01:15 AM GMT - Time Source: server- IP address: 27.61.33.210

Signed document emailed to vinay.ramesh@mindtree.com, Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com) and Subham Shekher Pandey (shubalneeraj@rediffmail.com)
2019-07-03 - 11:01:15 AM GMT

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560057

04th Oct 2019

Ms. M Shrilakshmi
D/o Munivenkatappa
Dhanojipalya Nelamangala
Bangalore Rural-562123

Dear Sir,

Sub: Offer of Appointment

With reference to your application for a suitable job & further interviews held, we are pleased to inform you that you have been selected for the post of "Engineer" You will be deputed from Business Solutions International to work in the premises of M/S Aeronautical Development Agency (ADA), Ministry of Defence, and Government of India. As a prerequisite from ADA, you are requested to bring **Police Verification Certificate (From the Rank of Superintendent of Police)** along with address verification of your background from your local police station Appointment letter will be issued after successful submission of police verification certificate as well as verification of all your original documents

Please do the needful at the earliest

Thanking You.

For Business Solutions International,

Authorized Signatory

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

316

Cerner

September 9, 2019

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Prithvi Simha
No 43, 2nd Cross, 4th main, Shankar Nagar, Bangalo
Bengaluru, India 560096

Dear Prithvi:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Software Engineer at Manyata C-2 in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 5,60,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 6,42,217 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner has found a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by October 21, 2019. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by September 11, 2019, after which time, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your

317

acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you

Sincerely,

Eby Mat
R

ACCEPTANCE

By this Invitation of Employment and reviewing the sample Employment Agreement and benefits br agree to and accept the terms and conditions of employment with Cerner. Please el acknowledge, print, sign and return all pages of this Invitation of Employment in person or b a scanned copy to your Cerner Careers account. You will receive an official copy of the En t Agreement with your new hire paperwork, which must be signed on or before your first day with C .

Si _____
P

T _____

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Esko-Graphics India Pvt. Ltd.
Esteem Tower, No. 71
Railway Parallel Road
Kumara Park West
Bengaluru - 560 020
Tel. : +91 80 43520100
CIN No. : U72200KA2008PTC046410

June 27, 2018

STRICTLY PRIVATE & CONFIDENTIAL

Sahana B
#204, Aranya Kuteera,
06th Main, 18th Cross
Malleshwaram,
Bangalore-560055

Dear Sahana,

We are pleased to welcome you to the organization of Esko-Graphics India Pvt. Ltd. Where appropriate and applicable, the term "Company" refers to Esko-Graphics India Pvt. Ltd, and any of its related, associated or affiliated companies.

This offer confirms that your application for employment has been accepted under the following conditions, with other general terms and conditions of employment and supplementary benefits outlined in the Employee's Handbook, which is available at http://eskoplanet.esko-graphics.com. All these constitute part of the "Agreement of Employment", which may change from time to time according to the needs of the Company. We are confident that upon acceptance of our offer, you will assimilate into our environment and be challenged by the opportunities available.

1.	**Job Title, Reporting Channel & Duties**	Your position is **QA Engineer Trainee** and you shall report to **Team Leader**. However, the Company shall have the right, at its sole discretion, to modify your position, reporting and organizational structure as may be reasonably necessary to respond to changing business needs. You shall carry out such duties and do such work as may be specified by the Company from time to time in keeping with your position.
2.	**Commencement Date**	**July 05, 2018**
3.	**Pre-Employment Medical Examination**	This offer of employment is further subject to a satisfactory pre-employment medical examination to be conducted at our Company approved hospital/clinic. This offer shall be nullified if prior to commencement, or upon receipt of pre-employment medical results, you are found to be unsuitable for employment due to medical grounds.
4.	**Compensation**	**INR 5,00,000 p.a.** (Please refer to the Annexure-1 for the CTC details.)
5.	**Retiral Benefits**	You will be entitled to Provident Fund ("PF") and Gratuity, as applicable under law. The Company will make a deduction of such percentage of your then applicable basic salary, as may be statutorily provided for and contribute an equal amount towards PF, as applicable.
6.	Performance Bonus	You are entitled to a variable performance incentive of 0 – 1 month's of your then applicable fixed salary (or pro-rated for the first incomplete year of service), the quantum of which is subject to both individual and Company performances during the review period of Jan 1st – Dec 31st. For details on performance bonus, please refer to the "Variable Performance Pay" policy in the Employee Handbook.

318

Principal
Sapthagiri College of Engineering
14/5 Chikkasandra, Hesaraghatta Main Road

9/5/2019

CONCENTRIX™

ECE

Principal
Sapthagiri College of Engineeri...
14/5, Chikkasandra, Hesaraghatta Main R...
Bengaluru - 560 057

Private & Confidential

Date : 06/09/2019

SHIVA S

10 MARUTHI NAGAR HESARGHATTA

MAIN ROAD CHIKKABANAVAR, KARNATAKA -560090

APPOINTMENT LETTER

Dear SHIVA S ,

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 Comp Grade 12. This would be your Social Job Title and your Job profile , would be Acvisor I, Transaction Processing. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile 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 Job profile 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 09/09/2019 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 06/09/2019 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

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.0

Concentrix Daksh Services India Private Limited
Manyata Embassy Business Park, Block D1, D4 & C4, Outer Ring Road, Rachenahalli, Nagawara, Bengaluru - 560 045, India
91 80 4020 4400 • 91 80 4020 4455 (fax)
Registered Address: R Cube, Suite No.s 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station, Airport Express Line, New Delhi - 110 001, India
91 11 4701 3238 • 91 12 4426 3311 (fax)
CIN: U72200DL1999PTC102972
info@concentrix.com • www.concentrix.com

319

Scanned by CamScanner

ICD Security Solutions
A Convergint Technologies Company



Sandesh.V

320

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Blood Group: B+ ve

Emergency # : +91 9916907822

ICD Security Solutions (India) Pvt. Ltd

Unit No. 303 & 304, 2nd Floor (Level III)
No. 1, Prestige Atrium, Central Street,
Shivajinagar, Bengaluru, 560001
T: +91 80 4268 8000

www.icdsecurity.com

320

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra Hesaraghatta Main Road
Bengaluru - 560 057

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 6338 1300
Fax: +91 40 6338 1309
techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India
CIN L64200MH1986PLC041370

Ref:1731775/752327/Permt

Date: 20th August, 2019

C S Mohana
No : 1201, TNHB, Near EB Office
Avadi, Chennai - 600054
Phone No: 9741062639

Subject: Offer of Appointment

Dear **C S Mohana,**

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Technical Support** on **U1** band, operating out of our **Chennai** office.

2. Your "Annual Total Cost To Company" will be **Rs. 259205 (Rupees Two Lakhs Fiftynine Thousand Two Zero Five Only).** Please refer **Annexure-A** for details on the compensation and statutory deductions. 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.

3. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.

You are required to join on **21st August, 2019** and report to **Prithiviraj Pr** 12:00 PM to complete the joining formalities at Tech Mahindra (SDB – 4), 602/3 Elcot SEZ, Old Mahabalipuram Road, Sholinganallur Village, Chennai – 600119.The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.

4. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

5. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Prithiviraj Pr** latest by **21st August, 2019**. In case of further clarifications, please get in touch with Prithiviraj Pr (on PP00526243@Techmahindra.com, and quote the Reference No. as mentioned above).

With Best Wishes
For Tech Mahindra Limited.

Vishal

Vishal Khanna
Head – Resource Management Group

Encl: Annexure-A (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** -(Acknowledgement),

Accepted
Date:

Signature of Candidate:

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

321

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 6636 1200
Fax: +91 40 6636 1209
techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India
CIN L64200MH1986PLC041370

2

Annexure – A

NAME	**C S Mohana**
TITLE	**Associate Technical Support**
BAND	**U1**
LOCATION	**Chennai**

COMPONENTS	**Per Annum** (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67500
HRA (@50% OF BASIC)	33750
CONVEYANCE ALLOWANCE	12000
STATUTORY BONUS	13500
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8100
EMPLOYER'S CONTRIBUTION TO ESI (@4.75%)	10969
PERSONAL PAY	79181
TOTAL FIXED PAY..... (A)	**225000**
TOTAL VARIABLE PAY (TVP)..... (B)	**25000**
ADDITIONAL BENEFITS..... (C)	**9205**
GRATUITY	3247
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5958
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**259205**

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 Companies 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.

ii) ****Payment of Bonus:** The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.

i) *****Performance Incentive** would be payable to you starting from your Go Live Date. Maximum amount based on 100% performance; however, the actual payout shall be based on individual performance against set targets and / or performance of the organization. The Performance incentive will be paid-out as per existing company policy.

iii) ***Transport Allowance:**
- Applicable, only if company transport is not availed.

(Contd...)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Tech Mahindra Limited
Infocity, Hitech City Layout
Madhapur Hyderabad 500081, India
Tel: +91 40 6636 1300
Fax: +91 40 6636 1309
techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India
CIN L64200MH1986PLC041370

2. Insurance:

a) Group Term Life Insurance Coverage: You would be covered under the existing Group Term Life Insurance scheme of the company applicable to the employees in your respective grades as per the company policy and the same will be paid to the respective nominated beneficiary on the unfortunate death of the employee.

b) Hospitalization coverage: You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs.

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.

3. 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: The Company 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 the Company, 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; TVP shall be payable as per Variable Pay Policy applicable for the Financial Year
4. 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.
5. 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.
6. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

With Best Wishes
For Tech Mahindra Limited.

Vishal

Vishal Khanna
Head – Resource Management Group

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Rd,
Bengaluru - 560 057

Tech Mahindra Limited
Infocity, Hitech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 6638 1300
Fax: +91 40 6638 1309
techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India
CIN L64200MH1986PLC041370

Annexure – B

1. **Employment Agreement**

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 the Company. 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 with the Company.
(ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of the Company's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
(iii) You will not be employed by a client of the Company for which you performed services while employed by the Company.
(iv) You will not solicit or induce the Company associates to join a client or to compete with the Company.
(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.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Tech Mahindra Limited
Infocity, Hitech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 6636 1300
Fax: +91 40 6636 1009
techmahindra.com
connecttotechmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India
CIN L64200MH1986PLC041370

5

e) **Exclusivity of Services, Publications, Gifts/Anti-bribery**

You shal 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 bus ness 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 descr bed in the OECD Convention on Combating Bribery of Foreign Public Officials in International Bus ness 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**

a) 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.

b) 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.

c) All software, systems, ideas, concepts, designs, documentation or any other material produced by you during the period of your assignment to the Company will either be Intellectual Property of the Company 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 the Company or the Client.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Tech Mahindra Limited
Infocity, Hitech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 6636 1300
Fax: +91 40 6636 1309
techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India
CIN L64200MH1986PLC041370

2. **Assignments/Transfer/Deputation**

Though you have been engaged for a specific position, 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**

(a) Either party can terminate this employment by serving a notice of 60 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.

(b) 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.

(c) 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(a)** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.

(d) 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.

(e) 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(a)** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

(f) 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(a)** herein above on the grounds of misrepresentation of facts.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Tech Mahindra Limited
Infocity, Hitech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 6636 1300
Fax: +91 40 6636 1300
techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India
CIN L64200MH1986PLC041370

(g) 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(a)** 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.

(h) 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 mis-stated 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 forewith terminate your employment as per the procedure mentioned in **Clause 3(a)** 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.

5. Company Policies

You are required to comply with all the policies as communicated to the associates of the Company from time to time. These policies are available on the Company'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 the Company's policies. The Company 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

The Company shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without the Company's prior written authorization.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Tech Mahindra Limited
Infocity, Hitech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 6636 1300
Fax: +91 40 6636 1309
techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India
CIN L64200MH1986PLC041370

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 or 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.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 6636 1300
Fax: +91 40 6636 1309
techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India
CIN:L64200MH1986PLC041370

(a) **Destroying Papers & Materia**

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 users 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.

8. **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 arising 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.

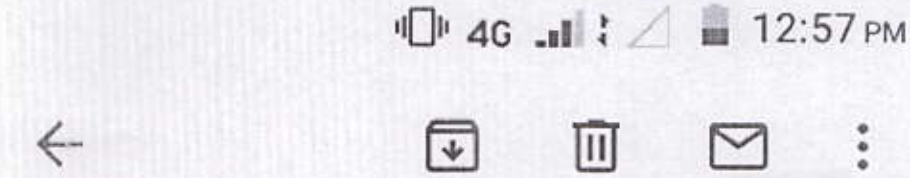
10. **Jurisdiction**

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 **Chennai** only.

11. **Retirement**

Your services with 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.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057



TechM-Submit your application form

Inbox

E ECampusT... 4 days ago

to me

Dear ARPITHA SRINIVASAMURTHY,

Heartiest Congratulation on your selection for issue of Letter of Intent (LoI) for Offer of Employment with Tech Mahindra Ltd.

In order to complete your registration process and be eligible for issue of LoI initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided in this mail.

Instruction for filling up Application Form: -

1. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that requirement.
2. Ensure your details are accurate and no spell error is committed by you.
3. Check filled in details once again finally

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

322

Date : 09-12-2019

TO WHOMSOVER IT MAY CONCERN:

This is to confirm that **Miss. Surabhi M** is working with us since **August 2019**, as **Quality Engineer** in Quality Assurance Department.

For Balaji Electro Controls

Shashishekhar HRS

Executive Director - Technical

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Scanned by CamScanner

323

T2
CONSULTING
GROUP



Sathish R

DOB : 28-02-1998 **Blood Group: O+ve**

T2 Technology Consulting Pvt. Ltd.
Shalom, Near St. Lourdes English School,
CMR Colony, Bank Avenue, Ring Road Main,
Banasawadi, Bengaluru 560 043, India.

Tel: +91 80 4095 5771/2/3
E-mail: info@t2consulting.co.in
web: www.t2consulting.co.in

AV | ICT | Acoustics | Architectural Lighting

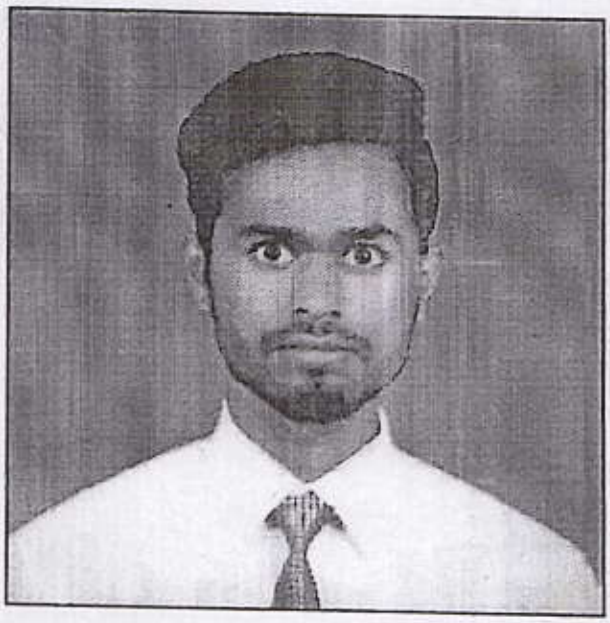
Scanned by CamScanner

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

324

T2

CONSULTING
GROUP



Sumanth S

DOB 28-11-1997 Blood Group: AB+ve

T2 Technology Consulting Pvt. Ltd.
Shalom, Near St. Lourdes English School,
CMR Colony, Bank Avenue, Ring Road Main,
Banasawadi, Bengaluru 560 043, India.

Tel: +91 80 4095 5771/2/3
E-mail: info@t2consulting.co.in
web: www.t2consulting.co.in

AV | ICT | Acoustics | Architectural Lighting

Scanned by CamScanner

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

325

S.R.S MULTI AMC SERVICES

Regd., Labour Contractors

FORM Q

LETTER OF APPOINTMENT

GURURAJA D

S/O DINESHA POOJARY
3 -23 KUMBARMAKKI JADDU, SHIRIYARA
SHIRIYARA, UDUPI
KARNATAKA - 576210

Dear GURURAJA D

With reference to your application and subsequent Interview we are pleased to appoint you as

Operator with **SRS MULTI AMC SERVICES** as per the following terms & conditions:

1. Your appointment will be for a period of one year which can be extended subject to your performance. During the course of your employment you will be deputed to any of our Client Locations to discharge your duties. Subsequently, if required by the Company, you will/can be transferred to any of our other Client Locations / different establishments where the Company has taken the contract for doing certain jobs anywhere in India, for which the Company would issue you a separate Transfer Order & Letter of Deputation.

2. Since your appointment is made directly by this Company, you will neither have any right nor a lien on the job held by you with our Client where you are to be deputed, and you cannot claim regular employment with any of our Clients where you would be deputed.

3. Your appointment will be effective from **30TH OCT 2019.**

4. Your duties will include efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time and will maintain a high standard of loyalty, efficiency, integrity and secrecy.

5. Your services may be terminated by giving one month notice in writing, or payment of wages in lieu of such notice thereof, if you are in moral breach of your responsibilities/misconduct or if the Management is not satisfied with your work and conduct

#319,1st Floor,Front House,M.G 4th Phase 707, Behind Prasad Hospital,Yelahanka New Town,Bangalore-560064
Mobile:9342371537, 9448492537 E-mail : srsmulti01@gmail.com GSTIN : 29EAKPS4708H1Z6

Scanned by CamScanner

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

/FI SLK Global Services Pvt. Ltd.,
:ontacts:+918041805721/+918066904721/+918040501721.

VFISLK

FI SLK33200

1SEC074

)ate:08/09/2019

Private and Confidential

Ir./Ms. Pooja R
lo.71, Nagapura 6 TH main, 2nd stage Rajajinagar
angalore - 560086

Ve are delighted to welcome YOU to our organization. You will be an integral part of a high energy & dynamic ork environment. We believe in deep & enduring relationships and welcome you to excel, learn, grow and bu n enriching & rewarding career with us. The following points outline the offer details.

1. **Training & Probation**: You will be on training & probation for initial period of **12** months from the date of joining.
2. **Offer Details**: We are pleased to offer you the position of **"Trainee - Software"**, Grade **T1**. Your total Cost t Company(CTC) inclusive of all benefits is **INR 320,000.00/- (Rupees Three Lakh Twenty Thousand Only)** annum. This is subject to deduction of tax at source, in accordance with the prevailing IT laws. Your compensation details are detailed in Annexure 1.
3. **Training Agreement**: You are required to sign an agreement to serve the company for a minimum period years from the date of joining.
4. **Offer Validity**: This offer is valid till **08/21/2019.** Kindly ensure that you confirm your acceptance of the offe writing, on or before **08/14/2019**. The offer stands null and void thereafter, unless the offer acceptance da extended and communicated to you in writing. This offer supersedes all prior communication, written and
5. **Offer Conditions**: This offer and your subsequent employment is subject to your successful completion of Background check as detailed in the attached Terms and Conditions document.
6. **Date of Joining**: Your tentative date of joining is **08/21/2019.**
7. **Location**: Your work location will be **Bangalore, India**.

'lea refer to the enclosed document on "Terms & Conditions of Employment", applicable upon your m ment. Please Sign and handover the copy along with this offer letter. We wish you a long & successful enure with us and looking forward to working with you.

Best regards,

N. Sangeetha Ponnappa

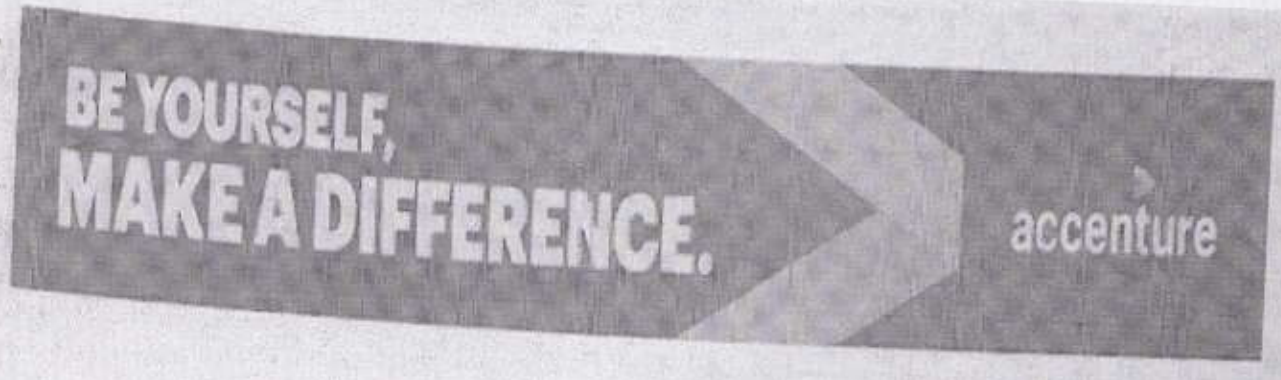
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

I Sangeetha Ponnappa (AVP - HRM)

)ate:08/09/2019

Pooja R

Date:08/09/2019



13-Oct-2019

Strictly Private and Confidential

NivedithaMariraja
C3412492

15EC70

#121 2ND MAIN 4TH CROSS SVG NAGAR, MOODALAPALYA BANGALORE-560072, KARNATAKA
9972900562

Dear Nivedita,

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 6.5 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.

Version 10.0 (Oct 2019)

Candidate's Signature Nivedita M.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

330

Scanned by CamScanner

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the 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 assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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.

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.

Candidate's Signature Nivedutha. R

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Scanned by CamScanner

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.

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 https://indiacampus.accenture.com/candidate

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

ACKNOWLEDGED AND AGREED:

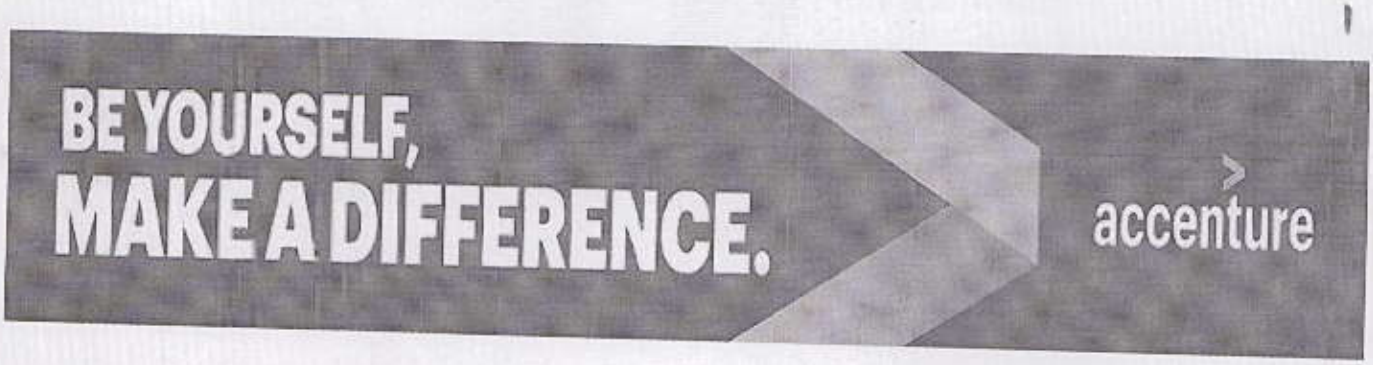
NIVEDITHA.M.

[Insert full legal name]

Candidate's Signature Niveditha M.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Scanned by CamScanner



Strictly Private and Confidential

31-Oct-2019

PRATEEK KUMAR THAKUR

C8334191

Prateek Kumar Thakur C/O Prem kumar Thakuropp.ashiana complex,gopalnagar,jhapatapurKharagpur,West Bengal , Pin-721301

6360976383

Dear **PRATEEK,**

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

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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 6.5 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.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: d95dd890-ff0d-4cc2-8853-fcd5fb65cf64_1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the 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 assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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.

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.

Candidate's Signature _____

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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 I along with the signed copy of this Offer letter and Terms of Employment.

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 https://indiacampus.accenture.com/candidate

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

ACKNOWLEDGED 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) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000
(D) Additional Benefits	
Gratuity as per law	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) 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.

(B) 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.

(C) Joining and Additional Bonus

- You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below

Candidate's Signature _____

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

- **Joining Bonus** - of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Additional bonus- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issues. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out; then this whole amount shall be recovered from you.

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.

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

Candidate's Signature _____

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057



2018-19 (EEE)

1SE16EE096

Strictly Private and Confidential

26-Dec-2019

Vinutha Devaraju

C8428935

#446/1, 10th cross, 1st main, Manjunathanagara, Nagasandra post, Bangalore-560073

9066827047

Dear **Vinutha,**

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 6.5 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 _____

Reference Id: 9c8ac4f5-27f7-42a3-a457-d9d1353b935d_1
Signed By: Mohan Sekhar

332

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057



Strictly Private and Confidential

30-Dec-2019

ANUSHA VENKATESH MURTHY

C8440097

386/1 SOUKHYA APTS A1 2nd main 8th cross Malleswaram

9071296256

Dear **ANUSHA,**

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 6.5 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
Sai College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Reference Id: 52b9a88d-2e78-4eba-ab52-ab5c70f89223_1
Signed By: Mohan Sekhar

NOKIA

Annexure 1

Strictly Personal & Confidential

Compensation Details:

Meghana A S			
Job Grade – 6			
Compensation Elements		**Per Month**	**Per Annum**
Basic	INR	14,286.00	171,429.00
Provident Fund	INR	1,714.00	20,571.00
Flexible Benefits Plan (details below)	INR	19,714.00	236,571.00
Annual Base Pay	**INR**	**35,714.00**	**428,571.43**
Performance Driven Incentive Plan - Target: 5%	INR		**21,428.57**
Total Target Cash	**INR**		**450,000**
Flexible Benefits Plan (FBP)			**Max. Annual limit**
Leave Travel Assistance	INR		30,000.00
House Rent Allowance	INR		85,714.50
Fuel & Maintenance Reimbursement	INR		0.00
Meal Voucher	INR		26,400.00
Supplementary Allowance (residual amount)	INR		94,456.50
Total Flexible Benefits Plan (FBP)	**INR**		**236,571**

For Nokia Solutions and Networks India Private Limited

.....

Pramod Chandrasekhar

Human Resources

© Nokia Solutions and Networks 2019

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the 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 assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program 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.

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.

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 https://indiacampus.accenture.com/candidate

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

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) 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.

(B) 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.

(C) Joining and Additional Bonus

- You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below

Joining Bonus - of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Additional bonus- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issues. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out; then this whole amount shall be recovered from you.

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.

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 amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972,as per the Company policy.
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

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. Original mark sheet of all semester (PG/UG)
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of provisional degree certificate or convocation degree certificate.
6. Pan Card.
7. Copy of Passport / Driving License/ Voter ID card.
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number - this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

Suprajit Engineering Limited

Registered & Corporate Office : #100, Bommasandra Industrial Area,
Bengaluru - 560 099. Tel: +91-80-43421100, Fax: +91-80-27833279
E-mail: info@suprajit.com Web : http://www.suprajit.com
Corporate Identity Number (CIN) : L29199KA1985PLC006934

QUALITY SYSTEM CERTIFICATION DNV·GL IATF 16949

1

ISEC75

Date: 1st July 2019

Ms. Pooja S Bhat.
Chippli -lingadahalli,
Varadamoola(Post),Sagar(Taluk),
Shimogga(District), Karnataka.
Contact No.: 8762592388
Email id: poojasatish1998@gmail.com

Dear Pooja S Bhat,

Sub : Employment Offer

This has reference to the various test and interview you had with us. On your successful selection to the post of "Young innovator", we are pleased to welcome you as a "Member" of Suprajit Technology Center (STC). Please join our organization on or before 1st August 2019.

As explained to you during your test and interview, STC is the Innovation Center of Suprajit Engineering Limited for New Product Development and for New process Engineering. In STC, we look for innovation as a key driver for achieving the goals of the center. You will be given ample training and mentoring by seniors to enable you to contribute to the goals of the STC.

We will continuously support your development and monitor your progress based on your role during the initial period to see that you meet the aspirations of the center and start contributing the projects. We also expect you to bring your best to your leanings and projects assigned to you in the center for a mutually beneficial career with us.

Your emoluments will be as per annexure. Please treat this as confidential and do not discuss or disclose the emoluments details with anyone in the organization.

Please bring following documents at the time of joining.

1. One copy of educational qualification certificates & marks sheets.
2. 4 Nos. of recent passport size photographs.
3. Identity Proof – Aadhar Card.
4. PAN Card

You are requested to communicate, your acceptance of offer by signing a copy of this letter and sending the same to us by mail addressed to badari@suprajit.com.

We welcome you to "Suprajit Family" and wish mutually beneficial association with us.

Thank you.

Yours faithfully
For Suprajit Engineering Limited

Badari

H.R. Badarinarayana
Associate Vice President – Human Resource

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

334

ANNEXURE-1

Ms. Pooja S Bhat.

Young Innovator - Electronics

	Present PM	Annual CTC
BASIC	14000	168000
HRA	4795	57540
WA	50	600
TOTAL GROSS	**18845**	**226140**
ANNUAL BENEFITS		
LTA	83	1000
MEDICAL EXPENSE REIMBURSEMENT UP TO	83	1000
PENSION POLICY	83	1000
TOTAL	**250**	**3000**
STATUTORY & BONUS		
PF	1820	21840
ESIC	612	7344
BONUS	2800	33600
GRATUITY	673	8081
TOTAL	**5905**	**70865**
TOTAL CTC	**24999**	**300005**

For SUPRAJIT ENGINEERING LIMITED

HBadarinarayana

H R BADARINARAYANA
ASSOCIATE VICE PRESIDENT - HR

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

PRISM Consultancy

No. 135/2, 1st Floor, 11 th cross,
Malleshwaram, Bangalore – 560003.
Ph: +91-80-2356 0141, 23449432, 23462842

e-mail : prismbangalore@gmail.com
: prismconsultant@yahoo.co.in
website : www.prismconsultancy.ne

PLUMBING | FIRE PROTECTION | ALLIED SERVICE | TREATMENT PLANTS

To,
Mr. Rakesh. S
S/o. Srinivas. K. J
#03, Govindappa Layout,
Siddanahosahalli,
Lakshmipura road,
Bangalore – 562123

Date: **06.09.2019**

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Dear Sir,

Sub: Offer Letter for the Post **"Jr. Design Engineer – Electrical"**.

On behalf of **"Prism"** We welcome you to our company and look forward to a long and mutually beneficial association with following terms and conditions:

1. You have been selected for the post of **"Jr. Design Engineer - Electrical"** on a gross remuneration package of **Rs. 12000.00/- [Twelve Thousand Rupees only] per month**.
2. You will be eligible for regular health insurance, bonus and other employee benefit plans established by the company for its employees from time to time.
3. You will be eligible the benefits of the Company's Leave Rules on your confirmation in the Company's Service.
4. Your initial place of work will be at Bangalore. Your service can be transferred from one place to another branch anywhere, whether existing at present out to be set up in future. During the course of your employment, you may be required to operate and function from the premises for assignments obtained and in discharge of contractual obligations of ours with its clients.
5. In the course of your employment, you may be required to undertake traveling either in India or elsewhere in connection with the Company's business, according to the directions and instructions issued by the Management, from time to time, for which you will be reimbursed expenses in accordance with the rules.
6. You will be taken on probation for a period of Six (6) Months of joining work, but if the Management is not satisfied with your work and conduct, your service are liable to termination without notice at any time during or on completion of the probation period. This period of probation will be liable to such extension as the Management may deem fit in its sole discretion. Unless an order in writing confirming you is given, you will not be deemed to have been made permanent.
7. If your service are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your service can be terminated on one month's notice on either side.

335

PRISM

PLUMBING | FIRE PROTECTION | ALLIED SERVICE | TREATMENT PLANTS

8. This offer of employment is made to you in confidence and its terms must not be disclosed by you to anymore outside your immediate family.
9. We wish to impress upon you that, we do not want you to bring with you any coincidental or proprietary material of any former employer or to violate any other obligations you may have to any former employer. The company reserves the right to conduct background investigations and/or reference checks on all of its potential employees.
10. Your start date of employment will be from **7th September 2019**. However your entire tenure of work till date will be considered as your total experience of work.
11. While we look forward to line and profitable relationship, should you decide to accept our offer, the employment relationship can terminated by either of us for reasonable cause, at any time with a month's notice period or one month's salary in lieu thereof.

    Any statements or representations to the contrary (and, indeed any statements contradicting any provision this letter) should regardless by you as ineffective.

12. Your services are liable to be terminated without notice, if the company's informed of any previous conviction by a court of law involving moral turpitude or if any particular given in your application/resume or found to be false are incorrect. You will be liable to make good the losses, damages that the company may suffer due to omission or commission on your part.
13. Your duties will be assigned by the company from time to time and you should be prepared to serve in any suitable department out shift to which you may be assigned.
14. You agree that, you shall perform your duties with diligence and devotion. While in employment, you you not be employed by any other company on a temporary or a part time basis or offer your services with our without pay to any person, legal entity or public authority or be occupied in your business without prior consent of the company.
15. During the course of your employment with us, you may acquire information, which is confidential or proprietary to the company. As a condition of your employment, you will not either during your employment or thereafter, for any reason divulge any such information to any person or company or any other organisation.
16. Anything possessed by you, which disclosed are embodies such information shall be handed over to the company, prior to your leaving the company. Such information could be in the form of documents, soft copy, computer printouts, and all other property in your possession.
17. By accepting the terms of employment you authorize the company to deduct all dues from your remuneration at the time of termination of employment. This would include salary, salary in lieu of notice, any dues, or any penalty persuant to the company's disciplinary procedure.
18. Absence for a continuous period of 6 days without prior written approval would be treated as abandonment of service. You will be subjected to disciplinary action and penalties, which would be communicated to you in due course.

Principal
Sapthagiri College of Engineering
14/5 Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

BRANCHES:
- CHENNAI: "Roshani" Flat No. 1,1st floor, No.50, Unnamalai Ammal Street, T Nagar, Chennai – 600017 Ph: +91-44-42606022/28 42153 e-mail: prism.basu@gmail.com
- COIMBATORE: Chenny's Chamber, 1st Floor, 112A, Dr. Nanjappa Road, Coimbatore – 641018 Ph: +91-42-434940/2305299 e-mail: prismcoimbatore@yahoo.co.in
- HYDRABAD: Plot No. 1-498/9/3/21 Aastra Nilayam, Jaihind Enclave, Madhapur, Hydrabad – 50033 Tel: +91-040-40 59823 e-mail: prismhyderabad@gmail.com

PRISM

PLUMBING | FIRE PROTECTION | ALLIED SERVICE | TREATMENT PLANTS

19. You will be governed by the rules and regulation of the company as framed, applicable, enforced amended or alerted from time to time during the course of your employment.
20. In respect of all matters including those not specifically covered by this letter, you will observe and adhere to the rules and regulations of the company as may be applicable from time to time.
21. You will inform the company in writing about any change in your residential address and personal contact numbers.
22. You are requested to countersign and return the enclosed copy, as token of acceptance of the terms and conditions sweet out there in.
23. You shall indemnify the company and held company harmless, from any claims arising out of eventualities occurring in the office premises while on duty or while traveling or on out sourced transport etc.,
24. During the tenure of the employment you have to make all Company's data/ design etc as Coincidental and it should be returned while leaving from the company and you have restricted after to any Company's document, Drawing without proper privileges information, consent from relevant dept. If found the Company's sole discretion to take a civil / criminal Proceedings against your misconduct / misbehaviour through respective law.

Please sign the enclosed copy of this letter in the space indicated and return it to us. Your signature will acknowledge that you have read, understood and agreed to the terms and conditions of this letter and attached documents, if any.

Thanking you,

Yours faithfully,
for **PRISM Consultants,**

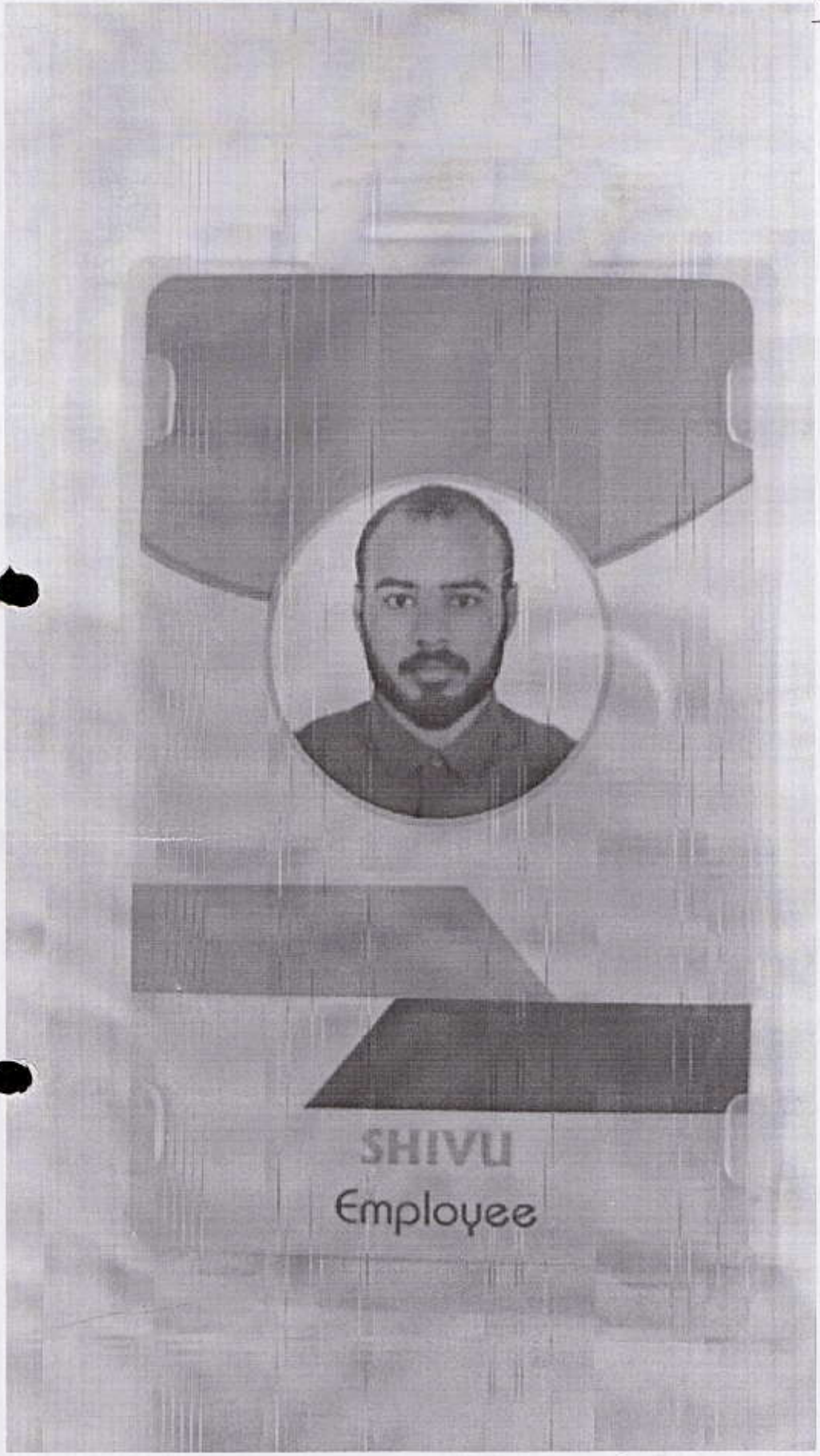
(A. P. Baalamuruhan)

Principal Consultant

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

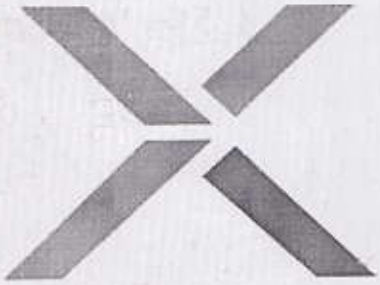
BRANCHES:
- CHENNAI: "Roshani" Flat No. 1,1st floor, No.53, Unnamalai Ammal Street, T Nagar, Chennai – 600017 Ph: +91-44-42606022/28142153 e-mail: prism.balu@gmail.com
- COIMBATORE: Chenny's Chamber, 1st Floor, 112A, Dr. Nanjappa Road, Coimbatore – 641018 Ph: +91-42-434940/2305299 e-mail: prismcoimbatore@yahoo.co.in
- HYDRABAD: Plot No. 1-198/9/3/21 Amma Nilayam, Jaihind Enclave, Madhapur, Hydrabad – 50033 Tel: +91-040-441[illegible]9023 e-mail: prismhyderabad@gmail.com

B. Shivalinga Reddy
1SG15IS030
ISE, 2019



Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road,
Bengaluru - 560 057

336



Flexera

Inform IT. Transform IT.

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logis
- Medi

Date : 29/10/2019

Mr. / Ms. **Akshatha G**

Employee Code : V1E[illegible]6648

SSQ B17 IISc Qtrs opp. KV IISc

Bengaluru - 560012
Karnataka

Sub: Appointment Letter

Dear Ms. **Akshatha G** ,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Research Analyst - Medical Billing** with effect from **08-07-2019** in our organization based in Vee1, on the following terms and conditions:

Your Cost to Company will be **Rs.3,00,000/-per annum (Three Lakh's Only)** and a detailed salary break up is as per the Annexure - A

Please go through the HR Policies of the Company governing your employment. Other terms and conditions relating to your appointment are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

337

Scanned by CamScanner

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logist
- Media

Date : 29/10/2019

Mr. / Ms. Vinitha M

Employee Code : V1E16850

65, Kempegowda GardenLaxmi Temple

Abbigere
Bengaluru - 560090
Karnataka

Sub: Appointment Letter

Dear Mr. / Ms. Vinitha M,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of Research Analyst - Medical Billing with effect from 26-08-2019 in our organization based in Vee1, on the following terms and conditions:

Your Cost to Company will be Rs.3,00,000/-per annum (Three Lakh's Only) and a detailed salary break up is as per the Annexure - A

Please go through the HR Policies of the Company governing your employment. Other terms and conditions relating to your appointment are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

338

Scanned by CamScanner

Sushmitha . R.
1SG15BT032
(18-19)

Interim Offer Letter

June 24 2019

Dear Sushmitha R,

Welcome to the Vee Family...!

Congratulations!!! We are pleased to inform you that, you have been shortlisted 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 days, you are liable to pay back the recruitment and training expenses of Rs 36,000 to the company.

On successful completion of the training you will be on boarded on rolls of Vee Technologies as **Medical Billing Trainee**. We expect you to report for training on **July 08th, 2019**

This is only an interim offer and the training start date may be postponed or pre-poned basec on the business. 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.

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 IC/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.

For any help/queries, please write to Anjan.k@veetechnologies.com

With best wishes,

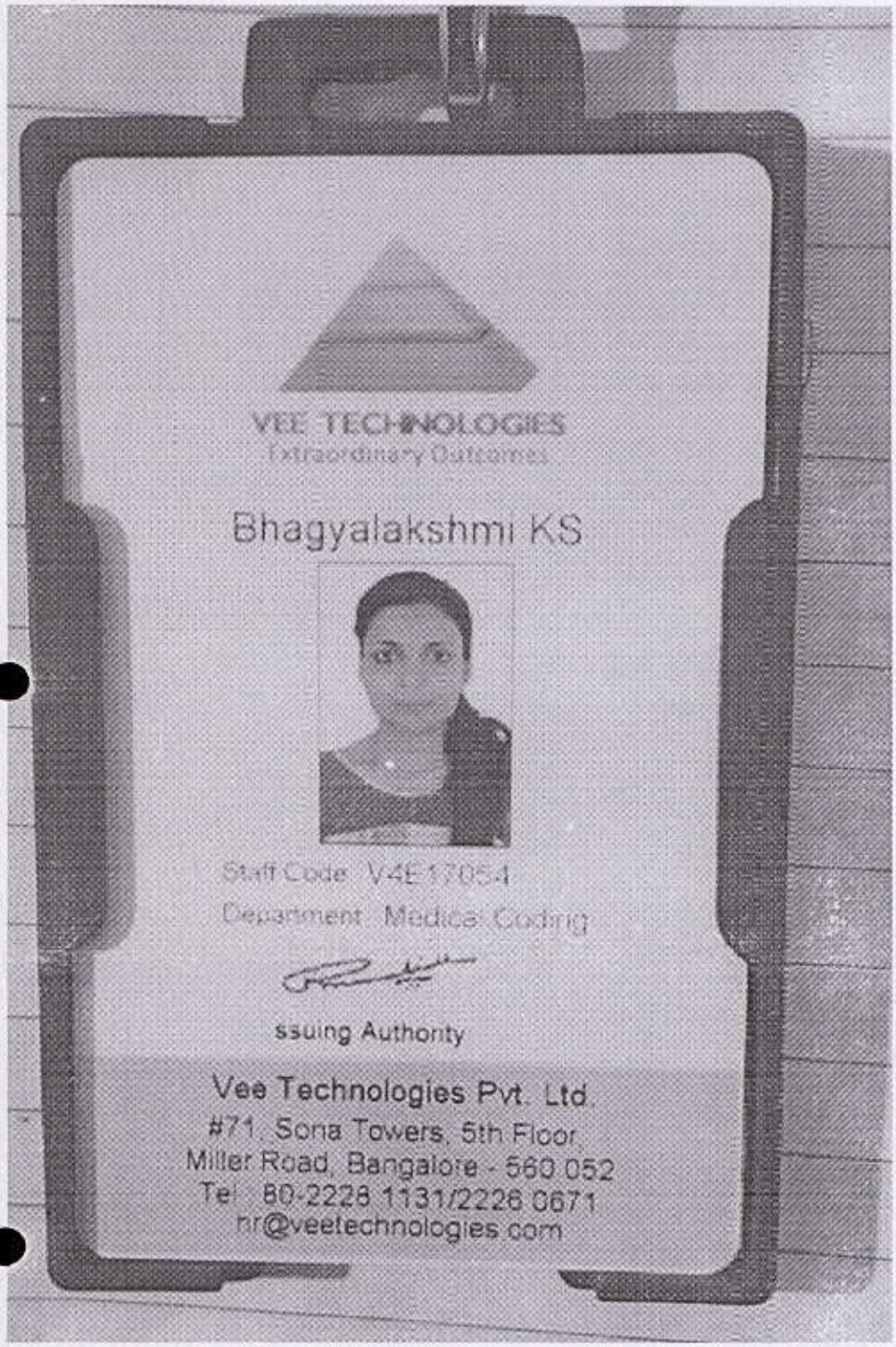
for Vee Technologies Pvt. Ltd.,

HR Team

Principal
Sapthagiri College of Engineering
14/5, Chikkasaadra, Hesaraghatta Main Road
Bengaluru - 560 057

339

1SG15BT004
18-19



Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logis
- Medi

Date : 27/12/2019

Mr. / Ms. **Bhagyalakshmi KS**

Employee Code : **V4E17054**

#81/A 4th Cross Ganapathi Nagar

Leggere
Bengaluru - 560056
Karnataka

Sub: Appointment Letter

Dear Mr. / Ms. **Bhagyalakshmi KS ,**

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Medical Coder Trainee - Medical Coding** with effect from **16-12-2019** in our organization based in **Vee4**, on the following terms and conditions:

Your Cost to Company will be **Rs.180000/-per annum (One Lakh's Eighty Thousand Only)** and a detailed salary break up is as per the Annexure - A

Please go through the HR Policies of the Company governing your employment. Other terms and conditions relating to your appointment are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you.

340

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logis
- Medi

Terms & Conditions:-

Probation

1. You will be on probation for a period of six months commencing from your date of joining the Company. If performance is not satisfactory your probation period may be extended. At the end of your probation your services will be confirmed based on confirmation assessment by the management. During the probation period either party may terminate this agreement by giving the other party **30 Days** notice and without assigning any reason.

2. Management is under no obligation to offer you employment after the completion of your probation period. However, upon successful completion of your 6 months Probationary you will be confirmed as applicable to any other employees.

Notice Period

3. After confirmation either party by stating their intention to do so, in writing, may terminate this employment at any time, provided that at least **30 Days** notice or salary in lieu thereof has been given. However Company will have absolute discretion to waive off the notice period. In the event that you are in the middle of an assignment, the Company may require you to complete all operation parts of the assignment, as determined by the Company before agreeing to your release.
4. In such circumstances you will be required to return all documents and property belonging to the Company before your last working day in order to obtain release from the Company. You are also specifically restrained from keeping copies or extracts of any of the Company or client's document with you, after your release from the services of the Company, except with specific written permission.

Date of Birth

5. The date of birth declared by you is **09-06-1997** and you will be bound by such date of birth in all service matters related with the Company.

Retirement Age

6. You will retire from the services of the Company on attaining the age of 60 years.

Retirement / Separation Benefits

7. You will be entitled to provident fund and gratuity as per the Company's rules.

340

Non-Disclosure and Confidentiality

8. You shall sign a Non -Disclosure Agreement and this NDA is applicable during your employment and for a period of two (2) yrs after the employment period. This order is to be read in conjuncture with the NDA that you have read, understood, accepted & acknowledged.
9. During your employment period, you shall not interest or engage yourself in any other business, occupation directly or indirectly without written permission of the Management.
10. You shall not divulge, disclose any time during your probationary period or thereafter, any confidential information regarding the business, know-how, knowledge, secrets, methods, plans etc., of the company. Further, you shall not indulge in any activity which will be considered by the management as detrimental or prejudicial/prudential to the interest of the company or its officers and may bring dis-reputation to the company, failing which may be terminated from services forthwith and suitable action will be initiated.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Tenure Commitment

11. You may have to execute a Bond as a part of your long term commitment for about **Eighteen Months.** Once the bond is executed and if not adhered you may have to compensate the Company as per the terms of the Bond or as specified in the NDA.

Responsibilities during employment period:

12. During your employment, you shall report to your immediate superior as designated by the management unless specified otherwise.

13. During your probation or thereafter, you should furnish/ update/ correct your Permanent/ Residential address. Any change in the address should be intimated to the HR immediately. Even whilst on leave or absence, you will have to communicate your whereabouts to HR or to your immediate Supervisor/ Manager, so that the Company may get in touch with you if and when required.

14. During your employment period, you should perform all the roles & responsibilities faithfully & diligently which are attached to your post as assigned by the management.

Incentives & Allowance

15. You will be eligible for performance based incentives on regular basis either, monthly or quarterly and please note the incentives are not part of your regular wages and are purely performance driven.

16. Management reserves the rights to revise or modify the incentive components from time to time.

17. Flexi allowance consists of incentive components which may be categorized as daily, monthly, quarterly incentives. Incentives are also termed as Variable pay or variable performance linked pay.

Verification

18. Your employment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company, your services are liable to be terminated forthwith without any notice or compensation.

Non-Competition

19. During the employment and for a period of two (2) years after the employment period, you shall not, without the Company's prior written consent, which consent shall not be unreasonably withheld, directly or indirectly:

I. Hire any employee of the company or recruit, solicit or induce, or attempt to induce, any employee or employees' of the company to terminate their employment with, or otherwise cease their relationship with, the company;

II. Solicit, divert or take away, or attempt to divert or take away, the business of patronage of any clients, customers or accounts or prospective clients or customers of the company; which were contacted, solicited or served by you while in the employment with the company

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Transfers

20. You are liable to be transferred from one department/ section to the other, from one job to another of similar skill if an exigency of work is called for.

21. Management reserves its rights to transfer your services to the Head office or any other establishment/ sister/associate concern/branch wherever the interests of the company are involved and you should accept such transfer to any place in your Organization in the state of Karnataka/ anywhere in India, during the Period of probation or thereafter.

Termination of Employment

22. This offer is subject to you being found medically fit by the company's doctor or any other Registered Medical Practitioner authorized by the Management. Management reserves its right to medically examine you at any time during the course of your employment for drugs or otherwise as per the Company's Drug Policy, as we are a Health Care oriented Organization. In case you are found medically unfit, the Company shall not engage you for training or employment thereafter.

23. During the period of your Probationary/ Employment if you remain absent without sanction of leave for a period of more than 5 consecutive working days or overstay sanctioned leave for three consecutive working days, you shall be deemed to have voluntarily left/ abandoned your Employment by your own act, unless you submit your satisfactory explanation in writing to the Management. The management reserves its right to accept or reject your explanation, in which event you shall repay the entire cost as specified by the management. In case, you are absent without prior approval from the

24. Designated authority for more than 5 days, you will be removed from the services of the company without any further dispute.

25. In case of your termination or resignation, you should hand-over the charge to any other designated authority and obtain the clearance from all the departments concerned. Termination of employment can be due to loss of confidence in you by the management, misconduct of any kind, or any other matters which directly or indirectly affects the Company's Stature or interest. Final settlement will be done only upon the clearance from the respective departments.

General

26. You shall take good care of and be responsible and accountable for the work assigned to you. It is the responsibility of every employee to handle the machinery, equipment's, and Company materials used by them from time to time.

27. In addition to the above terms and conditions, the company's Standing Orders/Service Rules and Regulations existing will govern you or as may be modified from time to time, at the discretion of the management.

28. The management reserves the right to lay-off with or without compensation or retrenches your services, at its discretion for any reason whatsoever.

29. Employees are provided with subsidized food at our canteen premises.

30. Apart from the above, you will be governed by the standing orders/ service, rules & regulations of the company in force and as modified from time to time.

Annexure - A

Basic	5553
House Rent Allowance	2776
Conveyance Allowance	0
Medical Reimbursement	0
Piece Rate Incentives	3472
VPLI	2082
Gross Salary	**13883**
PT	0
ESI	104
PF	666
Total Employee Contribution	770
Net Salary	**13113**
ESI Employer	451
PF Employer	666
Total Employer Contribution	1117
Monthly CTC	**15000**
Annual CTC	**180000**

Professional Tax:

Employees are liable to pay the Professional Tax contribution every 6 months once based on their gross earning in that particular months. For the period of April to September PT will be deducted in September Payout. For the period of October to March PT will be deducted in March Payout for TamilNadu.

Yours faithfully,

for **Vee Technologies Private Limited**

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Declaration

I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.

Bhagyalakshmi KS

340

Seema Nandeppa Hunki
1SG15IS102
2018-19, ISE

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **Seema hunki,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **30-Dec-2019** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo 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 you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. 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 joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to 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 along with bank cheque leaf.
- 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.,**

341

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghetta Main Road
Bengaluru - 560 057

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

VEE TECHNOLOGIES

The only Global Services c
backed by its own univers
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date : 28/08/2019

Mr. / Ms. **Manjunath M**

Employee Code : **V1E16606**

#15 1st Main 4th Cross Siddeshwara Layout Siddahalli

Sid dahalli
Bengaluru 560073
Karnataka

Sub: **Appointment Letter**

Dear Mr. / Ms. **Manjunath M ,**

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Business Development Executive Trainee - Business Development** with effect from **13-08-2019** in our organization based in **Vee1**, on the following terms and conditions:

Your Cost to Company will be **Rs.216000/-per annum (Two Lakh's Sixteen Thousand Only)** and a detailed salary break up is as per the Annexure - A

Please go through the HR Policies of the Company governing your employment. Other terms and conditions relating to your appointment are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

342

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date : 28/08/2019

Mr. / Ms. **Aishwarya K.Y**
Employee Code : **V1E16645**

Sub: Appointment Letter

Dear Mr. / Ms. **Aishwarya K.Y ,**

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **AR Caller Trainee - Medical Billing** with effect from **26-08-2019** in our organization based in **Vee1**, on the following terms and conditions:

Your Cost to Company will be **Rs.216000/-per annum (Two Lakh's Sixteen Thousand Only)** and a detailed salary break up is as per the Annexure - A

Please go through the HR Policies of the Company governing your employment. Other terms and conditions relating to your appointment are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road

Terms & Conditions:-

Probation

1. You will be on probation for a period of six months commencing from your date of joining the Company. If performance is not satisfactory your probation period may be extended. At the end of your probation your services will be confirmed based on confirmation assessment by the management. During the probation period either party may terminate this agreement by giving the other party **30 Days** notice and without assigning any reason.

2. Management is under no obligation to offer you employment after the completion of your probation period. However, upon successful completion of your 6 months Probationary you will be confirmed as applicable to any other employees.

Notice Period

3. After confirmation either party by stating their intention to do so, in writing may terminate this employment at any time, provided that at least **30 Days** notice or salary in lieu thereof has been given. However Company will have absolute discretion to waive off the notice period. In the event that you are in the middle of an assignment, the Company may require you to complete all operation parts of the assignment, as determined by the Company before agreeing to your release.
4. In such circumstances you will be required to return all documents and property belonging to the Company before your last working day in order to obtain release from the Company. You are also specifically restrained from keeping copies or extracts of any of the Company or client's document with you, after your release from the services of the Company, except with specific written permission.

Date of Birth

5. The date of birth declared by you is **26-10-1996** and you will be bound by such date of birth in all service matters related with the Company.

Retirement Age

6. You will retire from the services of the Company on attaining the age of 60 years.

Retirement / Separation Benefits

7. You will be entitled to provident fund and gratuity as per the Company's rules.

Non-Disclosure and Confidentiality

8. You shall sign a Non -Disclosure Agreement and this NDA is applicable during your employment and for a period of two (2) yrs after the employment period. This order is to be read in conjuncture with the NDA that you have read, understood, accepted & acknowledged.
9. During your employment period, you shall not interest or engage yourself in any other business, occupation directly or indirectly without written permission of the Management.
10. You shall not divulge, disclose any time during your probationary period or thereafter, any confidential information regarding the business, know-how, knowledge, secrets, methods, plans etc., of the company. Further, you shall not indulge in any activity which will be considered by the management as detrimental or prejudicial/prudential to the interest of the company or its officers and may bring dis-reputation to the company, failing which may be terminated from services forthwith and suitable action will be initiated.

Tenure Commitment

11. You may have to execute a Bond as a part of your long term commitment for about **Eighteen Months.** Once the bond is executed and if not adhered you may have to compensate the Company as per the terms of the Bond or as specified in the NDA.

Responsibilities during employment period:

12. During your employment, you shall report to your immediate superior as designated by the management unless specified otherwise.

13. During your probation or thereafter, you should furnish/ update/ correct your Permanent/ Residential address. Any change in the address should be intimated to the HR immediately. Even whilst on leave or absence, you will have to communicate your whereabouts to HR or to your immediate Supervisor/ Manager, so that the Company may get in touch with you if and when required.

14. During your employment period, you should perform all the roles & responsibilities faithfully & diligently which are attached to your post as assigned by the management.

Incentives & Allowance

15. You will be eligible for performance based incentives on regular basis either, monthly or quarterly and please note the incentives are not part of your regular wages and are purely performance driven.

16. Management reserves the rights to revise or modify the incentive components from time to time.

17. Flexi allowance consists of incentive components which may be categorized as daily, monthly, quarterly incentives. Incentives are also termed as Variable pay or variable performance linked pay

Verification

18. Your employment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company, your services are liable to be terminated forthwith without any notice or compensation.

Non-Competition

19. During the employment and for a period of two (2) years after the employment period, you shall not, without the Company's prior written consent, which consent shall not be unreasonably withheld, directly or indirectly:

I. Hire any employee of the company or recruit, solicit or induce, or attempt to induce, any employee or employees' of the company to terminate their employment with, or otherwise cease their relationship with, the company;

II. Solicit, divert or take away, or attempt to divert or take away, the business of patronage of any clients, customers or accounts or prospective clients or customers of the company; which were contacted, solicited or served by you while in the employment with the company

Transfers

20. You are liable to be transferred from one department/ section to the other, from one job to another of similar skill if an exigency of work is called for.

21. Management reserves its rights to transfer your services to the Head office or any other establishment/ sister/associate concern/branch wherever the interests of the company are involved and you should accept such transfer to any place in your Organization in the state of Karnataka/ anywhere in India, during the Period of probation or thereafter.

Termination of Employment

22. This offer is subject to you being found medically fit by the company's doctor or any other Registered Medical Practitioner authorized by the Management. Management reserves its right to medically examine you at any time during the course of your employment for drugs or otherwise as per the Company's Drug Policy, as we are a Health Care oriented Organization. In case you are found medically unfit, the Company shall not engage you for training or employment thereafter.

23. During the period of your Probationary/ Employment if you remain absent without sanction of leave for a period of more than 5 consecutive working days or overstay sanctioned leave for three consecutive working days, you shall be deemed to have voluntarily left/ abandoned your Employment by your own act, unless you submit your satisfactory explanation in writing to the Management. The management reserves its right to accept or reject your explanation, in which event you shall repay the entire cost as specified by the management. In case, you are absent without prior approval from the

24. Designated authority for more than 5 days, you will be removed from the services of the company without any further dispute.

25. In case of your termination or resignation, you should hand-over the charge to any other designated authority and obtain the clearance from all the departments concerned. Termination of employment can be due to loss of confidence in you by the management, misconduct of any kind, or any other matters which directly or indirectly affects the Company's Stature or interest. Final settlement will be done only upon the clearance from the respective departments.

General

26. You shall take good care of and be responsible and accountable for the work assigned to you. It is the responsibility of every employee to handle the machinery, equipment's, and Company materials used by them from time to time.

27. In addition to the above terms and conditions, the company's Standing Orders/Service Rules and Regulations existing will govern you or as may be modified from time to time, at the discretion of the management.

28. The management reserves the right to lay-off with or without compensation or retrenches your services, at its discretion for any reason whatsoever.

29. Employees are provided with subsidized food at our canteen premises.

30. Apart from the above, you will be governed by the standing orders/ service, rules & regulations of the company in force and as modified from time to time.

Annexure - A

Basic	6664
House Rent Allowance	3332
Conveyance Allowance	0
Medical Reimbursement	0
Piece Rate Incentives	4164
VPLI	2499
Gross Salary	**16659**
PT	200
ESI	125
PF	800
Total Employee Contribution	1125
Net Salary	**15534**
ESI Employer	541
PF Employer	800
Total Employer Contribution	1341
Monthly CTC	**18000**
Annual CTC	**216000**

Professional Tax:

Employees are liable to pay the Professional Tax contribution every 6 months once based on their gross earning in that particular months. For the period of April to September PT will be deducted in September Payout. For the period of October to March PT will be deducted in March Payout for TamilNadu.

Yours faithfully,

***for* Vee Technologies Private Limited**

SOUJANYA PRAKASH
Digitally signed by SOUJANYA PRAKASH
Date: 2019.08.28 18:45:24 +05:30

Declaration

I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.

Aishwarya K.Y

Hextri Electron Labs Pvt. Ltd

Hegganhalli Main Rd, Peenya 2nd Stage,Byraveshwara Industrial Estate,Bengaluru-560091,Karnataka

March 15, 2019

Dear Bindu B,

Congratulations Hextri Electron Labs Pvt. Ltd. is pleased to offer you the position of **"Trainee Engineer"**. We trust that this offer will meet with your approval.

- Your CTC will be **Rs.2,2000 (Two lakhs Twenty thousands only) Per Annum.**
- Your first day of work will be **August 01, 2019.**
- You will be on probation for a period of 6 months .During this period, your Performance will be regularly reviewed .On your Satisfactory completion of Probationary Period of employment your case for permanent absorption as regular employee of the company considered by the management.

This offer is conditional upon our satisfactory completion of your reference checks.

Please sign the enclosed copy of this letter and return it by **April 10, 2019** to indicate your acceptance of this offer.

The entire team at our Company is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

For

Hextri Electron Labs Pvt . Ltd

HR department

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

346

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **Uzma Tahaseen,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **30-Dec-2019** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo 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 you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. 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 joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to 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 along with bank cheque leaf.
- 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.,

Principal
Panthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

3417

Annexure – A

Vee Salary Breakup		
Particulars	**Bangalore / Chennai (Rupees)**	**Salem (Rupees)**
Basic	6572	6207
House Rent Allowance	3286	3104
Conveyance Allowance	0	0
Medical Reimbursement	0	0
Piece Rate Incentives	4108	3879
VPLI	2465	2328
Gross Salary	**16431**	**15518**
PT	200	0
ESI	288	272
PF	789	745
Total Employee Contribution	1277	1017
Net Salary	**15154**	**14501**
ESI Employer	780	737
PF Employer	789	745
Total Employer Contribution	1569	1482
CTC/Month	**18000**	**17000**
Total CTC/Annum	**216000**	**204000**

Note:

1. *Cafeteria facility is available in Salem & Bangalore location and in Chennai external Food Court is available*
2. *Availing Food/ Snacks in Cafeteria is optional and Employees who opt for Food Coupons, proportionate amount will be deducted from the Salary*
3. *As the Cost of Living is high in Metro city (Bangalore & Chennai) there is difference of Rs 1000/- City Allowance in the CTC for employees working in Metro Vs Non-Metro(Salem)*
4. *Professional Tax (PT) Deduction:*
   - *Karnataka: Monthly Rs 200/-*
   - *Tamil Nadu: Rs 1250/- every six months*

DELL EMC

348

September 11, 2019

Pavithra N
#413/1-1,2nd main nagappa block, srirampuram
Bangalore 560021
India

Private & Confidential

Dear Pavithra,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Pavithra N (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("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 Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Sharan Prakash (1010741),Manager 2, Sales Engineer Analyst. Your start date is October 7, 2019. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

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

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales,Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work , either on a temporary or permanent basis, to any other place where it now

3

Santhanam Co[illegible]

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **Rashmi,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **30-Dec-2019** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo 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 you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. 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 joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to 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 along with bank cheque leaf.
- 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.,**

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Principal
Sapthagiri College of Engineering
#15, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Annexure – A

Vee Salary Breakup		
Particulars	**Bangalore / Chennai (Rupees)**	**Salem (Rupees)**
Basic	6572	6207
House Rent Allowance	3286	3104
Conveyance Allowance	0	0
Medical Reimbursement	0	0
Piece Rate Incentives	4108	3879
VPLI	2465	2328
Gross Salary	**16431**	**15518**
PT	200	0
ESI	288	272
PF	789	745
Total Employee Contribution	1277	1017
Net Salary	**15154**	**14501**
ESI Employer	780	737
PF Employer	789	745
Total Employer Contribution	1569	1482
CTC/Month	**18000**	**17000**
Total CTC/Annum	**216000**	**204000**

Note:

1. *Cafeteria facility is available in Salem & Bangalore location and in Chennai external Food Court is available*
2. *Availing Food/ Snacks in Cafeteria is optional and Employees who opt for Food Coupons, proportionate amount will be deducted from the Salary*
3. *As the Cost of Living is high in Metro city (Bangalore & Chennai) there is difference of Rs 1000/- City Allowance in the CTC for employees working in Metro Vs Non-Metro(Salem)*
4. *Professional Tax (PT) Deduction:*
   - *Karnataka: Monthly Rs 200/-*
   - *Tamil Nadu: Rs 1250/- every six months*

HEXAWARE

Sweta Priya
1SG15IS118
2018-19
ISE

Letter of Intent

9th Oct, 2018

Sweta Priya
Sapthagiri College of Engineering
Bangalore

Dear Sweta Priya,

We are pleased to inform you that you have been provisionally short-listed for employment as "**Software Engineer Trainee**".

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Siruseri, Chennai.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campus2018@hexaware.com confirming your interest in joining Hexaware.

Truly yours,

For Hexaware Technologies Limited

Satish Warrier
Associate General Manager

354

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

HEXAWARE

Letter of Intent

9th Oct, 2018

Laxmish Aa
Sapthagiri College of Engineering
Bangalore

Dear Laxmish Aa,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee".**

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Siruseri, Chennai.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campus2018@hexaware.com confirming your interest in joining Hexaware.

Truly yours,

For Hexaware Technologies Limited

Satish Warrier
Associate General Manager

355

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Hextri Electron Labs Pvt. Ltd

Hegganhalli Main Rc., Peenya 2nd Stage,Byraveshwara Industrial Estate,Bengaluru-560091,Karnataka

March 15, 2019

Dear Rekha R,

Congratulations Hextri Electron Labs Pvt. Ltd. is pleased to offer you the position of **"Trainee Engineer"**. We trust that this offer will meet with your approval.

- Your CTC will be **Rs.2,2000 (Two lakhs Twenty thousands only) Per Annum.**
- Your first day of work will be **August 01, 2019.**
- You will be on probation for a period of 6 months .During this period, your Performance will be regularly reviewed .On your Satisfactory completion of Probationary Period of employment your case for permanent absorption as regular employee of the company considered by the management.

This offer is conditional upon our satisfactory completion of your reference checks.

Please sign the enclosed copy of this letter and return it by **April 10, 2019** to indicate your acceptance of this offer.

The entire team at our Company is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

For

Hextri Electron Labs Pvt . Ltd

HR department

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

356

From: **insha fathima** <insha1798@gmail.com>
Date: Thu, 18 Jun, 2020, 11:34 AM
Subject: Fwd: FW: Joining intimation from Hexaware
To: <sowmyasomanath@sapthagiri.edu.in>

---------- Forwarded message ---------
From: **campusconnect**
<campusconnect@hexaware.com>
Date: Mon, 9 Sep 2019, 18:09
Subject: FW: Joining intimation from Hexaware
To: insha fathima <insha1798@gmail.com>

Dear Candidate

358

Hearty Congratulations on your selection with Hexaware!

Principal
Sapthagiri College of Engineering
14'5, Chikkasandra, Hesaraghatta Main Road

In continuation to this, we are happy & delighted to announce the joining date for the batch.

You are requested to join our **Chennai - Siruseri office** on
Thursday September 12th, 2019 at **9:00**

Advika Infotech

8th July 2019

Mr. Sharath C
Bangalore

Dear Sharath C,

Form Q

EMPLOYMENT LETTER

We are pleased to inform you the Compensation, Benefits and the terms and conditions applicable to you.

1. **Designation:**

Your designation will be **"PROJECT ENGINEER".**

2. **Compensation & Benefits:**

The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.

1. SALARY, PERQUISITES AND OTHER ALLOWANCES

a) Cost to Company Rs. 180000/- (Rs. One Lakh Eighty Thousand Only.) Per annum

Rs.15,000/- (Rs. Fifteen Thousand Only) per month.

The above shall be structured as under:

a) A fixed Monthly pay of Rs. 15,000/- per month, the components of this is detailed in Appendix attached to this letter.

3. **Term of Contract:**

This Contract will be in effect from **8th July 2019**. You will be under a probationary period of 6 Months.

4. **Notice Period:**

The contract of employment is terminable by employee by giving two months (60 days) notice in writing. The Company reserves the right to terminate the services of the employee by giving a 30 day notice.

Either party is not bound to give any reason thereof.

The Company reserves the right to pay or recover salary in lieu of notice period or to relieve you before the expiry of the notice period.

5. **Separation:**

On separation, 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 records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items. You will also return to the Company all the assets given to you for official and/or personal use as per the various policies/schemes applicable to you as a part of your Compensation & Benefits. This would not apply to those assets or items, which are obligatory for you to buy under the concerned schemes.

6. **Retirement:**

363

Principal
Sapthagiri College of Engineering
14/5 Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057



NATURAL LANGUAGE PROCESSING (NLP) DEEP LEARNING
SOFTWARE DEVELOPMENT SOFTWARE ENGINEERING JAVA
JAVASCRIPT MACHINE LEARNING (ML PYTHON

My Work

Software development engineer at

BITONIC TECHNOLOGY LABS PRIVATE LIMITED

About Me

You haven't told us about yourself yet

Edit your profile

My location

Vaishnavi Signature

Connect

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

30-September-2019

18-19
093

alp consulting
Your Future, Our Inspiration

To,
Varun

It gives us great pleasure to make you a formal offer to join us as **SCM Specialist** *on deputation* to **ABB Global Services Ltd.** located at **Bangalore** and date of joining is **01-October-2019.** The key role, responsibilities of the position and our expectations from you are as discussed by **ABB.** The detailed break up of your compensation is as per the below Annexure A.
If you do have any specific queries on below mentioned annexure, we would be most happy to clarify them for you. A detailed letter of appointment outlining all aspects of your employment terms will be provided to you at the time of your joining.

We look forward to welcoming you to our team. Please sign and return duplicate copy of this letter as a token of your formal acceptance of this offer.

Compensation Break-up is as below: **Annexure A:**

Alp Consulting Ltd.			
No. 11/2, 'KHR House', Palace Road, Vasanthnagar, Bangalore - 560052			
Statement of Salary			
[redacted]: Varun K Shetty			
Earnings	**Rs.**	**Deductions**	**Rs.**
Basic	[redacted]	PT	[redacted]
HRA	[redacted]	PF	[redacted]
Other Allowance	[redacted]	ESIC	[redacted]
Total Earnings (A)	[redacted]	Total Deductions (B)	[redacted]
Net Pay (A-B)	[redacted]		
PF (Employer Cont.)	[redacted]		
ESIC (Employer Cont.)	[redacted]		
Statutory Bonus	[redacted]		
Gratuity	[redacted]		
Total (C)	[redacted]		
Total CTC (A+C) Per Month	[redacted]		

** Taxes as applicable*

With Best Regards.

[redacted]uly,
For Alp Consulting Ltd.

Sapna Akarsh
Assistant Manager

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Scanned by CamScanner

1SG15BT027

YASHASWI

NEEM Trainee Reg.No. : YAS12467 Date :- 15-Oct-2019

NEEM TRAINEE CONTRACT LETTER

To,
Miss. Sahana R,
#1172, 5th Cross, Rajajinagar

Dear Miss. Sahana,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "**WNS Global Services Pvt Ltd Banglore**" subject to the following terms and conditions:

1. The Period of training shall be 6 months with start date **15-Oct-2019** and end date **14-Apr-2020.**

2. You will be paid consolidated monthly stipend of **Rs. 13,500 /-**

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM)

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee–

i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

366

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay in lieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be impartec training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

For Yashaswi Academy for Skills,

Authorized Signatory

Date :- 15-Oct-2019

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

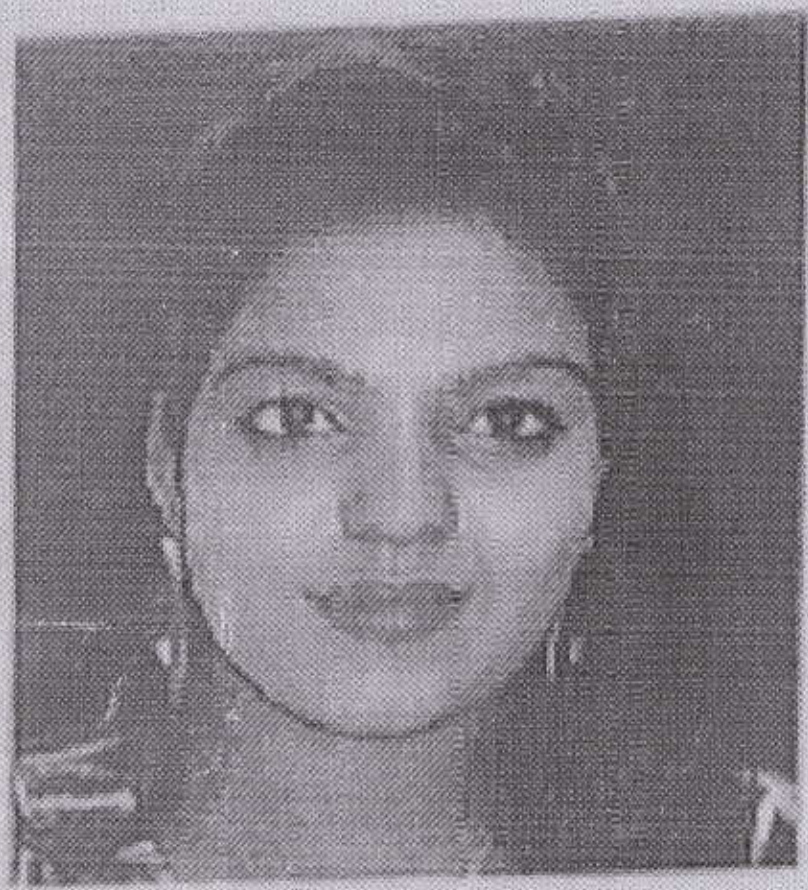
(Signature of Trainee)

Date :- 15-Oct-2019

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Rd,
Bengaluru - 560 057

WNS



SAHANA R
RAMESH

329216

Emergency No .: 9845496973

Blood Group .: A-ve

1SG15BT010

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

YASHASWI

NEEM Trainee Reg.No. : YAS12468

Date :- 15-Oct-2019

NEEM TRAINEE CONTRACT LETTER

To,
Miss. Gouthami B L,
st Floor, #2151, 11th Cross,
Sanjeevini Nagar

Dear Miss. Gouthami,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in **"WNS Global Services Pvt Ltd Banglore"** subject to the following terms and conditions:

1. The Period of training shall be 6 months with start date **15-Oct-2019** and end date **14-Apr-2020.**

2. You will be paid consolidated monthly stipend of **Rs. 13,500 /-**

3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.

4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee–

i. If you secure gainful employment (on production of copy of the appointment letter) and
ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
iii. Absent from on the job training for more than 3 days without permission.
iv. Any kind of disciplinary issue
v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay in lieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

For Yashaswi Academy for Skills,

Authorized Signatory

Date :- 15-Oct-2019

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.

Accepted & Agreed

(Signature of Trainee)

Date :- 15-Oct-2019

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

WNS



GOUTHAMI B L

LAKSHMINARAYANA

329214

nergency No : 7022979690

lood Group : A+ve

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Nikitha M S
1SG15IS072
2018-19, ISE

Nikitha

Date : 15-March-2019

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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 368

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

Agreement as per rules of the Company.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Main Road

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. Kincly return the duplicate of this letter, with all the annexure, duly countersigned at the place provided therein, in token of you· 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

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Abhishek Sharma
1SG15IS006
2018-19, ISE

Personal & Confidential

17th OCT 2019

TPV/HRM/TV/2019/308

ABHISHEK SHARMA

Dear **ABHISHEK SHARMA**,

We are pleased to appoint you on the following terms and conditions:

1. Designation : **Senior Software Engineer**
2. Grade Type : **'G04'**
3. Compensation Perqu sites & Allowances : As Detailed in Annexure 'A'.
4. Your initial posting will be at : TP VISION INDIA PRIVATE LIMITED
5. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **25th Oct, 2019** failing which this appointment will stand automatically withdrawn.
6. Your appointment is subject to your being certified medically fit by a registered medical practitioner as per the schedule enclosed.
7. Your services shall be terminable by either party giving the other three-month's notice. Company may, however, reduce this notice period at its discretion by accepting basic salary in lieu thereof.
8. TP Vision offers a comprehensive employee benefits program, including salary advance, severance, company leased vehicle, GYM facility, work from home, mobile phone purchase/reimbursements. You will be eligible for these benefits after you successfully complete your 6 months' probationary period. Your position is subject to 6 months' probationary period during which your suitability for employment will be evaluated by assessing your skills, performance and interpersonal relationships. It is also a time for you to assess TP Vision as your employer. Employment may be terminated at any time with one-month notice by either party during probationary period.
9. The age for retirement from the Company's service is 58 years and may be extended to a maximum age of 60 at the discretion of the management.
10. TP Vision is committed to providing all the benefits to their women employees listed in The Maternity Benefit (Amendment) Act, 2017 [Registered No. DL – (N)04/0007/2003—17]
11. Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.
12. 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 or service.

369

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

13. Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

14. You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post to you at your address in India, as recorded with the Company.

15. Breach of any of the terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

16. All emoluments that you may have received while joining TP Vision (e.g.: Notice Period, Joining Bonus, Relocation Expenses) is recoverable by the organization if you leave the organization within 18 months of joining.

17. For clarifications or any other information kindly feel free to contact the undersigned or **Jagadesh Kumar Y** (Managing Director)

18. We take pleasure in welcoming you to TP Vision India Pvt. Ltd and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Yours faithfully,

For TP Vision India Pvt. Ltd.

Mohsin Khan

Senior Manager - Human Resources

I agree to accept employment on the above terms and conditions. I will report for duty on or before _____

Signed:..... .....

ABHISHEK SHARMA

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

17th OCT 2019

Dear **ABHISHEK SHARMA,**

This has reference to your Appointment Letter no. **TPV/HRM/TV/2019/308** dated 17th OCT 2019, please bring the following on the day of your joining us:

A. Photocopies in A4 size, of the following Documents:
   1. Birth Certificate
   2. Marks Cards from Std. X onwards (Graduation, Post-Graduation, PhD)
   3. Experience / Commendation letters from your previous Organizations
   4. Relieving letter from your immediate previous Employer.
   5. Salary Certificate from your immediate previous Employer.
   6. All pages of your passport. (In case you do not have one, please apply for the same immediately)
B. Form 16 (duly filled up), from your immediate previous Employer
C. Employee Provident Fund and Employee Pension Scheme account number from your immediate previous employer.
D. Superannuation account if any, with your immediate previous employer (M06 and above)
E. Originals of all the above Documents for verification
F. Original Offer Letter
G. 4 passport size, color photographs (white background)
H. Nominees Passport No/Driving License No/Voter's ID No/ PAN Card No

PS: Pre-recruitment medical test before your date of joining is mandatory If you are joining us from any other locations other than Bangalore, you would require to do it in any reputed Hospital in your city and send the report via courier.

We eagerly look forward to your joining us!

Yours faithfully,

MOHSIN KHAN

Senior Manager - Human Resources

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

PRE-EMPLOYMENT MEDICAL EXAMINATION REPORT-1

To be completed by the candidate before seeing the doctor for Medical Examination

Name:			Job:	
Address:			Date of Medical Examination:	
			Date of Birth:	
			Married	Single
Identification Mark				
Pre Medical History(Furnish details if answer is yes)				
1. Any major illness in the past:-eg				
Malaria	Nervous Disorder	Typhoid	pneumonia	Others(Specify)
2. Any operations or accidents or injuries				
Yes	No		Details	
3. Any findings in you of Diabetes or High Blood Pressure				
Yes	No			
4. Any family History of Diabetes or High Blood Pressure				
Yes	No			
5. For Female Candidates: Menstrual problems, if any, Obstetric history				
6. Do you suffer from Musculoskeletal problems-				
Eg: Low Back pain, Wrist pain etc.,(Repetitive Strain Injuries)				

Candidate's Signature

PRE-EMPLOYMENT MEDICAL EXAMINATION REPORT-2

Applicants Name:	Job:
The job involves:	Doctor's findings **Suitable** **Doubtful** **Unsuitable**
1.Eye strain:	☐ ☐ ☐
2.Heavy Eye strain:	☐ ☐ ☐
3.Fine hand work:	☐ ☐ ☐
4.Shift work:	☐ ☐ ☐
5.Color Vision:	☐ ☐ ☐
6.Muscloskeletal Problems (RSI/CTD)	**Yes** ☐ **No** ☐ **Details**
Find the Applicant ☐ Fit for this job ☐ A doubtful risk ☐ Unfit for this job ☐ Unfit for any job with the company	General Health and any remarks: Date: Doctor's Signature

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Personal & Confidential

17th OCT 2019

Name: ABHISHEK SHARMA

Grade Type: 'G04'

Designation: Senior Software Engineer

Further to our offer of appointment No: **TPV/HRM/TV/2019/308** dated 17th Oct 2019 you will be entitled to the following perquisites and allowances :

Particulars	Per Month	Per Annum
Basic Salary	16311	195734
HRA	8156	97867
FBP	23004	276045
PF		23488
Gross Salary	**47471**	**593135**
PI(Max 8%of Gross Annual Salary)		47451
Gratuity		9415
Total Pay		**650,000**

Performance Incentive (PI): This is the Variable part of the salary and the payment depends on achievement of Bonus targets.

You will be eligible for Gratuity as per the company Policy.

Other Benefits
1. Medical Insurance
2. Company Credit Card

Flexible Benefit Package(FBP) reimbursement can be claimed against
*Medical Reimbursement
*Food Wallet
*Phone Rentals (If Phone is owned)
*Leave Travel Assistance
*Company Leased Car EMI
*Petrol and Maintenance reimbursement for Company Car/Owned Car

Mohsin Khan
Senior Manager - Human Resources

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

Subham Kumar Singh
1SG15IS108
2018-19, ISE

BITLA
SOLUTIONS SIMPLIFIED

Date:12- August - 2019

Trainee Offer Letter

Dear **Subham Kumar Singh,**

We are pleased to announce that you have been selected for a role of **"Software Engineer - Trainee"** after taking you through our robust assessment and interview process in July 2019. Your tentative date of joining will be on **19-August-2019.**

You will be entitled for a stipend of **INR 10,000/-** (Ten Thousand Rupees Only) during the first **3 months** as a Software Engineer Trainee. Based on your performance, you will be considered for an employment on Bitlasoft rolls and would be considered for salary revision as per the company policy.

Please find below mentioned terms and conditions:

- As discussed during interview process, you will be trained for a period of **3 months** and evaluated for performance thereafter. On successful completion and clearance, you will be made on employment offer to join the respective teams at Bitla Software Pvt. Ltd.
- Your employment is limited to subject to the position of Software Engineer Trainee. All benefits may not be entitled to you as compared to permanent employees of Bitla Software Pvt. Ltd.
- We believe in engaging our employees for continuous improvement in performance and delivery. We give enough support to perform and meet company goals, if you have failed to achieve the tasks set by us within stipulated time, you may be asked to continue in the same trainee role for another 3 months **OR** your relationship with Bitla Software Pvt. ltd. may come to an end.

We are sure that you are capable of delivering the expected standards and wish you a long lasting, mutually beneficial and sustained relationship with Bitla Software Pvt. ltd.

Thanking you,

For Bitla Software Pvt. Ltd.

R. Vishnu Vardha Ramesh

Vishnu Vardha Ramesh
Head - Human Resource

370

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

BITLA
SOLUTIONS SIMPLIFIED

Date: 12- November-2019

Trainee Offer Letter

Dear **Majid Equbal Akhtar,**
Bangalore

We are pleased to announce that you have been selected for a role of "**Software Engineer - Trainee**" after taking you through our robust assessment and interview process in Oct 2019. Your tentative date of joining will be on **18- Nov-2019.**

You will be entitled for a stipend of **INR 10,000/-** (Ten Thousand Rupees Only) during the first **3 months** as a Software Engineer-Trainee. Based on your performance, you will be considered for an employment on Bitlasoft rolls and would be considered for salary revision as per the company policy.

Please find below mentioned terms and conditions:

- As discussed during interview process, you will be trained for a period of **3 months** and evaluated for performance thereafter. On successful completion and clearance, you will be made on employment offer to join the respective teams at Bitla Software Pvt. Ltd.
- Your employment is limited to subject to the position of Software Engineer-Trainee. All benefits may not be entitled to you as compared to permanent employees of Bitla Software Pvt. Ltd.
- We believe in engaging our employees for continuous improvement in performance and delivery. We give enough support to perform and meet company goals, if you have failed to achieve the tasks set by us within stipulated time, you may be asked to continue in the same trainee role for another 3 months **OR** your relationship with Bitla Software Pvt. ltd. may come to an end.

We are sure that you are capable of delivering the expected standards and wish you a long lasting, mutually beneficial and sustained relationship with Bitla Software Pvt. ltd.

Thanking you,

For Bitla Software Pvt. Ltd.

VishnuVardhan Ramesh
Head - Human Resource

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

371

insemi
TECHNOLOGY

OFFER LETTER

Dear Mahantesh RS,

With reference to the discussion we had with you, on behalf of Insemi Technology Services Pvt. Ltd., I am pleased to offer you the position of **Senior Verification Engineer** and invite you to join the Insemi family.

Your total Cost to Company (CTC-remuneration) would be **INR 6,50,000/- (Rupees Six Lakh Fifty Thousand Only)** per annum. Please refer to the enclosed detailed breakup for more details.

The allowances, benefits and other conditions of employment will be as per company policies as applicable from time to time.

Hardcopy of appointment letter will be provided at the time of joining.

Offer Summary:

Position offered	**Senior Verification Engineer**
Total CTC (INR)	**INR 6,50,000**
Joining date	**25-Apr-19**
Location of Employment	**Bangalore**

Please send us duly accepted email to take the process forward on or before **Apr 25, 2019**, after which period this offer shall lapse automatically.

Documents required at the time of joining

1. Copy of Educational Proof starting from 10/SSLC to higher studies.
2. Relieving and Experience letter of all previous employers
3. Address & ID proof with 2 passport size photos

Warm welcome to Insemi Family!

Thanks and Best Regards,

Preethy Paul

Director, Human Resource

For InSemi Technology Services Pvt. Ltd.
Director - HR

InSemi Technology Services Pvt. Ltd

Mahantesh R.S

InSemi Technology Services Pvt Ltd
Sri Moonstone Park, Plot # 30, G-002, Doddenkundi Phase 2, Opp. Gopalan National School, Bangalore - 560 048.
#7C, Plot No.117, Road No.3, Tower Neil of Neil Rao Tower, EPIP Phase 1, Whitefield Road, Bengaluru-560066, Karnataka. +91 80 4866 5868 www.insemitech.com
US Office: 830 Stewart Drive, Sunnyvale, CA 94085

Scanned by CamScanner

Cognizant

17-Jun-2019

Dear K.Naveena Sharma,
B.Tech/B.E., Computer Science & Engineering
Sapthagiri college of engineering

Candidate ID – 13177394

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://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:**

373

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Nara
Techonologies
Pvt. Ltd. OPC.

info@naratech.in
www.naratech.in
307, Shivananda Nagar, NT Sandra Post,
Bengaluru, Pin-560075
+91 80 5000 1190

03rd of August, 2019
Deepak N
S/C Nagaraj R,
#48, 2nd Main 8th cross
Jai Maurthi Nagar, Nandini layout
Bangalore-560096

Dear Deepak N,

I am pleased to confirm our verbal offer of employment to you for a **Full-time** position with **Nara Technologies Pvt Ltd** as **Software Developer**, effective **03rd August 2019** As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A."

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both **Nara Technologies Pvt Ltd (Opc)** and yourself with respect to your employment conditions, and is governed by the laws of the Province of India. It details the terms and conditions of your employment with **Nara Technologies Pvt Ltd (Opc)** and will form our agreed upon employment contract with you once signed.
Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initialing each page in the righthand corner, and returning it to me upon your earliest convenience, but prior to your first day of employment.

Deepak N, we look forward to welcoming you to the **Nara Technologies Pvt Ltd (Opc)** team and wish you a successful and rewarding career with us.

Sincerely,

Rohit Nara
Founder and CEO
Nara Technologies Pvt Ltd (Opc)

I, **Deepak N**, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Deepak N
Signature

03-08-2019
Date

374

NARA TECHNOLOGIES PRIVATE LIMITED (OPC) BENGALURU

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Scanned by CamScanner

1SI15CS079

ALTRAN TECHNOLOGIES (HOLDINGS) LIMITED
Tower 5, Cancor Techspace, IT/ITES SEZ Sector - 48
Gurugram 122018, Haryana (INDIA)
T: +91 124 409 5868
F: +91 124 407 5801
www.altran.com/in

ALTRAN

Joining Order - Welcome Letter

Dear **Ranjitha G,**

Welcome to Altran. With reference to your offer letter, please find below details of your employment:

Date of joining: 11/25/2019 (MM-DD-YYYY)

Designation: SOFTWARE ENGINEER - OFF CAMPUS

Reporting Manager: K Krithiga Lakshmi

Employee ID: 57380

Please accept our best wishes for a successful career at Altran.

Rajiv Agarwal
Director HR

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

adroitec

AdroitecHRD 2019
9th September 2019

Mr. Himanshu
Ittina Mahaveer F-608
Neeladri Nagar
Electronic City Phase-1
Bangalore-560100

Dear Mr. Himanshu

With reference to your application and subsequent interview, we are pleased to offer you appointment as "**Application Executive**".

0 You will be in Level - 10 of the Company's compensation structure. Detail of your compensation would be as follows:-

Basic	6,650.00	79,800.00
HRA	11,150.00	133,800.00
Executive Allowance	3,702.00	44,424.00
Total	**21,502.00**	**258,024.00**
Employer Contribution towards P.F.	798.00	9,576.00
TCTC	**22,300.00**	**267,600.00**

2 (a) This appointment shall take effect from the date you join duty.
(b) The Company will expect you to work with a high standard of initiative, efficiency and economy.

3 You will be on training period for first year then you will be on probation for a period of one year. Upon satisfactory completion of probation, you will be put in the regular cadre of the Company. After completion of the probation period, till such time that you are intimated in writing regarding your confirmation you shall continue to be on probation.

4 In the event of your resignation or termination of service either side will have to give one month notice or one month full salary in lieu thereof.

5 During your employment with the company, you will be liable to be transferred to any of the offices/divisions/departments/ manufacturing units of the company or its subsidiary whether existing or to be set up whether in the same town or any other town/city or anywhere in India or abroad on the same terms and conditions of the employment at the sole discretion of the management.

Initialled .....

Contd....2

Adroitec Information Systems Pvt. Limited
Corporate/Correspondence Office : C-130, Sector-2, Noida-201301 (U.P.)
Registered Office : A-43A, Shop No. 3, Panchsheel Vihar, Malviya Nagar, New Delhi-110017
Tel. : 0120-486-4300 Fax : 0120-486-30
Email : info@adroitecinfo.com
www.adroitecinfo.com
CIN No. : U74899DL1983PTC010358

376

Principal
Sapthagiri College of Engineer
14/5, Chikkasandra, Hesaraghatta Main R
Bengaluru - 560 057

adroitec

Himanshu
Application Executive
himanshu@adroitecinfo.com

Adroitec Information Systems Pvt. Limited
#29/1, Malik Building, 3rd Floor
Hospital Road, Shivaji Nagar
Bangalore - 560001
www.adroitecinfo.com

Tel : +91-080-41650745
Mob. : +91-79798 92109
Fax : +91-080-41650746

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Extramarks Education India Private Ltd.
D-180 Sector 63, Noida, U.P-201301
India

Date : 14-Oct-2019
Name : Ajith S P
Location : Karnataka,
Address : Nagasandra post, , Bangalore ,Karnataka - 560073

Dear Ajith ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **14-Oct-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

[redacted]the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is:

https://careers.extramarks.com/index/filldetail/refId/MDU2Mzk5Njg=

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and [redacted]h you a great career ahead !

Sincerely,

Sabrit

HR Department

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **14-Oct-2019**.

377

ME

This Agreement ("**Agreement**") is made on this [Date of joining] ("**Effective Date**") at Bangalore;

BY AND BETWEEN

SUNDARAVIJAYAM AUTOMOBILE SERVICES PRIVATE LIMITED, a company incorporated under the Companies Act, 2013 having its registered office at No. 5, 5th Cross, Muneshwari Circle, Bandipalya, Bommanhalli, Bangalore - 560068 (hereinafter referred to as "**ReadyAssist**", which expression, where the context so permits, shall mean and include its successors and permitted assigns) of the **ONE PART**;

AND

Manjunath A Nilugl, S/O Mr. Ashok R Nilugal residing at No 20, Jayamma building, BNR school road, Mal asandra, Bangalore - 560057 (hereinafter referred to as the "**Mechanic**", which expression, where the context so permits, shall mean and include his executors, successors, and permitted assigns) of the **OTHER PART.**

ReadyAssist and the Mechanic shall be referred to, where the context so permits, individually as a "**Party**" and jointly as the "**Parties**".

WHEREAS:

A. ReadyAssist is engaged in the business of providing 24x7 emergency road side assistance services and various other services in automobile sector to its clients across India.

B. The Mechanic is a trained mechanic having expertise in and being capable of providing various technical services for automobiles including but not limited to technical inspection, diagnosis of mechanical and technical issues, and repairing and servicing of vehicles.

C. ReadyAssist wishes to engage the Mechanic to provide such expertise and technical services with respect to various vehicles as may be required by ReadyAssist from time to time (hereinafter referred to as the "**Services**") at such locations within Bangalore as may be communicated by ReadyAssist from time to time.

D. The Parties desire to enter into this Agreement to record the terms and conditions on which the Mechanic shall undertake and perform the Services.

NOW THEREFORE, in consideration of the promises, covenant, representations, and agreements contained herein, the Parties agree as follows:

1. **MOBILE APPLICATION**

1.1. Immediately upon the execution of this Agreement, ReadyAssist shall generate for the Mechanic a unique login and password ("**Credentials**") for the mobile application through which ReadyAssist shall communicate the Services to be performed by the Mechanic from time to time ("**App**"), and provide such Credentials to the Mechanic.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

A, the Mechanic shall immediately request for issuance of new Infrastructure, Tools, and Consumables, as the case may be, from ReadyAssist.

The Mechanic unconditionally acknowledges and agrees that all Infrastructure, Tools, and Consumables are the property of ReadyAssist, and accordingly the Mechanic covenants and undertakes that he shall not in any manner whatsoever, sell, dispose of, transfer, assign, or otherwise trade or deal in any of Infrastructure, Tools, and Consumables, or attempt to do any of the foregoing.

The Mechanic shall be liable to indemnify, defend, and hold harmless ReadyAssist and its directors, shareholders, employees, representatives, and agents against any and all claims, demands, losses, damages and expenses and proceedings suffered or incurred or that may be suffered or incurred by them on account of (i) usage by the Mechanic of Tools and Consumables that are not taken on lease from ReadyAssist without the prior written authorization of ReadyAssist, and (ii) usage by the Mechanic of damaged or worn Tools and Consumables.

Without prejudice to the preceding paragraph, ReadyAssist may also impose any other penalty on the Mechanic as it may in its sole discretion deem fit including but not limited to issuance of a warning to the Mechanic, monetary penalty of such amount as deemed appropriate by ReadyAssist, or termination of this contract in accordance with Clause 7.3 of this Agreement.

2.4. Further, the Mechanic shall purchase all spare parts ("**Spares**") required for performance of the Services from ReadyAssist by making payment for the same.

The Mechanic shall be liable to indemnify, defend, and hold harmless ReadyAssist and its directors, shareholders, employees, representatives, and agents against any and all claims, demands, losses, damages and expenses and proceedings suffered or incurred or that may be suffered or incurred by them on account of usage by the Mechanic of Spares that are not purchased from ReadyAssist without the prior written authorization of ReadyAssist.

Without prejudice to the preceding paragraph, ReadyAssist may also impose any other penalty on the Mechanic as it may in its sole discretion deem fit, including but not limited to issuance of a warning to the Mechanic, monetary penalty of such amount as deemed appropriate by ReadyAssist, or termination of this contract in accordance with Clause 7.3 of this Agreement.

2.5. Immediately upon execution of this Agreement, ReadyAssist shall provide to the Mechanic a uniform containing the branding of ReadyAssist ("**Uniform**"), free of cost. The Mechanic shall ensure that such Uniform is maintained safely and in good condition, and shall wear such Uniform at all times while performing the Services without any exceptions.

The Mechanic shall obtain a new Uniform from ReadyAssist once every 6 (Six) months. The Mechanic shall inform ReadyAssist immediately upon loss or theft of a Uniform or request ReadyAssist for a new Uniform due to wear and tear prior to expiry of 6 (Six) months, and in such event ReadyAssist may, at its discretion, charge the Mechanic for issuance of a new Uniform.

(i) undertake or perform services similar or identical to the Services being provided under this Agreement for any other person, or (ii) be employed, engaged, concerned, or interested, in any manner whatsoever, in any trade, business or profession other than as envisaged under this Agreement.

4. **NO ASSIGNMENT**

The Mechanic shall be obligated to personally provide, perform, and undertake the Services as envisaged under this Agreement, and shall not assign to any person any of his rights, duties, responsibilities, obligations, or interests under this Agreement in any manner whatsoever.

5. **PAYMENT TERMS**

5.1. Minimum Fee: In consideration for performance of the Services as envisaged in this Agreement, and subject to Clause 1.4 of this Agreement, the Mechanic shall be paid an amount of INR 500/- (Indian Rupees Five hundred only) for every day during which he is logged into the App and been available for a minimum of 12 (Twelve) hours and attended to all the Orders received or accepted by the Mechanic during such period. ("**Minimum Fee**").

5.2. Order Fee: In addition to the Minimum Fee, the Mechanic shall be paid an amount of INR 20/- (Indian Rupees Twenty Rupees only) for each Order wherein the Services are successfully attended to by the Mechanic within the TAT of 30 (Thirty) minutes in accordance with Clause 2.2 of this Agreement and completed resulting in full resolution of the Order ("**Order Fee**").

5.3. Transport Fee: In addition to the Minimum Fee and the Order Fee, as applicable, the Mechanic shall be paid an amount of INR 3/- (Indian Rupees Three rupees only) per kilometre ("**Transport Fee**"), which shall be computed every day on the basis of the total distance travelled by the Mechanic from one Location to another for servicing all Orders on such day, starting from his base location ("**Base**") at the beginning of the shift and ending at his Base at the end of the shift.

By way of illustration, where the Mechanic has serviced a total of 3 (Three) Orders in a day, such that he starts from his Base (Point A) to go to the Location of his first Order (Point B), and thereafter travels to 2 (Two) more Locations (Points C and D respectively) on a given day then the distance travelled by the Mechanic for the purposes of this Clause shall be computed as follows:

Total Distance = Distance between Point A and Point B + Distance between Point B and Point C + Distance between Point C and Point D + Distance between Point D and Point A

5.4. Additional Fee: If the Mechanic has been logged into the App for more than 12 (Twelve) hours in a day and up to a maximum of 14 (Fourteen) hours a day, the Mechanic shall be paid, in addition to the Minimum Fee, Order Fee, and Transport Fee, as applicable, an amount of INR 50/- (Indian Rupees Fifty Rupees only) for every additional completed hour during such day ("**Additional Fee**"), subject to a maximum of Additional Fee of INR 100/- (Indian Rupees Hundred Rupees only) per day.

(ii) The execution and delivery of this Agreement and performance of the Services hereunder by the Mechanic do not conflict with or constitute a breach of any applicable law or the provisions of any other contract or arrangement which the Mechanic is a party to.

(iii) He is a qualified and trained mechanic having the technical expertise and capable of providing the technical services required for satisfactory performance of the Services as envisaged in this Agreement.

(iv) He is not employed, engaged, or otherwise occupied or interested in any manner in any other employment, office, profession, or business of any kind whatsoever.

(v) He has not committed, been charged with, been arrested for, or been convicted for any criminal offences, activity, behaviour, or conduct including but not limited to theft, assault, battery, indecency, or offences moral turpitude.

(vi) He has read and fully understood the provisions of this Agreement.

7. TERM AND TERMINATION

7.1. This Agreement shall come into full force and effect on and from the Effective Date and until terminated in accordance with this Clause 7 ("**Term**").

7.2. Either party may terminate this Agreement without any cause by giving the other Party prior written notice of 1 (One) month.

7.3. In the event of (i) material breach of the provisions of this Agreement by the Mechanic, (ii) display of behaviour or conduct by the Mechanic that is deemed unacceptable, in the sole discretion of ReadyAssist, or (iii) unsatisfactory performance of the Services by the Mechanic, as determined in the sole discretion of ReadyAssist, ReadyAssist shall be entitled to terminate this Agreement with immediate effect.

7.4. Immediately upon termination of this Agreement, the Mechanic shall be bound to return to ReadyAssist and not retain in his possession for any reason whatsoever, any and all Infrastructure, Tools, and Consumables provided to him under Clause 2.3. ReadyAssist shall be entitled, at its sole discretion, to (i) withhold any and all payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of such termination until receipt of Infrastructure, Tools, and Consumables in accordance with this Clause, and (ii) deduct from any payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of termination the whole or part of the value of any damaged Infrastructure, Tools, and Consumables or the costs and expenses of repair or replacement any damaged Infrastructure, Tools, and Consumables.

7.5. Immediately upon termination of this Agreement, the Mechanic shall, if so requested by ReadyAssist, return to ReadyAssist, and shall not retain in his possession for any reason whatsoever, the Uniform provided to him under Clause 2.5 of this Agreement. If ReadyAssist has requested such return, ReadyAssist shall be entitled to withhold any and all payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of such termination until receipt of the Uniform in accordance with this Clause.

12. **MISCELLANEOUS**

12.1. Entire Agreement: This Agreement sets forth the entire, sole and exclusive understanding between the Parties hereto with respect to the subject matter hereof and supersedes and cancels all prior discussions, negotiations, agreements and understandings between the Parties, whether written or oral, as to such subject matter.

12.2. Amendments: This Agreement may be amended only in writing duly executed by the Parties.

12.3. Severability: If any provision of this Agreement is held to be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions hereof shall not in any way be affected or impaired thereby.

12.4. Waiver: Failure of either Party to require performance of any provision of this Agreement shall not affect such Party's right to demand full performance thereof at any time thereafter, and any waiver by either Party of a breach of any provision hereof shall not constitute a waiver of a similar breach in the future or of any other breach. No waiver shall be effective unless in writing and duly executed by the concerned Party.

12.5. Counterparts: This Agreement may be executed in 1 (One) or more counterparts, each of which shall be deemed to be an original.

IN WITNESS WHEREOF, this Agreement is executed on the first date written above by and between the Parties hereto.

Signed and delivered

For and on behalf of
Sundaravijayam Automobile Services Private Limited

_____

Name: _____

Designation: _____

Signed and delivered

By
Mr. Manjunath A Nilugal

_____

AGAPPE

ADL/CO/HRD/1248/18-19
05/10/2019

Mr.V Prashanth Kumar,
S/O V Vidyadharan,
Heggala Village and Post, Virajpet, Kodagu
Karnataka
571218
Emp. No. ADL1949

Sub: Appointment Letter

Dear Mr.V Prashanth Kumar,

With reference to your application and the subsequent interview you had with us, we have pleasure in appointing you as **Diagnostic Specialist**, in **Trade Accounts Management** Department with effect from **01-Oct-19** based at **Davengere.**

You will be reporting to **Regional Business Head, Bangalore.**

Terms and conditions of appointment are as per the Annexure attached herewith.

Please sign the duplicate copy in confirmation of your acceptance and return the same to us.

We welcome you to Agappe family and wish you a long and fruitful career.

With best wishes

Yours sincerely,

For Agappe Diagnostics Limited

Meena Thomas
Director & CCO

Tom Stanley
Associate Vice President - HR

379

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

ANNEXURE – I

Terms and Conditions of Employment of Mr. V Prashanth Kumar forming part of Letter Reference No ADL/CO/HRD/1248/15-16 dated 05/10/2019.

1. Your designation will be **Diagnostic Specialist,** and your Grade will be M-08.

2. Your salary and benefits with effect from **01-Oct-19** will be as per **Annexure II** CTC attached hereto.

3 You will be on probation for a period of six months and up on successful completion of probation, your services will be confirmed in writing During the period of probation, this contract can be terminated by either side by serving **Seven** days' notice in writing.

4. You will devote yourself exclusively to the business and affairs of the Company and attend at the place of business to which you may be assigned during the usual and customary working hours and will not absent yourself from such place without leave except in case of illness or accident incapacitating you from attending to your duties in which case you will notify the Company immediately and furnish such evidence thereof as the Company may require.

5. If you shall at any time be prevented due to ill-health or any physical or mental disability from attending the place of work that may be from time to time assigned to you and performing your duties hereunder, you shall promptly inform the Company and furnish it with such evidence and details as the Company may reasonably require. Should you be unable by reason of ill-health or disability as aforesaid, for a period of 60 days in any 12 consecutive calendar months during your employment with us, to attend the place of work assigned to you and / or perform your duties hereunder, the Company shall be entitled to terminate your employment forthwith by notice in writing.

6. Notwithstanding anything to the contrary herein contained, the Company shall be entitled to terminate your employment forthwith by notice in writing in the event of any dishonesty, disobedience, intemperance, irregularity in attendance or any other act of misconduct or negligence or incompetence in the proper discharge by you or your duties hereunder or upon a breach by you of any of the terms or provisions herein contained. Otherwise, **Fifteen Days'** notice should be given on either side. In the event full notice period is not served by either party(if you are in the same department and with the same position), the payment for the un-served notice period will be on the basis of basic salary only.

18/10/19

Contd... 2.

AGAPPE DIAGNOSTICS LTD. ISO 9001:2015 | EN ISO 13485:2016 CERTIFIED COMPANY | CIN : U24239MH1998PLC115413

CORPORATE OFFICE / REAGENT PLANT
Agappe Hills, Pathinattom (PO), Dist. Ernakulam, Kerala - 683 562, India.
Tel: + 91 484 266 7000 | Email: agappe@agappe.in

EQUIPMENT PLANT
X/568-CB, Block No. 32, KINFRA Small Industrial Park,
Nellad, Cochin, Kerala, India - 686 721. Tel: +91 484 276 7477

KOLKATA OFFICE
406, Merlin Matrix, Plot No-10, Block-DN, Sector-V,
Salt Lake City, Kolkata - 700 091
Tel.: +91 33 4003 0451 | Email: kolkataoffice@agappe.in

MUMBAI (REGISTERED OFFICE)
401 & 402, 4th Floor, Jalsingh Business Centre, 819,
Sahar Road, Parsiwada, Andheri (East), Mumbai - 400 099, India.
Tel: +91 22 4300 8000 | Email: mumbaioffice@agappe.in

DELHI OFFICE
DSM 540, 5th Floor, DLF Tower, Shivaji Marg,
New Delhi - 110 015, India.
Tel: +91 11 4568 8416 | Email: delhioffice@agappe.in

BANGALORE OFFICE
S-4, II Floor, Red Cross Bhavan, No.26 Race Course Road,
Bangalore - 560 001. Tel: +91 80 2226 5250
Email: bangaloreoffice@agappe.in

YOUR BEST PARTNER IN DIAGNOSTICS

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

7. In case you leave the services of the organization on or before the completion of one year from the date of your joining, the training cost would be recovered from your final settlement of account. The calculation of training cost would be at the sole discretion of management on actual basis.

8. Upon the expiry of your period of employment or upon your employment being terminated by the Company or by your resignation as here in above provided, you shall hand over charge of your duties, together with all of the Company's property, goods and articles in your possession, custody or control, to the person or persons designated by the Company in writing.

9. You shall not, during the continuance of your employment with us or at any time thereafter, divulge or disclose to any person whomsoever or make any use whatsoever for your own purpose or for any purpose other than that of the Company, and whether directly or indirectly, any information or knowledge obtained or acquired by you during your employment as to the business, affairs, activities, operations or functions of the Company or any of its clients or customers or as to any trade secrets, technical or other know-how, processes or other confidential information pertaining to the Company or its activities, operations, or transactions and shall also use your best endeavors to prevent any other person from so doing.

10. In the event of your making any development or invention whatsoever and/or directly or indirectly acquiring any patent connected with the products manufactured by the Company or otherwise and/or any development or information whatsoever which shall relate to or concern any of the Company's products, process or methods of production during the continuation of your employment, the same shall be the sole and absolute property of the Company and the Company shall be entitled without payment of any royalty, reward or compensation to you to use the same either during the continuance of your employment or anytime thereafter. You shall be bound to communicate the same in writing to the Company, with full details and particulars thereof and to execute all documents and to do all things necessary to vest the same in the Company as the sole and absolute owner.

11. During your employment with us, you shall be subject to the Company's Rules and Regulations that are in force and that may be introduced from time to time.

12. You will retire from the Company's services on your reaching the age of sixty years or earlier, if found medically unfit. For this purpose, the proof of age submitted by you at the time of joining the service of the Company will form the basis and shall not be allowed to change the same thereafter for any reason whatsoever.

18/10/19

Contd....3.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

13. You will not join any educational course without taking prior written permission of the Management.

14. You shall not accept any present, commission or any kind of gratification in cash or kind from any person, party, firm or company having dealings with our group of companies, and if you are offered any, you will report the same immediately to the Company.

15. You are liable to be transferred to any of the Companies, factories, offices, branches, or commercial establishment of the Group in India and abroad or to any department as required by the exigencies of our business at the discretion of the Company and you shall have to make your own arrangements for your residence and the terms and conditions of this Agreement shall continue to be binding on you.

16 You shall constantly keep in mind all Government and other laws, regulations and rules applicable to your job and responsibilities and abide by the same and try to prevent any non-compliance thereof.

17 All disputes or differences whatsoever arising between the parties out of your employment, only courts in Kerala shall have jurisdiction in respect of any application, suit, appeal or other legal proceedings whatsoever.

For Agappe Diagnostics Limited

Meena Thomas
Director & COO

Tom Stanley
Associate Vice President - HR

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

AGAPPE

ANNEXURE – II

REMUNERATION DETAILS ON COST TO COMPANY BASIS

Name: **Mr. V Prashanth Kumar**

Designation: **Diagnostic Specialist**

Date of Joining: **01-Oct-19**

Grade: **M-08**

	Particulars	Per month	Per Annum
A)	Basic	10000	120000
	HRA	5000	60000
	Transport Allowance	1600	19200
	Medical Allowance	1250	15000
	Washing Allowance		0
	Special Allowance / Metro	3950	47400
	TOTAL (A)	**21800**	**261600**
B)	Bonus*	1400	16800
	Total (B)	**1400**	**16800**
C)	PF - Employer's contribution	1800	21600
	Total (C)	**1800**	**21600**
	TOTAL CTC (A+B+C)	**25000**	**300000**

Rupees Three Lakhs Only

05/10/2019

* Paid annually as per Bonus Act 1965.

Meena Thomas
Director & COO

Tom Stanley
Associate Vice President - HR

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

1SG15CV031

Mr. Mohammed Rafeeq,

June 20, 2019

Bangalore.

LETTER OF OFFER

Dear Rafeeq,

Congratulations!!

We are pleased to offer you an Employment with **Innovative Retail Concepts Pvt. Ltd.,** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **"Business Development Executive" Grade 6B** and will be based at our **Bangalore** Locatio
2. Your date of joining will be on or before **26th June, 2019**.
3. You will be entitled to receive compensation of (CTC) **Rs. 3, 41, 748 PA.**
4. Your fixed salary will be **Rs. 2, 81, 748** (Breakup as per Annexure A) and on-target variable pay will be **Rs. 60,000 PA** be paid quarterly). The terms and conditions of your variable pay will be guided by the Variable Pay Policy of the Company.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. Please bring along the below listed documents / details on your day of joining.

   a) Two copies of Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
   b) Copy of Academic Certificates (all from 10th to Highest- Originals for reference)
   c) Copy of Resignation Letter with acknowledgement (Original for reference)
   d) Copy of Relieving letter from previous employer (Original for reference)
   e) Proof of compensation last drawn (3 Months - Original)
   f) Four passport size photographs (Recent)
   g) Two copies of PAN card (Mandatory)
   h) Two copies of Address Proof
   i) Aadhaar Card Proof

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Innovative Retail Concepts Pvt. Ltd.,

Yashvanth Kumar K T

Deputy Manager HR

380

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

INNOVATIVE RETAIL CONCEPT PRIVATE LIMITED

Annexure – A

Name: Mohammed Rafeeq
Designation: Business Development Executive

Annual Salary Components	
Components	Per Annum
Basic + DA	1,78,788
HRA	38,413
Conveyance	24,000
Statutory Bonus	14,892
FCA	4,200
Skill Allowance	0
Monthly Fixed Incentive	0
Other Allowance	0
Gross Compensation	2,62,293
Employer's PF	21,455
CTC (Excluding Employers ESIC)	2,81,748
Employer's ESI	0
Total CTC	2,81,748

Monthly Break Up		Monthly Deductions	
Earnings	Amt	Components	Amount
Basic + DA	14,899	Employee PF	1,788
HRA	3,201	Employee ESI	0
Conveyance	2,000	Professional Tax	As per State Law
Statutory Bonus	1,241	LWF	As per State Law
FCA	350		
Skill Allowance	0	Income Tax	As per the Income Tax Law
Monthly Fixed Incentive	0		
Other Allowance	0		
Gross Compensation	21,691	Total Deductions	1,788
Employer's PF	1,788		
CTC (Excluding Employers ESIC)	23,479	Net Pay (Excluding PT & LWF)	19,903
Employer's ESI	0		
Total CTC	23,479		

Please Note: Professional Tax deduction is applicable as per state's statutory law. Labour Welfare Fund deduction is applicable as per state's statutory laws.
ESIC deduction will be applicable as per statutory law (If applicable), IT deduction is applicable at actuals (If applicable)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 57

1SG16CV401

The Hub of Engineering Solutions

MAGNUS
Global Tech

E2P MAGNUS GLOBAL TECH PRIVATE LIMITED
No.966, 1st floor, 41st Cross Rd, 3rd Block, Rajajinagar, Bengaluru, Karnataka 560010
Ph.: +91 80 4213 2042, Email: mahen@magnus-global.com Web: www.e2p.magnus-global.com

Appointment Letter

Personal & Confidential

Ref #: MGT-AL-19- 239
Date: 30th September 2019

Ms. Amrutha A G
NO: 4 2nd B cross,
Muneshwara layout,
Mk norayanapalya Bangalore - 560032

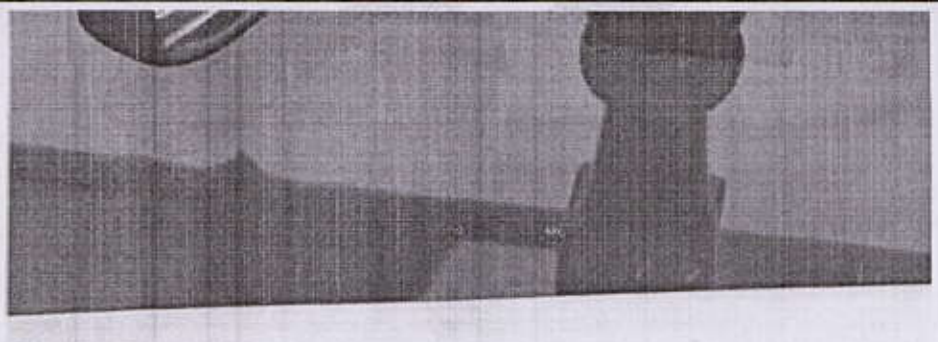
Ms. Amrutha A G,

We are pleased to appoint you with us as Design Engineer. The terms and conditions of your employment are as follows:

Section-I: Administrative

a)	Your Position	:	Design Engineer
b)	Your Senior Officer	:	Operations Director
c)	Location	:	Rajajinagar, Bangalore
d)	Address	:	No.966, 1st Floor, 41 Cross, 3rd Block, Rajajinagar, Bangalore - 5560010
e)	Hours of Work	:	192hrs
f)	Reporting Date	:	01st August 2019
g)	Nature of Duties	:	As per Annexure

381



IMAPL

UNITING MINDS AEROSPACE PRIVATE LIMITED
As AS9100 Rev D Certified Company
CIN : 29350KA2017PTC103344
GSTIN : 29AAECU4596KJZV

A-291, 6th main road, Peenya 2nd stage,
Bangalore, Karnataka,
India - 560 058

+91 080 28310804
info @imapl.co.in
www.imapl.co.in

DATED: 23-October-2019

To,
Ms. Gagan. M,
No-71 Anugraha,
S/o Nanjegowda,
2nd Floor, 4th Cross-5th Main,
Shanthara Nagar,
Maruthashini Layout Layout,
Bangalore-North,
Karnataka-560096

Sub:- UNITING MINDS AEROSPACE PVT LTD, Bangalore, Karnataka – Trainee Junior Engineer

Dear Gagan,

Regarding to your application I wish to inform that you are hereby permitted to undergo training in "**PC Department**" as Junior Engineer in our organization from 23rd October 2019 to 23rd October 2020.

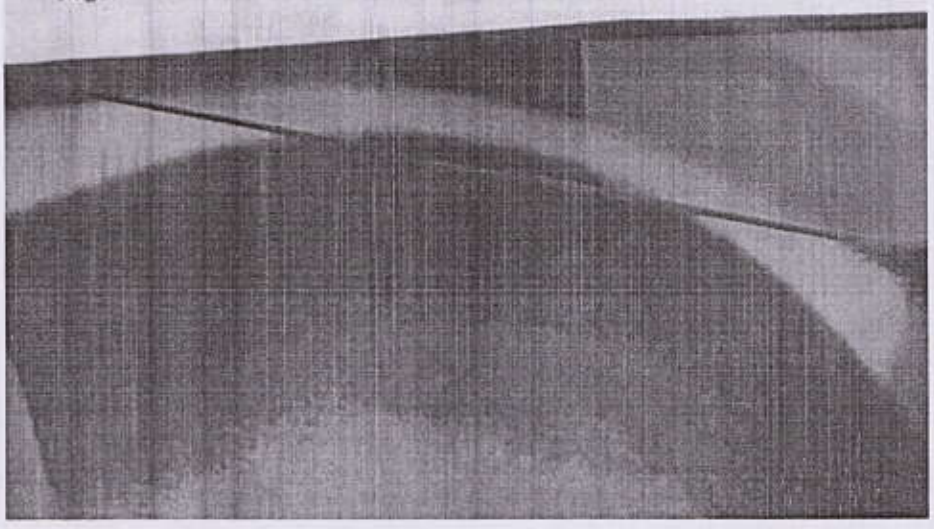
Subject to the following conditions: -

- You must maintain strict discipline and obey the orders of the officers of this organization.
- A stipend of 12445 will be paid during the training period.
- You are eligible for Sick/Casual leave that is one day per month which together total 12 days as per the training period.

For Uniting Minds Aerospace Private Limited

Beerappa K
Director-Finance

382



Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

SOUTHERN
INNOVATION TECHNOLOGY

(AN ISO 9001 : 2015 Certified Company)
Manufacturer and supply of Mechanical Machined Components

30.11.2019

To
Mr. NISCHITH A.G
#32,3rd MAIN, NEAR SOUNDARYA
HIGH SCHOOL, HAVANUR EXTENSION,
NAGASANDRA POST, BANGALORE - 560073

Subject: Preliminary Offer letter

Dear Nischith A.G,

With reference to your submitted CV. We are pleased to inform you that you are selected for placement in M/s SOUTHERN INNOVATION TECHNOLOGY, No 324, 4th Phase, 8th Cross, Peenya Industrial Area, Near NTTF Circle, Opp : ICICI Bank, BANGALORE 560058 , as Graduate Engineer Trainee.

Your Gross salary will be INR 13000/- per month. Further increment in salary will be considered and implemented after six months, based on your performance.

Your Joining Date will be 02.12.2019 Monday and you will report at below mentioned office. The working hours is From 9AM to 6PM. Lunch Break from 1 pm to 1.30 pm.

Organization Address :-

SOUTHERN INNOVATION TECHNOLOGY
No 324, 4th Phase, 8 Cross, Peenya Industrial Area
Near NTTF Circle, Opp : ICICI Bank
BANGALORE 560058

Kindly Confirm.

Regards
For SOUTHERN INNOVATION TECHNOLOGY

Authorised Signatory

SOUTHERN INNOVATION TECHNOLOGY * Bengaluru 560 058

383

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

324, 4th Phase, 8th Cross, Near NTTF Circle, Opp. ICICI Bank, Peenya Industrial Area, Bengaluru - 560 058.
Mobile No. : +91 9845071532, Email : southernitech@gmail.com

MSI Services Pvt. Ltd.

Dimensions, #719, Palace Cross Road, Bengaluru-560 025 TEL: (+91)80 4242 1800
www.msiservices.in

Ref. No. MSI: OL/16/16056/08/19

Mr. Praveen S
#6, 3rd Main Road
Mahalakshimi Layout
Bangalore

Date 30.08.2019

Dear Praveen S,

1. With reference to your application and subsequent interview you had with us, we are pleased to make you an offer for a career with **MSI Services Pvt Ltd.**, Your initial assignment would be as "**Associate**" and we would request you to join us by **3rd September 2019**.

2. Your compensation package would be as in Annexure-I. However, 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.

3. You will be on probation for a period of six months from the date of joining and you services with **MSI Services Pvt Ltd,** will be confirmed subject to satisfactory performance.

4. This Offer of appointment is valid subject to :
   a. You are found medically fit.
   b. Positive feedback on the conducted Background verification

   Note: We will conduct background verification prior to or after your expected joining date on all the documents produced by you.
   c. The receipt of your accepted resignation letter from your current employer and indicate to us your exact date of joining by **3rd September 2019.**

5. On the date of joining, please bring the following documents for verification/submission.
   a. Originals and copies of your Educational Certificates & Mark-sheets (10th Standard Onwards).
   b. Relieving letter/Experience Certificates from your previous employer(s) if applicable.
   c. One latest - passport size colored photograph.
   d. Original and copy of your Passport, PAN & Aadhar card
   e. Salary certificate / Pay Slips of previous employer.

6. Other Details of your employment:
   a. You will be eligible for paid leaves on pro-rated basis after completion of 90 days review.
   b. In addition to the above, you are eligible for Medical Insurance, Accident Cover from the date of joining and after completion of probation you will be eligible for Level Term Policy.
   c. Your shift timings will be from **08:00AM to 05:00PM** subject to change.

7. A formal appointment letter would be issued to you upon your joining the organization.

We we come you to MSI family and look forward to a mutually beneficial association.

Thanking you,
Yours sincerely,
For MSI Services Pvt Ltd

384

Authcrized signatory
Lead – Human Resource

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

MSI Services Pvt. Ltd.
Dimensions, # 719, Palace Cross Road, Bangalore 560 020 TEL (+91 80 4242 4800
www.msiservices.in

ANNEXURE – I

Sl No	Particulars	Amount
1	**Annual Gross CTC with all benefits**	**247.065**
2	Gratuity	7.200
3	Perks & Other benefits (Insurance)	12.000
4	PF Employers	19.440
5	ESI Employers	6.564
6	**Annual Gross CTC after benefits**	**201.861**
	Monthly Breakup	
1	**Total Monthly Gross Pay**	**16.822**
	Gross Pay Bifurcations	
1	Basic	12.465
2	HRA	4.357
	Monthly Deductions	
1	PF Employees	1.496
2	ESIC Employees	126
3	Professional Tax	200
4	Total Deductions	1.822
	Net Pay	**15,000**

Note

- The Statutory Deductions will be applicable on your monthly Gross Pay

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

Cigniti
Software Quality | Assured

Ref: Cigniti Technologies/PT/OID2020

Date: 10/01/2020

Offer of Employment

Name: MR VIJAY M R
Current Location: HYDERABAD

Dear VIJAY M R

Welcome to Cigniti!

It gives us immense pleasure in inviting you to join Cigniti Technologies Limited ("Cigniti" or the "Company") as one of its valuable member. We believe that the growth of an organization is fueled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in Cigniti as **Trainee, Testing.**

Your total Cost to Company (TCTC) will be **Rs. 320000/-** per annum (Rupees **Three Lakhs Twenty Thousand only**). For detail compensation breakdown refer **Annexure I.**
This offer is valid till 20/01/2020 and you are expected to join the Organization on (or) before valid date.

You are expected to work with the Organization for a minimum period of 24 months from the date of joining, for which you will be signing an agreement. In case of leaving during the specific period of 24 months of employment or committing any breach of the agreement, you will have to pay an amount of Rs 2,00,000/- (Rupees Two Lakh Only) towards compensation for training along with the amount paid.

This offer has been made based on the information furnished by you. However, if there is a discrepancy in the given documents / certificates then the company reserves the right to revoke the offer at any time. Your employment is governed by terms & conditions referred in **Annexure II.**

We trust your knowledge, skills, experience and commitment will be among our most valuable assets. We look forward to you having a successful career at **Cigniti Technologies Limited.**

Wishing you all the best,

Yours sincerely,
CIGNITI TECHNOLOGIES LIMITED

385

V. 10/01/2020

Karuna Kumar Vempala
Global Head – Talent Acquisition

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

Cigniti Technologies Ltd.
Registered Office
Suite 106 & 107, MGR Estates, Dwarakapuri Colony, Panjagutta, Hyderabad 500 082, Telangana, India
Corporate Office
6th Floor, ORION Block, The V (Ascendas), Plot #17, Software Units Layout Madhapur, Hyderabad 500 081, Telangana, India
CIN: L72200TG1998PLC30081 +91 (40) 2335 3808 +91 (40) 3070 2299

USA
433 E Las Colinas Blvd, #1240 Irving, TX 75039
972.756.0622
972.767.0948/0644

www.cigniti.com

Scanned by CamScanner

Cigniti
Software Quality | Assured

Annexure - 1

NAME	MY. VIJAY N B	
DESIGNATION	Trainee, Testing	
DATE OF JOINING	20/01/2020	
LOCATION	Hyderabad	
Salary Component	Monthly	Annually
Basic	11986	143829
H.R.A	4794	57532
Conveyance	1600	19200
Medical Allowance	1250	15000
Other Allowance	4342	52100
Total Gross Salary	**23972**	**287661**
Statutory & Other Benefits(Company Contribution)		
PF	1438	17259
MFI (Medical Family Insurance)	1257	15084
Total Cost to the Company (CTC)	**26667**	**320000**

Standard Deductions from Gross : PF -Employee Contribution, Professional Tax & Income Tax Deduction at Source (TDS)

Flexi Basket Components (Part of Other Allowances)

Flexi Basket Plan (FBP)*	Eligibility	Min / Per Month	Max / Per Month
VPF (Voluntary Provident Fund)	All Employees - Under section 80C (Tax limit up to 1.50lacs)	0	Up on 100% of Basic / 100% of other allowances whichever is lesser
NPS (National Pension Scheme)	All Employees - Under section 80CCD (Tax limit up to 10% of Basic)	500	Upto 100% of other allowances
Food Coupons	All Employees - Under IT rule (3)(7)(iii)	2200	2200

Flexi basket components are part of other allowances & can be declared post joining

Provident Fund (PF): You will be covered under Cigniti Technologies Limited Employees' Provident Fund Scheme. Your contribution and the Company's contribution are a part of above compensation. PF is calculated on 12% of minimum basic (15000) or 1800 as per the PF Act.

Gratuity: Benefit as per the payment of Gratuity Act.

Medical Insurance: In accordance with the Company policy you and your immediate family (i.e. spouse, unmarried dependent children, and parents) will be covered under our Medical Insurance Plan

Personal Accident Insurance: You will also be covered under our Personal Accident Insurance Policy.

Income Tax: You will be solely responsible for your Income Tax as required by the local laws and tax authorities. All payment to be made to you will follow statutory requirements including tax to be deducted at source. The company will deduct yours Tax from your monthly income and remit to the tax authorities on your behalf as TDS. Where applicable the Company will issue tax deduction certificates thereof.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

Scanned by CamScanner

Cigniti

Annexure – 2

1) **Date of Commencement of Employment:** Your employment with the company shall commence the day you report and join the organization.

2) **Location:** Your employment with Cigniti Hyderabad will be based at the offices of Cigniti in Hyderabad. Your services may be transferred from time to time to its subsidiaries and associates or group companies, whether in or outside India.

3) **Leave:** You will be eligible for 1.75 days of General leave (EL+SL+CL) per month or 21 days per annum. Apart from the General Leave, the policy also covers special leaves such as, up to 5 days for Paternity Leave and 3 days for bereavement. Please refer to Company's Leave Policy out lining the eligibilities and applicability

4) **Salary cycle:** The salary cycle will be from the 1st of a month to the 30th of the same month. The salary will be credited to the corporate salary bank account, and / or by cheque.

5) **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 the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company 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.

6) **Conditions of Hire:**
   Please note that this letter of appointment is conditional on:
   a) Satisfactory reference checks of all qualifications and the accuracy of the employment history provided by you.
   b) you holding a valid passport
   c) The acceptance of the terms and conditions of your assignment / appointment set forth along the annexure.
   d) Obtaining / possessing employment passes or work permits from relevant authorities in India to work in India.
   e) Getting formally and completely relieved from your previous employer, in the event you were employed elsewhere by other employer before joining Cigniti.

7) **Hours of Work:** Your working hours would be governed by applicable laws and will be applicable to you depending upon your place of posting and as amended from time to time. Further, you should be prepared to work on any shift, as may be warranted by the company's/client's work requirement.

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road
Bangalore-560 057

Scanned by CamScanner

8) **Contract Terms and Notice Period:**

a. This is at will employment and may be terminated by either party by giving two months' or any time earlier than the expected notice period advance notice in writing or payment in lieu thereof to the other party based on approval. Salary for this purpose will be based on your Gross Salary.

b the company can, keeping in view the business situations, decide to relieve you earlier than the expected notice period. In such event the salary would be paid up to the last working day i.e the day the you will be getting relieved.

c. In event of your resignation , any requests for early relieving from the services shall be considered only on necessary approvals as per the policy of the organization.

d. If, in the reasonable opinion of company, you are guilty of any serious misconduct, company may terminate your employment without notice and any payment thereof. Serious misconduct includes, but is not limited to

1. violation of any of the terms of this Agreement.
2. refusal to abide and obey a reasonable command or expectations of company, and not performing the duties assigned under this agreement.
3. dishonesty, theft, serious neglect, gross misconduct, mis-representation
4. expressly or by implicitly repudiating this Agreement;
5. act in such a way (whether or not in the course of your employment) as to bring the Company or its subsidiaries into disrepute;
6. being convicted of a criminal offence;
7. being convicted of or charged with an offence involving moral turpitude: or
8. do any act detrimental or damaging to the Company, its Affiliates and Clients.

e. **Retirement age:** The age of retirement will be your attainment of 58 (fifty-eight) years as calculated as per your official date of birth. However, the management at its discretion may extend this age, in individual cases.

9) **Code of Business Conduct:** All the time during the term of your employment with Cigniti you are required to comply with all the applicable laws, regulations of the land and Cigniti Code of Business Conduct. You are advised to read Cigniti Code of Business Conduct thoroughly as soon as your employment commences and attend all the mandatory trainings as advised time to time.

10) **Intellectual Property:** Your duties could include formulating new strategies, initiatives and encouraging creative work in the respective department. Copyright or other intellectual property may subsist in the work that is expected to be generated. Any such intellectual property rights shall vest absolutely in the Company, and you undertake to execute all necessary documents, and do whatever else may be necessary to secure those rights, even after your employment has ended, including a deed of assignment of any intellectual property substantially in the form attached hereto as Schedule-I.

11) **Confidentiality:** As a part of employment with the Company, you will execute a Non-Compete & Non-Disclosure Agreement in a form attached hereto as Schedule II, the terms of which will be binding on you. All information concerning the business, practices, finances, strategies, plans etc. of the

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road.
Bangalore-560 057.

Scanned by CamScanner

18-19

GLOBAL EDGE
Intelligence Of Things
•ALTRAN GROUP

18th Jul 2019

To
Mr Naveena Sharma
1-6a sv nagar,
Nigari, Chittor (District)
Andhrapradesh

Dear Naveena Sharma,

Many congratulations to you on being selected to join GlobalEdge family.

GlobalEdge Software Limited is a leading embedded solutions & information technology services company serving global markets. GlobalEdge software's single minded mission is to transform our customer's business vision into reality through superior, cost-effective and Quality Engineering Solutions. With development centers in India & US, GlobalEdge offers a unique combination of R&D, Product Engineering & Software Development Services GlobalEdge works closely with its customers in providing cutting edge solutions that meet their strategic objectives.

We are building an institution that is known for its people-friendly practices, rich culture and value. We believe that a sustained differentiation in business can only be achieved by ensuring that our values of Responsibility, Fairness, Respect for Individuals, Innovation & Learning are fully internalized and practiced by every Globalite

We look forward you to join and working together in building a great embedded Software services company.

Thanking you
For GlobalEdge Software Limited

Naganagouda S J
Vice President & Head — Human Resources

386

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Scanned with CamScanner

GLOBAL EDGE
Intelligence Of Things
•ALTRAN GROUP

18th Jul 2019

To
Ms Tejashwini K
#16/3, Mubashree Building,
Near Vijaya Bank, T Dasarahalli,
Bangalore -560057

Dear Naveena Sharma,

Many congratulations to you on being selected to join GlobalEdge family.

GlobalEdge Software Limited is a leading embedded solutions & information technology services company serving global markets. GlobalEdge software's single minded mission is to transform our customer's business vision into reality through superior, cost-effective and Quality Engineering Solutions. With development centers in India & US, GlobalEdge offers a unique combination of R&D, Product Engineering & Software Development Services GlobalEdge works closely with its customers in providing cutting edge solutions that meet their strategic objectives.

We are building an institution that is known for its people-friendly practices, rich culture and value. We believe that a sustained differentiation in business can only be achieved by ensuring that our values of Responsibility, Fairness, Respect for Individuals, Innovation & Learning are fully internalized and practiced by every Globalite.

We look forward you to join and working together in building a great embedded Software services company.

Thanking you
For GlobalEdge Software Limited

Naganagouda S J
Vice President & Head — Human Resources

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

387

Scanned with CamScanner

GLOBAL EDGE
Intelligence at Hand
•ALTRAN GROUP

18th Jul 2019

To,
Mr Dawan P Swamy
D.No - #42, 3th Cross, 12th Main,
Gokul 1st Stage, 1st Phase,
Mathikere, Banga ore-560054

Dear Dawan P Swamy,

Many congratulat ons to you on being selected to join GlobalEdge family.

GlobalEdge Software Limited is a leading embedded solutions & information technology services company serving global markets. GlobalEdge software's single minded mission is to transform our customer's business vision into reality through superior, cost-effective and Quality Engineering Solutions. With development centers in India & US, GlobalEdge offers a unique combination of R&D, Product Engineering & Software Development Services. GlobalEdge works closely with its customers in provicing cutting edge solutions that meet their strategic objectives.

We are building an institution that is known for its people-friendly practices, rich culture and value. We believe that a sustained differentiation in business can only be achieved by ensuring that our values of Responsibility, Fairness, Respect for Individuals, Innovation & Learning are fully internalized and practiced by every Globalite.

We look forward you to join and working together in building a great embedded Software services company.

Thanking you
For **GlobalEdge Software Limited**

Naganagouda S J
Vice President & Head – Human Resources

388
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Scanned with CamScanner

TARUN TECHNOLOGIES

Ref: TARUN / 18-19 / 13

Date: 2/4/19

OFFER LETTER

Dear Sukanya Krishna Poojari,

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 **09/09/2019** 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,

Sapthagiri C... ...ring
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

397

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

Hextri Electron Labs Pvt. Ltd

Hegganhalli Main Rd, Peenya 2nd Stage,Byraveshwara Industrial Estate,Bengaluru-560091,Karnataka

March 15, 2019

Dear Divya B,

Congratulations Hextri Electron Labs Pvt. Ltd. is pleased to offer you the position of **"Trainee Engineer"**. We trust that this offer will meet with your approval.

- Your CTC will be **Rs.2,2000 (Two lakhs Twenty thousands only) Per Annum.**
- Your first day of work will be **August 01, 2019.**
- You will be on probation for a period of 6 months .During this period, your Performance will be regularly reviewed .On your Satisfactory completion of Probationary Period of employment your case for permanent absorption as regular employee of the company considered by the management.

This offer is conditional upon our satisfactory completion of your reference checks.

Please sign the enclosed copy of this letter and return it by **April 10, 2019** to indicate your acceptance of this offer.

The entire team at our Company is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

For

Hextri Electron Labs Pvt. Ltd

HR department

394

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 **Adarsh Kumar Humney,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 18/02/2019
Joining Date: 09-09-2019
Salary: 2.8 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

398

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

1819

TATA

Offer Letter

Name: Kumar Rohan
Ref. No: 201811C5400156
Branch: Mechanical TSK

Designated Training Discipline: Mechanical TSK

HRM/TSK/EMP/169/2019 **Dated: 5th March, 2019**

Sub: Joining offer to Junior Engineer Trainee, TSK- 2019 batch

Congratulations!

We are pleased to inform you that, you have been selected to join Tata Steel as **Junior Engineer Trainee, TSK 2019 batch**. You have to report at SNTI, N-Road, Bistupur, on 30th July, 2019 at 9.00 am.

Note the following terms and conditions:

- At the time of reporting you should have the following items :
  - Diploma certificate and marksheets semester wise in original.
  - 10th marks sheet (as proof of your date of birth)5 in original.
  - Proof of your caste SC / ST (if applicable)
  - Aadhar card / Voter ID card
  - Proof of Odisha domicile (if applicable)
  - In case you were working elsewhere, a release letter from your earlier employer in original.
- You will be under **training for 12 months.**
- During training, you will get a **stipend of Rs. 11,419/-** (Rupees Eleven thousand four hundred and nineteen only) per month.
- On successful completion of the training, you will be offered employment at Tata Steel Kalinganagar in the pay scale of **Rs. 17530-710-27470 (TSK-D1), and** other allowances and benefits applicable to the grade.
- You will be on **probation for a period of six months** from the date of employment. Only on the satisfactory completion of the probationary period, you will be confirmed in the services of Tata Steel. Your services can be terminated without notice if, during training and the probationary period, you are found lacking in aptitude and / or ability.
- On successful completion of training, the selected candidates will be considered for placement at Tata Steel Kalinganagar.
- Only out-station candidates will be allotted accommodation at our specified hostel i.e. **the local candidates will not be provided with accommodation**.
- During training period Hostel accommodation will be provided to the out-station candidates only. You should vacate the hostel immediately at the end of training period. This is to inform you in advance so that you can make alternate arrangements and prepare for vacating the hostel in time.
- Once the process of your permanent employment on the rolls of the company is completed, you will be eligible to apply for registration of quarters directly to Estate Department, you will be allotted quarters based on your seniority as per house allotment rules. In case you are not allotted a quarter, you would be eligible for house rent allowance as per rule.
- If any of the information given by you is found incorrect, your services will be terminated without any notice with immediate effect.
- If the above mentioned terms and conditions are acceptable to you please return a copy of this document as acknowledgment, duly signed by 12-03-2019.

For further clarification, if any, you may please contact Recruitment Cell, SNTI, N- Road, Bistupur, Jamshedpur Contact no:- **06576644232. (Email-snti.recruit@tatasteel.com).**

Prakash Singh

(Mr. Prakash Singh)
Chief, Capability Development

399

Principal
Sapthagiri College of Engineering
#15, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

S.R. TECHNOLOGIES

OFFER LETTER

Date: 14-02-2019

To
Divya G J
SCE, Bangalore -560057

Dear Divya G 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 September 2019 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
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

402

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: 4th Feb 2019

OFFER LETTER

Dear Ravishankar G,

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 **05-07-19**, failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non-Disclosure Agreement).

W03

For ADVENT POWER TECHNOLOGIES

Authorised Signatory

Very truly yours,

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore-560 057

APT

Tel : +91-80-32953760
Fax : +91-80-28367304
Cell : +91-9845529001
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: 4th Feb 2019

OFFER LETTER

Dear Dinesh Kumar K,

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 **05-07-19**, 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,

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

HE

TIMS TOTAL INFRASTRUCTURE MANAGEMENT SOLUTIONS

18-19

February 14th, 2020

Mrs. Divya C N,

#5, 89,4th E cross, behind Akash cinemas laggere, Bangalore - 560058

Offer Letter

Dear Mrs. Divya C N

Thank you for exploring career opportunities with TIMS Solutions Private Limited. You have successfully completed our initial selection process. We are pleased to offer you a position at TIMS Solutions Private Limited as **Data Analyst Intern**. We value your abilities and believe you shall find our work environment to be challenging and fulfilling.

As our Data Analyst Intern, your responsibilities will accordingly be:

- Collection and Analysis of Data as provided by the Company to the Employee for the purposes specified.
- Providing the collected data and analyses in a clear form to the Company to be presented to the Clients.
- Bringing forward new ideas for Data Analytics, and assisting with the launch and provision of the same with the Company.
- Interfacing with and understanding the Client needs.
- Performing any tasks as required by the Company for provision of services to the Client.
- Any other responsibilities and duties as may be assigned by the Company.

This offer takes effect from your date of joining TIMS Solutions Private Limited which shall not be later than February 17th, 2020. This offer is contingent on the completion of a background check, verification of the credentials submitted by you, and the signing of non-disclosure agreement, any other revised agreements and company policies.

Divya C N

TIMS SOLUTIONS PVT. LTD. BANGALORE-76

406

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TIMS TOTAL INFRASTRUCTURE MANAGEMENT SOLUTIONS

Your compensation package would be as in Annexure A attached. However, the structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization. You would be posted at our Bangalore Office. Howevet as and when required, you may be transferred to any of the offices in India or abroad.

This letter of offer is based on the information furnished from your University and during the discussions you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your internship is liable to be terminated without notice. Any disputes arising out of this letter shall be governed by and construed in accordance with the laws of India, and under the jurisdiction of the courts of Karnataka, India.

This offer is valid till February 14th, 2020. If you do not confirm the acceptance, TIMS Solutions Private Limited has the right to withdraw the offer.

Your signature at the end of this letter confirms that these are to be the conditions of your internship.

Kindly sign and return to us this copy of the letter and Annexure to indicate your acceptance.

Wish you all the best

Yours Sincerely,

Divya CV

TIMS SOLUTIONS PVT. LTD. BANGALORE-76

TIMS TOTAL INFRASTRUCTURE MANAGEMENT SOLUTIONS

Wish you all the best

Yours Sincerely,

For **TIMS Solutions Private Limited,**

Piyush Rai

For TIMS SOLUTIONS PVT. LTD.

Director/Authorized Signatory

Authorized Signatory

TIMS Solutions Private Limited

Divya

Divya C N

Acceptance Signature

TIMS SOLUTIONS PVT. LTD. * BANGALORE-76 *

TOTAL INFRASTRUCTURE MANAGEMENT SOLUTIONS

Annexure A - Compensation and other Details

1. Data Analyst Intern

Start Date: Feb 17th, 2020

End Date: Jun 30th, 2020

Stipend Details: INR 25,000/ month

Leaves awarded: 1 / month other than public holidays

Divyam

TIMS SOLUTIONS PVT. LTD. BANGALORE-76

MICROLAND®

20th May 2020

Abhinav Soni
Bangalore

Subject: Traineeship Letter

Dear **Abhinav**,

We are pleased to welcome you to Microland and associate with us as **Graduate Engineer Trainee** from **1st June 2020** to **30th Nov 2020**, traineeship will automatically come to end at the end of Traineeship period, based at any of our offices in **Bangalore.** During this period, you would undergo classroom and on-the-job training either at our office or external location also virtual/ online trainings

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 other applicable 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.

408

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Microland Limited
1B, Ecospace, Bellandur Outer Ring Road, Bangalore 560 103, India
P: +91 80 3918 0000 | F: +91 80 3918 0044 | www.microland.com
Corporate Identity Number (CIN): U85110KA1989PLC014450

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. The Trainee may be required to undergo the Training in various shifts.

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, 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.

The conversion from Traineeship to On-roll full time employment is at the discretion of the company based on your performance during the traineeship and available opportunities at the time of completion of traineeship. There is no guarantee of full-time job opportunity and this offer is for the traineeship of 6 months only.

MICROLAND®

That the company may terminate the traineeship period during the training period itself if the Trainee is unsatisfactory traineeship and by the discretion of the company to terminate the Trainee's training by providing 1 month's intimation. 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



Ramya Sampath Sharma

Chief People Officer

Microland Limited

18, Ecospace, Bellandur Outer Ring Road, Bangalore 560 103, India

P: +91 80 3918 0000 | F: +91 80 3918 0044 | www.microland.com

Corporate Identity Number (CIN): U85110KA1989PLC014450

This Agreement ("**Agreement**") is made on this [Date of joining] ("**Effective Date**") at Bangalore;

BY AND BETWEEN

SUNDARAVIJAYAM AUTOMOBILE SERVICES PRIVATE LIMITED, a company incorporated under the Companies Act, 2013 having its registered office at No 5, 5th Cross, Muneshwari Circle, Bandipalya, Bommanhalli, Bangalore - 560068 (hereinafter referred to as "**ReadyAssist**", which expression, where the context so permits, shall mean and include its successors and permitted assigns) of the **ONE PART**;

AND

Darshan M E , S/O Mr. Eshwaraiah residing at Manchenahalli Neeragunda post Turuvekwere Taluk Tumkur District (hereinafter referred to as the "**Mechanic**", which expression, where the context so permits, shall mean and include his executors, successors, and permitted assigns) of the **OTHER PART.**

ReadyAssist and the Mechanic shall be referred to, where the context so permits, individually as a "**Party**" and jointly as the "**Parties**".

WHEREAS:

A. ReadyAssist is engaged in the business of providing 24x7 emergency road side assistance services and various other services in automobile sector to its clients across India.

B. The Mechanic is a trained mechanic having expertise in and being capable of providing various technical services for automobiles including but not limited to technical inspection, diagnosis of mechanical and technical issues, and repairing and servicing of vehicles.

C. ReadyAssist wishes to engage the Mechanic to provide such expertise and technical services with respect to various vehicles as may be required by ReadyAssist from time to time (hereinafter referred to as the "**Services**") at such locations within Bangalore as may be communicated by ReadyAssist from time to time.

D. The Parties desire to enter into this Agreement to record the terms and conditions on which the Mechanic shall undertake and perform the Services.

NOW THEREFORE, in consideration of the promises, covenant, representations, and agreements contained herein, the Parties agree as follows:

1. MOBILE APPLICATION

1.1. Immediately upon the execution of this Agreement, ReadyAssist shall generate for the Mechanic a unique login and password ("**Credentials**") for the mobile application through which ReadyAssist shall communicate the Services to be performed by the Mechanic from time to time ("**App**"), and provide such Credentials to the Mechanic.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

A, the Mechanic shall immediately request for issuance of new Infrastructure, Tools, and Consumables, as the case may be, from ReadyAssist.

The Mechanic unconditionally acknowledges and agrees that all Infrastructure, Tools, and Consumables are the property of ReadyAssist, and accordingly the Mechanic covenants and undertakes that he shall not in any manner whatsoever, sell, dispose of, transfer, assign, or otherwise trade or deal in any of Infrastructure, Tools, and Consumables, or attempt to do any of the foregoing.

The Mechanic shall be liable to indemnify, defend, and hold harmless ReadyAssist and its directors, shareholders, employees, representatives, and agents against any and all claims, demands, losses, damages and expenses and proceedings suffered or incurred or that may be suffered or incurred by them on account of (i) usage by the Mechanic of Tools and Consumables that are not taken on lease from ReadyAssist without the prior written authorization of ReadyAssist, and (ii) usage by the Mechanic of damaged or worn Tools and Consumables.

Without prejudice to the preceding paragraph, ReadyAssist may also impose any other penalty on the Mechanic as it may in its sole discretion deem fit, including but not limited to issuance of a warning to the Mechanic, monetary penalty of such amount as deemed appropriate by ReadyAssist, or termination of this contract in accordance with Clause 7.3 of this Agreement.

2.4. Further, the Mechanic shall purchase all spare parts ("**Spares**") required for performance of the Services from ReadyAssist by making payment for the same.

The Mechanic shall be liable to indemnify, defend, and hold harmless ReadyAssist and its directors, shareholders, employees, representatives, and agents against any and all claims, demands, losses, damages and expenses and proceedings suffered or incurred or that may be suffered or incurred by them on account of usage by the Mechanic of Spares that are not purchased from ReadyAssist without the prior written authorization of ReadyAssist.

Without prejudice to the preceding paragraph, ReadyAssist may also impose any other penalty on the Mechanic as it may in its sole discretion deem fit, including but not limited to issuance of a warning to the Mechanic, monetary penalty of such amount as deemed appropriate by ReadyAssist, or termination of this contract in accordance with Clause 7.3 of this Agreement.

2.5. Immediately upon execution of this Agreement, ReadyAssist shall provide to the Mechanic a uniform containing the branding of ReadyAssist ("**Uniform**"), free of cost. The Mechanic shall ensure that such Uniform is maintained safely and in good condition, and shall wear such Uniform at all times while performing the Services without any exceptions.

The Mechanic shall obtain a new Uniform from ReadyAssist once every 6 (Six) months. The Mechanic shall inform ReadyAssist immediately upon loss or theft of a Uniform or request ReadyAssist for a new Uniform due to wear and tear prior to expiry of 6 (Six) months, and in such event ReadyAssist may, at its discretion, charge the Mechanic for issuance of a new Uniform.

(i) undertake or perform services similar or identical to the Services being provided under this Agreement for any other person, or (ii) be employed, engaged, concerned, or interested, in any manner whatsoever, in any trade, business, or profession other than as envisaged under this Agreement.

4. NO ASSIGNMENT

The Mechanic shall be obligated to personally provide, perform, and undertake the Services as envisaged under this Agreement, and shall not assign to any person any of his rights, duties, responsibilities, obligations, or interests under this Agreement in any manner whatsoever.

5. PAYMENT TERMS

5.1. Minimum Fee: In consideration for performance of the Services as envisaged in this Agreement, and subject to Clause 1.4 of this Agreement, the Mechanic shall be paid an amount of INR 500/- (Indian Rupees Five hundred only) for every day during which he is logged into the App and been available for a minimum of 12 (Twelve) hours and attended to all the Orders received or accepted by the Mechanic during such period. ("**Minimum Fee**").

5.2. Order Fee: In addition to the Minimum Fee, the Mechanic shall be paid an amount of INR 20/- (Indian Rupees Twenty Rupees only) for each Order wherein the Services are successfully attended to by the Mechanic within the TAT of 30 (Thirty) minutes in accordance with Clause 2.2 of this Agreement and completed resulting in full resolution of the Order ("**Order Fee**").

5.3. Transport Fee: In addition to the Minimum Fee and the Order Fee, as applicable, the Mechanic shall be paid an amount of INR 3/- (Indian Rupees Three rupees only) per kilometre ("**Transport Fee**"), which shall be computed every day on the basis of the total distance travelled by the Mechanic from one Location to another for servicing all Orders on such day, starting from his base location ("**Base**") at the beginning of the shift and ending at his Base at the end of the shift.

By way of illustration, where the Mechanic has serviced a total of 3 (Three) Orders in a day, such that he starts from his Base (Point A) to go to the Location of his first Order (Point B), and thereafter travels to 2 (Two) more Locations (Points C and D respectively) on a given day, then the distance travelled by the Mechanic for the purposes of this Clause shall be computed as follows:

Total Distance = Distance between Point A and Point B + Distance between Point B and Point C + Distance between Point C and Point D + Distance between Point D and Point A

5.4. Additional Fee If the Mechanic has been logged into the App for more than 12 (Twelve) hours in a day and up to a maximum of 14 (Fourteen) hours a day, the Mechanic shall be paid, in addition to the Minimum Fee, Order Fee, and Transport Fee, as applicable, an amount of INR 50/- (Indian Rupees Fifty Rupees only) for every additional completed hour during such day ("**Additional Fee**"), subject to a maximum of Additional Fee of INR 100/- (Indian Rupees Hundred Rupees only) per day.

(ii) The execution and delivery of this Agreement and performance of the Services hereunder by the Mechanic do not conflict with or constitute a breach of any applicable law or the provisions of any other contract or arrangement which the Mechanic is a party to.

(iii) He is a qualified and trained mechanic having the technical expertise and capable of providing the technical services required for satisfactory performance of the Services as envisaged in this Agreement.

(iv) He is not employed, engaged, or otherwise occupied or interested in any manner in any other employment, office, profession, or business of any kind whatsoever.

(v) He has not committed, been charged with, been arrested for, or been convicted for any criminal offences, activity, behaviour, or conduct including but not limited to theft, assault, battery, indecency, or offences moral turpitude.

(vi) He has read and fully understood the provisions of this Agreement.

7. TERM AND TERMINATION

7.1. This Agreement shall come into full force and effect on and from the Effective Date and until terminated in accordance with this Clause 7 ("**Term**").

7.2. Either party may terminate this Agreement without any cause by giving the other Party prior written notice of 1 (One) month.

7.3. In the event of (i) material breach of the provisions of this Agreement by the Mechanic, (ii) display of behaviour or conduct by the Mechanic that is deemed unacceptable, in the sole discretion of ReadyAssist, or (iii) unsatisfactory performance of the Services by the Mechanic, as determined in the sole discretion of ReadyAssist, ReadyAssist shall be entitled to terminate this Agreement with immediate effect.

7.4. Immediately upon termination of this Agreement, the Mechanic shall be bound to return to ReadyAssist and not retain in his possession for any reason whatsoever, any and all Infrastructure, Tools, and Consumables provided to him under Clause 2.3. ReadyAssist shall be entitled, at its sole discretion, to (i) withhold any and all payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of such termination until receipt of Infrastructure, Tools, and Consumables in accordance with this Clause, and (ii) deduct from any payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of termination the whole or part of the value of any damaged Infrastructure, Tools, and Consumables or the costs and expenses of repair or replacement any damaged Infrastructure, Tools, and Consumables.

7.5. Immediately upon termination of this Agreement, the Mechanic shall, if so requested by ReadyAssist, return to ReadyAssist, and shall not retain in his possession for any reason whatsoever, the Uniform provided to him under Clause 2.5 of this Agreement. If ReadyAssist has requested such return, ReadyAssist shall be entitled to withhold any and all payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of such termination until receipt of the Uniform in accordance with this Clause.

12. MISCELLANEOUS

12.1. Entire Agreement: This Agreement sets forth the entire, sole and exclusive understanding between the Parties hereto with respect to the subject matter hereof and supersedes and cancels all prior discussions, negotiations, agreements and understandings between the Parties, whether written or oral, as to such subject matter.

12.2. Amendments: This Agreement may be amended only in writing duly executed by the Parties.

12.3. Severability: If any provision of this Agreement is held to be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions hereof shall not in any way be affected or impaired thereby.

12.4. Waiver: Failure of either Party to require performance of any provision of this Agreement shall not affect such Party's right to demand full performance thereof at any time thereafter, and any waiver by either Party of a breach of any provision hereof shall not constitute a waiver of a similar breach in the future or of any other breach. No waiver shall be effective unless in writing and duly executed by the concerned Party.

12.5. Counterparts: This Agreement may be executed in 1 (One) or more counterparts, each of which shall be deemed to be an original.

IN WITNESS WHEREOF, this Agreement is executed on the first date written above by and between the Parties hereto.

Signed and delivered

For and on behalf of
Sundaravijayam Automobile Services Private Limited

_____

Name: _____

Designation: _____

Signed and delivered

By
Mr.Darshan M E

_____

HE

This Agreement ("**Agreement**") is made on this [Date of joining] ("**Effective Date**") at Bangalore;

BY AND BETWEEN

SUNDARAVIJAYAM AUTOMOBILE SERVICES PRIVATE LIMITED, a company incorporated under the Companies Act, 2013 having its registered office at No. 5 5th Cross, Muneshwari Circle, Bandipalya, Bommanhalli, Bangalore - 560068 (hereinafter referred to as "**ReadyAssist**", which expression, where the context so permits, shall mean and include its successors and permitted assigns) of the **ONE PART**;

AND

Mahesh G K , S/O Mr.Gundappa N residing at s/o Guddappa N #458, chinnamulagunda hirekerur (t) Haveri (d)-581106 (hereinafter referred to as the "**Mechanic**", which expression where the context so permits, shall mean and include his executors, successors, and permitted assigns) of the **OTHER PART.**

ReadyAssist and the Mechanic shall be referred to, where the context so permits, individually as a "**Party**" and jointly as the "**Parties**".

WHEREAS:

A. ReadyAssist is engaged in the business of providing 24x7 emergency road side assistance services and various other services in automobile sector to its clients across India.

B. The Mechanic is a trained mechanic having expertise in and being capable of providing various technical services for automobiles including but not limited to technical inspection, diagnosis of mechanical and technical issues, and repairing and servicing of vehicles.

C. ReadyAssist wishes to engage the Mechanic to provide such expertise and technical services with respect to various vehicles as may be required by ReadyAssist from time to time (hereinafter referred to as the "**Services**") at such locations within Bangalore as may be communicated by ReadyAssist from time to time.

D. The Parties desire to enter into this Agreement to record the terms and conditions on which the Mechanic shall undertake and perform the Services

NOW THEREFORE, in consideration of the promises, covenant, representations and agreements contained herein, the Parties agree as follows:

1. MOBILE APPLICATION

1.1. Immediately upon the execution of this Agreement, ReadyAssist shall generate for the Mechanic a unique login and password ("**Credentials**") for the mobile application through which ReadyAssist shall communicate the Services to be performed by the Mechanic from time to time ("**App**"), and provide such Credentials to the Mechanic.

415

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

SCHEDULE A

INFRASTRUCTURE, TOOLS, AND CONSUMABLES
(Refer Clause 2.3 of the Agreement)

Sl. No.	Tools List	No.	Frequency of Replacement
1	Tubeless kit	1	Every 6 months
2	Jack and lifting rod	1	-
3	Allen key set	1	-
4	12mm/14mm allenkey	2	-
5	Cutting plier	1	-
6	Air pump	1	Every 6 months
7	T-rod size-8	1	-
8	T-rod size-10	1	-
9	T-rod size-12	1	-
10	T-rod size-14	1	-
11	Puncture lever-Long	1	-
12	Puncture lever-Small	1	-
13	Filer & Handle	1	-
14	Hammer 2Lb	1	-
15	Puncture roller	1	-
16	Flat spanner size:(6-7)	1	-
17	Flat spanner size:(8-9)	1	-
18	Flat spanner size:(10-11)	1	-
19	Flat spanner size:(12-13)	1	-
20	Flat spanner size:(14-15)	1	-
21	Flat spanner size:(16-17)	1	-
22	Flat spanner size:(18-19)	1	-
23	Flat spanner size:(20-22)	1	-
24	Flat spanner size:(24-27)	1	-
25	Screw driver -long	1	Every 6 months
26	Screw driver -Small	1	Every 6 months
27	Bit extension rod-3inch	1	-
28	Bit extension rod-5inch	1	-
29	Valve die	1	-
30	Ring spanner size:(6-7)	1	-
31	Ring spanner size:(8-9)	1	-
32	Ring spanner size:(10-11)	1	-
33	Ring spanner size:(12-13)	1	-
34	Ring spanner size:(14-15)	1	-
35	Ring spanner size:(16-17)	1	-
36	Ring spanner size:(18-19)	1	-
37	Ring spanner size:(20-22)	1	-
38	Ring spanner size:(24-27)	1	-
39	Bit size:12	1	-
40	Bit size:14	1	-
41	Bit size:17	1	-
42	Bit size:19	1	-

43	Bit size:21	1	-
44	Bit size:22	1	-
45	Bit size:24	1	-
46	Bit rod-T	1	-
47	Spark plug spanner:16MM	1	-
48	Spark plug spanner:21MM	1	-
49	Multimetre	1	Once a year
50	Amaron Battery	1	-
51	Jumper cable	1	Once a year
52	Funnel	1	-
53	Petrol can	1	-
54	Spray bottle	1	-
55	Knife	1	-
56	Special tools	1	-
57	Tools bag	1	Once a year

Sl. No.	Consumables List	No.	Frequency of Provision
1	Tubeless strips	2 Box (50 Nos)	Every week
2	Tube stickers(Mini)	1 Packet (100 Nos)	Every week
3	Tube stickers(Tiny)	1 Packet (50 Nos)	Every week
4	Puncture solution	1	Every week
5	Insulation tape	1	Once a month
6	M-seal	1	Once a month
7	Grease	1	Once a month

This Agreement ("**Agreement**") is made on this [Date of joining] ("**Effective Date**") at Bangalore;

BY AND BETWEEN

SUNDARAVIJAYAM AUTOMOBILE SERVICES PRIVATE LIMITED, a company incorporated under the Companies Act, 2013 having its registered office at No. 5, 5th Cross, Muneshwari Circle Bandipalya, Bommanhalli, Bangalore - 560068 (hereinafter referred to as "**ReadyAssist**", which expression, where the context so permits, shall mean and include its successors and permitted assigns) of the **ONE PART**;

AND

Darshan V V, S/O Mr. Venkatesh H residing at #85,Yelachaguppe,Tavarekere H and PBengaluru South-562130 (hereinafter referred to as the "**Mechanic**", which expression, where the context so permits, shall mean and include his executors, successors, and permitted assigns) of the **OTHER PART.**

ReadyAssist and the Mechanic shall be referred to, where the context so permits, individually as a "**Party**" and jointly as the "**Parties**".

WHEREAS:

A. ReadyAssist is engaged in the business of providing 24x7 emergency road side assistance services and various other services in automobile sector to its clients across India.

B. The Mechanic is a trained mechanic having expertise in and being capable of providing various technical services for automobiles including but not limited to technical inspection, diagnosis of mechanical and technical issues, and repairing and servicing of vehicles.

C. ReadyAssist wishes to engage the Mechanic to provide such expertise and technical services with respect to various vehicles as may be required by ReadyAssist from time to time (hereinafter referred to as the "**Services**") at such locations within Bangalore as may be communicated by ReadyAssist from time to time.

D. The Parties desire to enter into this Agreement to record the terms and conditions on which the Mechanic shall undertake and perform the Services.

NOW THEREFORE, in consideration of the promises, covenant, representations, and agreements contained herein, the Parties agree as follows:

1. MOBILE APPLICATION

1.1. Immediately upon the execution of this Agreement, ReadyAssist shall generate for the Mechanic a unique login and password ("**Credentials**") for the mobile application through which ReadyAssist shall communicate the Services to be performed by the Mechanic from time to time ("**App**"), and provide such Credentials to the Mechanic.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560057

1.2. The Mechanic shall download the App on a compatible mobile device, and shall also download any and all updates, upgrades, bug fixes, or other similar software releases relating to the App as may be issued by ReadyAssist from time to time as soon as they are released.

1.3. The Mechanic covenants and agrees to maintain utmost confidentiality of the Credentials and shall not disseminate, publish, or share the Credentials in any manner whatsoever with any person.

1.4. The Mechanic covenants and agrees that he shall be logged into the App and be available for performing the Services for a minimum of (i) 6 (Six) days in a week, and (ii) 12 (Twelve) hours and a maximum of 14 (Fourteen) hours a day. In the event that a Mechanic has been logged in for less than the periods specified herein, ReadyAssist shall be entitled, at its discretion, to withhold in full or part any payments to be made to the Mechanic the under Clause 5 of this Agreement for every day of non-compliance.

2. OPERATIONAL TERMS

2.1. Upon logging into the App, the Mechanic shall either be assigned requests for Services or shall have the option to accept requests for Services (each request being an "**Order**"), which shall specify the Services to be performed and the location at which such Services are required to be undertaken ("**Location**"). It is clarified that where an Order has been assigned to the Mechanic, the Mechanic shall be obligated to fulfil the Order and shall not have the ability to reject the Order.

2.2. Upon receipt or acceptance of an Order, the Mechanic shall use his own mode of transport, preferably a two-wheeler vehicle, to reach the Location. The Mechanic shall guarantee a TAT of not more than 30 (Thirty) minutes to reach each Location, failing which ReadyAssist shall be entitled, at its discretion, withhold in full or part any payments to be made to the Mechanic with respect to such Order under Clause 5 of this Agreement.

2.3. The Mechanic shall take on lease from ReadyAssist (i) the ReadyAssist branded infrastructure, including tools box and bag ("**Infrastructure**") to be affixed prominently onto the Mechanic's two-wheeler vehicle or otherwise used for providing the Services hereunder, (ii) such tools as are recommended by ReadyAssist ("**Tools**") to be used exclusively in providing the Services hereunder, and (iii) such consumables as instructed by ReadyAssist ("**Consumables**") for use on the customer's vehicles in the course of provision of Services under this Agreement, at a monthly lease cost of INR 1000+GST(Indian Rupees One Thousand + GST only). The list of Infrastructure, Tools, and Consumables required to be taken on lease by the Mechanic and the frequency at which the Mechanic is obligated to obtain new/ replacement Infrastructure, Tools, and Consumables from ReadyAssist are as set out in Schedule A to this Agreement, which may be amended by ReadyAssist from time to time at its sole discretion.

The Mechanic shall ensure that the Infrastructure, Tools, and Consumables are maintained in good condition, and are used only for performing the Services and not for any other purposes. In case the Infrastructure, Tools, and Consumables or the ReadyAssist branding thereon are materially damaged prior to the frequency as set out in Schedule

A, the Mechanic shall immediately request for issuance of new Infrastructure, Tools, and Consumables, as the case may be, from ReadyAssist.

The Mechanic unconditionally acknowledges and agrees that all Infrastructure, Tools, and Consumables are the property of ReadyAssist, and accordingly the Mechanic covenants and undertakes that he shall not in any manner whatsoever, sell, dispose of, transfer, assign, or otherwise trade or deal in any of Infrastructure, Tools, and Consumables, or attempt to do any of the foregoing.

The Mechanic shall be liable to indemnify, defend, and hold harmless ReadyAssist and its directors, shareholders, employees, representatives, and agents against any and all claims, demands, losses, damages and expenses and proceedings suffered or incurred or that may be suffered or incurred by them on account of (i) usage by the Mechanic of Tools and Consumables that are not taken on lease from ReadyAssist without the prior written authorization of ReadyAssist, and (ii) usage by the Mechanic of damaged or worn Tools and Consumables.

Without prejudice to the preceding paragraph, ReadyAssist may also impose any other penalty on the Mechanic as it may in its sole discretion deem fit, including but not limited to issuance of a warning to the Mechanic, monetary penalty of such amount as deemed appropriate by ReadyAssist, or termination of this contract in accordance with Clause 7.3 of this Agreement.

2.4. Further, the Mechanic shall purchase all spare parts ("**Spares**") required for performance of the Services from ReadyAssist by making payment for the same.

The Mechanic shall be liable to indemnify, defend, and hold harmless ReadyAssist and its directors, shareholders, employees, representatives, and agents against any and all claims, demands, losses, damages and expenses and proceedings suffered or incurred or that may be suffered or incurred by them on account of usage by the Mechanic of Spares that are not purchased from ReadyAssist without the prior written authorization of ReadyAssist.

Without prejudice to the preceding paragraph, ReadyAssist may also impose any other penalty on the Mechanic as it may in its sole discretion deem fit, including but not limited to issuance of a warning to the Mechanic, monetary penalty of such amount as deemed appropriate by ReadyAssist, or termination of this contract in accordance with Clause 7.3 of this Agreement.

2.5. Immediately upon execution of this Agreement, ReadyAssist shall provide to the Mechanic a uniform containing the branding of ReadyAssist ("**Uniform**"), free of cost. The Mechanic shall ensure that such Uniform is maintained safely and in good condition, and shall wear such Uniform at all times while performing the Services without any exceptions.

The Mechanic shall obtain a new Uniform from ReadyAssist once every 6 (Six) months. The Mechanic shall inform ReadyAssist immediately upon loss or theft of a Uniform or request ReadyAssist for a new Uniform due to wear and tear prior to expiry of 6 (Six) months, and in such event ReadyAssist may, at its discretion, charge the Mechanic for issuance of a new Uniform.

2.6. While performing the Services, the Mechanic shall at all times be professional, respectful, and courteous, and shall communicate with the ReadyAssist's customers in a well-mannered and polite manner. Further, the Mechanic shall not request, demand, or insist that any payment be made directly by any ReadyAssist's customer to the Mechanic, provided however that where the Order so specifies the Mechanic shall be permitted to receive in cash only such amounts as are specified in the Order from the relevant customer.

In case ReadyAssist receives any complaints from its customers regarding abusive, rude, threatening, intimidating, or similar behaviour by the Mechanic, ReadyAssist shall be entitled to take any disciplinary action as it may in its sole discretion deem fit, including but not limited to withholding any or all payments to be made to the Mechanic under Clause 5 or terminating this Agreement in accordance with Clause 7 of this Agreement.

2.7. Immediately upon termination of this Agreement in accordance with Clause 7, the Mechanic shall, if so requested by ReadyAssist, return to ReadyAssist the Box and Uniform, or dispose of the Box and Uniform in a manner compliant with applicable laws.

The Mechanic acknowledges and agrees that as the Box and Uniform contain ReadyAssist's branding and intellectual property, he shall have no rights of any kind whatsoever to continue to possess or use the Box and Uniform in any manner whatsoever upon the termination of this Agreement.

The Mechanic further acknowledges that any unauthorized use of the Box and Uniform may cause substantial, irrevocable, and irreparable harm to ReadyAssist that may be difficult to quantify and may not be remedied solely by damages. Accordingly, RadyAssist shall, in addition to any other remedies which may be available under applicable law, have the right to obtain an injunction from a court restraining such a breach and the right to specific performance of the provisions of this Agreement, and the Mechanic hereby waives the adequacy of a remedy at law as a defence to such relief.

2.8. The Mechanic shall at all times during the provision of the Services comply with all applicable laws, including but not limited to (i) ensuring that he has procured and maintained valid licenses (including driving license), certifications, or other approvals and documentation, (i) complying with all applicable motor vehicle rules and regulations and road safety norms (including wearing helmet at all times while riding two-wheeler vehicles), (iii) maintaining all vehicles used for the performance of Services in good, road-worthy, and safe working condition, and (v) paying all taxes (including all road and vehicle taxes) as and when they fall due.

2.9. The Mechanic shall intimate ReadyAssist immediately, and in any event no later than 1 (One) hour upon the occurrence of any accident or similar event causing the inability of the Mechanic to fulfil any Orders that have been assigned to or accepted by him.

3. EXCLUSIVITY

The Mechanic acknowledges and agrees that he shall provide the Services exclusively to ReadyAssist and he shall not, during the Term of this Agreement, directly or indirectly,

(i) undertake or perform services similar or identical to the Services being provided under this Agreement for any other person, or (ii) be employed, engaged, concerned, or interested, in any manner whatsoever, in any trade, business, or profession other than as envisaged under this Agreement.

4. NO ASSIGNMENT

The Mechanic shall be obligated to personally provide, perform, and undertake the Services as envisaged under this Agreement, and shall not assign to any person any of his rights, duties, responsibilities, obligations, or interests under this Agreement in any manner whatsoever.

5. PAYMENT TERMS

5.1. Minimum Fee: In consideration for performance of the Services as envisaged in this Agreement, and subject to Clause 1.4 of this Agreement, the Mechanic shall be paid an amount of INR 500/- (Indian Rupees Five hundred only) for every day during which he is logged into the App and been available for a minimum of 12 (Twelve) hours and attended to all the Orders received or accepted by the Mechanic during such period. ("**Minimum Fee**").

5.2. Order Fee: In addition to the Minimum Fee, the Mechanic shall be paid an amount of INR 20/- (Indian Rupees Twenty Rupees only) for each Order wherein the Services are successfully attended to by the Mechanic within the TAT of 30 (Thirty) minutes in accordance with Clause 2.2 of this Agreement and completed resulting in full resolution of the Order ("**Order Fee**").

5.3. Transport Fee: In addition to the Minimum Fee and the Order Fee, as applicable, the Mechanic shall be paid an amount of INR 3/- (Indian Rupees Three Rupees only) per kilometre ("**Transport Fee**"), which shall be computed every day on the basis of the total distance travelled by the Mechanic from one Location to another for servicing all Orders on such day, starting from his base location ("**Base**") at the beginning of the shift and ending at his Base at the end of the shift.

By way of illustration, where the Mechanic has serviced a total of 3 (Three) Orders in a day, such that he starts from his Base (Point A) to go to the Location of his first Order (Point B), and thereafter travels to 2 (Two) more Locations (Points C and D respectively) on a given day, then the distance travelled by the Mechanic for the purposes of this Clause shall be computed as follows:

Total Distance = Distance between Point A and Point B + Distance between Point B and Point C + Distance between Point C and Point D + Distance between Point D and Point A

5.4. Additional Fee: If the Mechanic has been logged into the App for more than 12 (Twelve) hours in a day and up to a maximum of 14 (Fourteen) hours a day, the Mechanic shall be paid, in addition to the Minimum Fee, Order Fee, and Transport Fee, as applicable, an amount of INR 50/- (Indian Rupees Fifty Rupees only) for every additional completed hour during such day ("**Additional Fee**"), subject to a maximum of Additional Fee of INR 100/- (Indian Rupees Hundred Rupees only) per day.

5.5. Timing of Payments: The payments of the Minimum Fee, Order Fee, Transport Fee, and Additional Fee, as applicable, shall be made by ReadyAssist to the Mechanic on a weekly basis (the aggregate of Order Fee and Transport Fee for Services rendered by the Mechanic from Monday to Sunday being referred to as the "**Weekly Fee**"), such that ReadyAssist shall make payment of the Weekly Fee to the Mechanic on or prior to Wednesday of the following week.

5.6. Adjustments to Weekly Fee: ReadyAssist shall be entitled to deduct and set-off the following amounts from the Weekly Fee payable to the Mechanic under this Clause 5:

(i) any and all applicable taxes that ReadyAssist is required under applicable law to withhold and remit to the Government, including but not limited to goods and services tax and income tax deducted at source;

(ii) any amounts owed by the Mechanic to ReadyAssist for taking on lease the Infrastructure, Tools, and Consumables under Clause 2.3 of this Agreement;

(iii) the whole or part of the value of any damaged Infrastructure, Tools, and Consumables, or the whole or part of costs and expenses of repair or replacement of any damaged Infrastructure, Tools, and Consumables.

(iv) any amounts owed by the Mechanic to ReadyAssist for purchase of the Spares or Uniform under Clauses 2.4, and 2.5 of this Agreement; and

(v) any amounts collected by the Mechanic in cash from ReadyAssist's customers in accordance with Clause 2.6 of this Agreement.

In the event that the Weekly Fee for a particular week becomes 0 (Zero) before full deduction and set-off of any of the amounts specified above, then ReadyAssist shall be entitled to make the remaining deductions/ set-off against the Weekly Fee of every subsequent week until all such amounts have been fully deducted/ set-off.

5.7. Manner of Payments: All payments to be made by ReadyAssist to the Mechanic under this Agreement shall be made through normal banking channels to the following bank account of the Mechanic.

Beneficiary:
A/c No.:
Bank:
Branch:
IFSC:

The Mechanic shall intimate ReadyAssist immediately in case of any change in the details of the bank account to which such payments are to be made.

6. REPRESENTATIONS AND WARRANTIES

The Mechanic represents and warrants to ReadyAssist as follows:

(i) He has the legal capacity to execute and deliver this Agreement and perform the Services envisaged hereunder.

(ii) The execution and delivery of this Agreement and performance of the Services hereunder by the Mechanic do not conflict with or constitute a breach of any applicable law or the provisions of any other contract or arrangement which the Mechanic is a party to.

(iii) He is a qualified and trained mechanic having the technical expertise and capable of providing the technical services required for satisfactory performance of the Services as envisaged in this Agreement.

(iv) He is not employed, engaged, or otherwise occupied or interested in any manner in any other employment, office, profession, or business of any kind whatsoever.

(v) He has not committed, been charged with, been arrested for, or been convicted for any criminal offences, activity, behaviour, or conduct including but not limited to theft, assault, battery, indecency, or offences moral turpitude.

(vi) He has read and fully understood the provisions of this Agreement.

7. TERM AND TERMINATION

7.1. This Agreement shall come into full force and effect on and from the Effective Date and until terminated in accordance with this Clause 7 ("**Term**").

7.2. Either party may terminate this Agreement without any cause by giving the other Party prior written notice of 1 (One) month.

7.3. In the event of (i) material breach of the provisions of this Agreement by the Mechanic, (ii) display of behaviour or conduct by the Mechanic that is deemed unacceptable, in the sole discretion of ReadyAssist, or (iii) unsatisfactory performance of the Services by the Mechanic, as determined in the sole discretion of ReadyAssist, ReadyAssist shall be entitled to terminate this Agreement with immediate effect.

7.4. Immediately upon termination of this Agreement, the Mechanic shall be bound to return to ReadyAssist and not retain in his possession for any reason whatsoever, any and all Infrastructure, Tools, and Consumables provided to him under Clause 2.3. ReadyAssist shall be entitled, at its sole discretion, to (i) withhold any and all payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of such termination until receipt of Infrastructure, Tools, and Consumables in accordance with this Clause, and (ii) deduct from any payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of termination the whole or part of the value of any damaged Infrastructure, Tools, and Consumables or the costs and expenses of repair or replacement any damaged Infrastructure, Tools, and Consumables.

7.5. Immediately upon termination of this Agreement, the Mechanic shall, if so requested by ReadyAssist, return to ReadyAssist, and shall not retain in his possession for any reason whatsoever, the Uniform provided to him under Clause 2.5 of this Agreement. If ReadyAssist has requested such return, ReadyAssist shall be entitled to withhold any and all payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of such termination until receipt of the Uniform in accordance with this Clause.

8. INDEMNITY

The Mechanic hereby agrees to indemnify, defend, and hold harmless ReadyAssist and its directors, officers, employees, representatives, and agents against any and all claims, demands, losses damages and expenses and proceedings suffered or incurred or that may be suffered or incurred by them as a result of or in relation to (i) any breach or non-fulfilment by the Mechanic of any of his undertakings, obligations and covenants as set out in this Agreement, or (ii) misrepresentation by the Mechanic of any of his representations and warranties as set out in Clause 6 of this Agreement.

9. NOTICE

Any notice required to be given pursuant to this Agreement shall be deemed to have been given when delivered by hand or if sent by post or courier or by email addressed as follows:

If to ReadyAssist:

Attn.: Mr. Vimal Singh
Address: #2331, 2nd Floor, 17th Cross Road, Vanganahalli, 1st Sector, HSR Layout, Bangalore – 560102, Karnataka , India.
Email: legal@readyassist.in

If to the Mechanic:

Darshan V V, S/O Mr. Venkatesh H residing at #85,Yelachaguppe,Tavarekere H and PBengaluru South-562130

10. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by and construed in all respects in accordance with the laws of India and shall be subject to the jurisdiction of the Courts at Bangalore to the exclusion of other courts.

11. ARBITRATION

11.1. In the event of any disputes arising out of or relating in any manner to this Agreement, the Parties shall first attempt resolve the dispute in good faith through mutual discussions within a period of 30 (Thirty) calendar days.

11.2. In the event such dispute is not resolved in accordance with Clause 11.1 above, the Parties shall be entitled to refer the dispute to a sole arbitrator appointed jointly by the Parties. In case the Parties are unable to agree on a sole arbitrator, the dispute shall be referred to a panel of 3 (Three) arbitrators, of which 1 (One) shall be appointed by ReadyAssist and 1 (One) shall be appointed by the Mechanic, and the 2 (Two) arbitrators so appointed shall appoint the third arbitrator.

11.3. The arbitration proceedings shall be conducted in accordance with the Arbitration and Conciliation Act, 1996, in English, and the place of arbitration shall be at Bangalore.

12. MISCELLANEOUS

12.1. Entire Agreement: This Agreement sets forth the entire, sole and exclusive understanding between the Parties hereto with respect to the subject matter hereof and supersedes and cancels all prior discussions, negotiations, agreements and understandings between the Parties, whether written or oral, as to such subject matter.

12.2. Amendments: This Agreement may be amended only in writing duly executed by the Parties.

12.3. Severability: If any provision of this Agreement is held to be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions hereof shall not in any way be affected or impaired thereby.

12.4. Waiver: Failure of either Party to require performance of any provision of this Agreement shall not affect such Party's right to demand full performance thereof at any time thereafter, and any waiver by either Party of a breach of any provision hereof shall not constitute a waiver of a similar breach in the future or of any other breach. No waiver shall be effective unless in writing and duly executed by the concerned Party.

12.5. Counterparts: This Agreement may be executed in 1 (One) or more counterparts each of which shall be deemed to be an original.

IN WITNESS WHEREOF, this Agreement is executed on the first date written above by and between the Parties hereto.

Signed and delivered

For and on behalf of
Sundaravijayam Automobile Services Private Limited

_____

Name: _____

Designation: _____

Signed and delivered

By
Mr.Darshan V V

_____

SCHEDULE A

INFRASTRUCTURE, TOOLS, AND CONSUMABLES
(Refer Clause 2.3 of the Agreement)

Sl. No.	Tools List	No.	Frequency of Replacement
1	Tubeless kit	1	Every 6 months
2	Jack and lifting rod	1	-
3	Allen key set	1	-
4	12mm/14mm allenkey	2	-
5	Cutting plier	1	-
6	Air pump	1	Every 6 months
7	T-rod size-8	1	-
8	T-rod size-10	1	-
9	T-rod size-12	1	-
10	T-rod size-14	1	-
11	Puncture lever-Long	1	-
12	Puncture lever-Small	1	-
13	Filer & Handle	1	-
14	Hammer 2Lb	1	-
15	Puncture roller	1	-
16	Flat spanner size:(6-7)	1	-
17	Flat spanner size:(8-9)	1	-
18	Flat spanner size:(10-11)	1	-
19	Flat spanner size:(12-13)	1	-
20	Flat spanner size:(14-15)	1	-
21	Flat spanner size:(16-17)	1	-
22	Flat spanner size:(18-19)	1	-
23	Flat spanner size:(20-22)	1	-
24	Flat spanner size:(24-27)	1	-
25	Screw driver -long	1	Every 6 months
26	Screw driver -Small	1	Every 6 months
27	Bit extension rod-3inch	1	-
28	Bit extension rod-5inch	1	-
29	Valve die	1	-
30	Ring spanner size:(6-7)	1	-
31	Ring spanner size:(8-9)	1	-
32	Ring spanner size:(10-11)	1	-
33	Ring spanner size:(12-13)	1	-
34	Ring spanner size:(14-15)	1	-
35	Ring spanner size:(16-17)	1	-
36	Ring spanner size:(18-19)	1	-
37	Ring spanner size:(20-22)	1	-
38	Ring spanner size:(24-27)	1	-
39	Bit size:12	1	-
40	Bit size:14	1	-
41	Bit size:17	1	-
42	Bit size:19	1	-

43	Bit size:21	1	-
44	Bit size:22	1	-
45	Bit size:24	1	-
46	Bit rod-T	1	-
47	Spark plug spanner:16MM	1	-
48	Spark plug spanner:21MM	1	-
49	Multimetre	1	Once a year
50	Amaron Battery	1	-
51	Jumper cable	1	Once a year
52	Funnel	1	-
53	Petrol can	1	-
54	Spray bottle	1	-
55	Knife	1	-
56	Special tools	1	-
57	Tools bag	1	Once a year

Sl. No.	Consumables List	No.	Frequency of Provision
1	Tubeless strips	2 Box (50 Nos)	Every week
2	Tube stickers(Mini)	1 Packet (100 Nos)	Every week
3	Tube stickers(Tiny)	1 Packet (50 Nos)	Every week
4	Puncture solution	1	Every week
5	Insulation tape	1	Once a month
6	M-seal	1	Once a month
7	Grease	1	Once a month

ME

This Agreement ("**Agreement**") is made on this [Date of joining] ("**Effective Date**") at Bangalore;

BY AND BETWEEN

SUNDARAVIJAYAM AUTOMOBILE SERVICES PRIVATE LIMITED, a company incorporated under the Companies Act, 2013 having its registered office at No. 5, 5th Cross, Muneshwari Circle, Bandipalya, Bommanhalli, Bangalore - 560068 (hereinafter referred to as "**ReadyAssist**", which expression, where the context so permits, shall mean and include its successors and permitted assigns) of the **ONE PART**;

AND

Rohith J , S/O Mr. Jayaprakash H residing at #164, "SOWJANYA NELAYA", 3rd Cross Dadapeer Layout, Sondaekoppa by-pass, Nelamangala, Bangalore Road (hereinafter referred to as the "**Mechanic**", which expression, where the context so permits, shall mean and include his executors, successors, and permitted assigns) of the **OTHER PART.**

ReadyAssist and the Mechanic shall be referred to, where the context so permits, individually as a "**Party**" and jointly as the "**Parties**".

WHEREAS:

A. ReadyAssist is engaged in the business of providing 24x7 emergency road side assistance services and various other services in automobile sector to its clients across India.

B. The Mechanic is a trained mechanic having expertise in and being capable of providing various technical services for automobiles including but not limited to technical inspection, diagnosis of mechanical and technical issues, and repairing and servicing of vehicles.

C. ReadyAssist wishes to engage the Mechanic to provide such expertise and technical services with respect to various vehicles as may be required by ReadyAssist from time to time (hereinafter referred to as the "**Services**") at such locations within Bangalore as may be communicated by ReadyAssist from time to time.

D. The Parties desire to enter into this Agreement to record the terms and conditions on which the Mechanic shall undertake and perform the Services.

NOW THEREFORE, in consideration of the promises, covenant, representations, and agreements contained herein, the Parties agree as follows:

1. MOBILE APPLICATION

1.1. Immediately upon the execution of this Agreement, ReadyAssist shall generate for the Mechanic a unique login and password ("**Credentials**") for the mobile application through which ReadyAssist shall communicate the Services to be performed by the Mechanic from time to time ("**App**"), and provide such Credentials to the Mechanic.

4/8

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SCHEDULE A

INFRASTRUCTURE, TOOLS, AND CONSUMABLES
(Refer Clause 2.3 of the Agreement)

Sl. No.	Tools List	No.	Frequency of Replacement
1	Tubeless kit	1	Every 6 months
2	Jack and lifting rod	1	-
3	Allen key set	1	-
4	12mm/14mm allenkey	2	-
5	Cutting plier	1	-
6	Air pump	1	Every 6 months
7	T-rod size-8	1	-
8	T-rod size-10	1	-
9	T-rod size-12	1	-
10	T-rod size-14	1	-
11	Puncture lever-Long	1	-
12	Puncture lever-Small	1	-
13	Filer & Handle	1	-
14	Hammer 2Lb	1	-
15	Puncture roller	1	-
16	Flat spanner size:(6-7)	1	-
17	Flat spanner size:(8-9)	1	-
18	Flat spanner size:(10-11)	1	-
19	Flat spanner size:(12-13)	1	-
20	Flat spanner size:(14-15)	1	-
21	Flat spanner size:(16-17)	1	-
22	Flat spanner size:(18-19)	1	-
23	Flat spanner size:(20-22)	1	-
24	Flat spanner size:(24-27)	1	-
25	Screw driver -long	1	Every 6 months
26	Screw driver -Small	1	Every 6 months
27	Bit extension rod-3inch	1	-
28	Bit extension rod-5inch	1	-
29	Valve die	1	-
30	Ring spanner size:(6-7)	1	-
31	Ring spanner size:(8-9)	1	-
32	Ring spanner size:(10-11)	1	-
33	Ring spanner size:(12-13)	1	-
34	Ring spanner size:(14-15)	1	-
35	Ring spanner size:(16-17)	1	-
36	Ring spanner size:(18-19)	1	-
37	Ring spanner size:(20-22)	1	-
38	Ring spanner size:(24-27)	1	-
39	Bit size:12	1	-
40	Bit size:14	1	-
41	Bit size:17	1	-
42	Bit size:19	1	-

43	Bit size:21	1	-
44	Bit size:22	1	-
45	Bit size:24	1	-
46	Bit rod-T	1	-
47	Spark plug spanner:16MM	1	-
48	Spark plug spanner:21MM	1	-
49	Multimetre	1	Once a yea
50	Amaron Battery	1	-
51	Jumper cable	1	Once a year
52	Funnel	1	-
53	Petrol can	1	-
54	Spray bottle	1	-
55	Knife	1	-
56	Special tools	1	-
57	Tools bag	1	Once a year

Sl. No.	Consumables List	No.	Frequency of Provision
1	Tubeless strips	2 Box (50 Nos)	Every week
2	Tube stickers(Mini)	1 Packet (100 Nos)	Every week
3	Tube stickers(Tiny)	1 Packet (50 Nos)	Every week
4	Puncture solution	1	Every week
5	Insulation tape	1	Once a month
6	M-seal	1	Once a month
7	Grease	1	Once a month

HE

This Agreement ("**Agreement**") is made on this [Date of joining] ("**Effective Date**") at Bangalore;

BY AND BETWEEN

SUNDARAVIJAYAM AUTOMOBILE SERVICES PRIVATE LIMITED, a company incorporated under the Companies Act, 2013 having its registered office at No. 5, 5th Cross, Muneshwari Circle, Bandipalya, Bommanhalli, Bangalore - 560068 (hereinafter referred to as "**ReadyAssist**", which expression, where the context so permits, shall mean and include its successors and permitted assigns) of the **ONE PART**;

AND

Chethan Gowda H S , S/O Mr. Srinivas.H.T residing at #11/24, c/o Jayaramanna building, s/o Srinivas H.TChikkabidrakallu Nagasandra post Bengaluru (hereinafter referred to as the "**Mechanic**", which expression, where the context so permits shall mean and include his executors, successors, and permitted assigns) of the **OTHER PART.**

ReadyAssist and the Mechanic shall be referred to, where the context so permits, individually as a "**Party**" and jointly as the "**Parties**".

WHEREAS:

A. ReadyAssist is engaged in the business of providing 24x7 emergency road side assistance services and various other services in automobile sector to its clients across India.

B. The Mechanic is a trained mechanic having expertise in and being capable of providing various technical services for automobiles including but not limited to technical inspection, diagnosis of mechanical and technical issues, and repairing and servicing of vehicles.

C. ReadyAssist wishes to engage the Mechanic to provide such expertise and technical services with respect to various vehicles as may be required by ReadyAssist from time to time (hereinafter referred to as the "**Services**") at such locations within Bangalore as may be communicated by ReadyAssist from time to time.

D. The Parties desire to enter into this Agreement to record the terms and conditions on which the Mechanic shall undertake and perform the Services.

NOW THEREFORE, in consideration of the promises, covenant, representations, and agreements contained herein, the Parties agree as follows:

1. MOBILE APPLICATION

1.1. Immediately upon the execution of this Agreement, ReadyAssist shall generate for the Mechanic a unique login and password ("**Credentials**") for the mobile application through which ReadyAssist shall communicate the Services to be performed by the Mechanic from time to time ("**App**"), and provide such Credentials to the Mechanic.

419

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

A, the Mechanic shall immediately request for issuance of new Infrastructure, Tools, and Consumables, as the case may be, from ReadyAssist.

The Mechanic unconditionally acknowledges and agrees that all Infrastructure, Tools, and Consumables are the property of ReadyAssist, and accordingly the Mechanic covenants and undertakes that he shall not in any manner whatsoever, sell, dispose of, transfer, assign, or otherwise trade or deal in any of Infrastructure, Tools, and Consumables, or attempt to do any of the foregoing.

The Mechanic shall be liable to indemnify, defend, and hold harmless ReadyAssist and its directors, shareholders, employees, representatives, and agents against any and all claims, demands, losses, damages and expenses and proceedings suffered or incurred or that may be suffered or incurred by them on account of (i) usage by the Mechanic of Tools and Consumables that are not taken on lease from ReadyAssist without the prior written authorization of ReadyAssist, and (ii) usage by the Mechanic of damaged or worn Tools and Consumables.

Without prejudice to the preceding paragraph, ReadyAssist may also impose any other penalty on the Mechanic as it may in its sole discretion deem fit, including but not limited to issuance of a warning to the Mechanic, monetary penalty of such amount as deemed appropriate by ReadyAssist, or termination of this contract in accordance with Clause 7.3 of this Agreement.

2.4. Further the Mechanic shall purchase all spare parts ("**Spares**") required for performance of the Services from ReadyAssist by making payment for the same.

The Mechanic shall be liable to indemnify, defend, and hold harmless ReadyAssist and its directors shareholders, employees, representatives, and agents against any and all claims, demands, losses, damages and expenses and proceedings suffered or incurred or that may be suffered or incurred by them on account of usage by the Mechanic of Spares that are not purchased from ReadyAssist without the prior written authorization of ReadyAssist.

Without prejudice to the preceding paragraph, ReadyAssist may also impose any other penalty on the Mechanic as it may in its sole discretion deem fit, including but not limited to issuance of a warning to the Mechanic, monetary penalty of such amount as deemed appropriate by ReadyAssist, or termination of this contract in accordance with Clause 7.3 of this Agreement.

2.5. Immediately upon execution of this Agreement, ReadyAssist shall provide to the Mechanic a uniform containing the branding of ReadyAssist ("**Uniform**"), free of cost. The Mechanic shall ensure that such Uniform is maintained safely and in good condition, and shall wear such Uniform at all times while performing the Services without any exceptions.

The Mechanic shall obtain a new Uniform from ReadyAssist once every 6 (Six) months. The Mechanic shall inform ReadyAssist immediately upon loss or theft of a Uniform or request ReadyAssist for a new Uniform due to wear and tear prior to expiry of 6 (Six) months, and in such event ReadyAssist may, at its discretion, charge the Mechanic for issuance of a new Uniform.

(i) undertake or perform services similar or identical to the Services being provided under this Agreement for any other person, or (ii) be employed, engaged, concerned, or interested, in any manner whatsoever, in any trade, business, or profession other than as envisaged under this Agreement.

4. NO ASSIGNMENT

The Mechanic shall be obligated to personally provide, perform, and undertake the Services as envisaged under this Agreement, and shall not assign to any person any of his rights, duties, responsibilities, obligations, or interests under this Agreement in any manner whatsoever.

5. PAYMENT TERMS

5.1. Minimum Fee: In consideration for performance of the Services as envisaged in this Agreement, and subject to Clause 1.4 of this Agreement, the Mechanic shall be paid an amount of INR 500/- (Indian Rupees Five hundred only) for every day during which he is logged into the App and been available for a minimum of 12 (Twelve) hours and attended to all the Orders received or accepted by the Mechanic during such period. ("**Minimum Fee**").

5.2. Order Fee: In addition to the Minimum Fee, the Mechanic shall be paid an amount of INR 20/- (Indian Rupees Twenty Rupees only) for each Order wherein the Services are successfully attended to by the Mechanic within the TAT of 30 (Thirty) minutes in accordance with Clause 2.2 of this Agreement and completed resulting in full resolution of the Order ("**Order Fee**").

5.3. Transport Fee: In addition to the Minimum Fee and the Order Fee, as applicable, the Mechanic shall be paid an amount of INR 3/- (Indian Rupees Three rupees only) per kilometre ("**Transport Fee**"), which shall be computed every day on the basis of the total distance travelled by the Mechanic from one Location to another for servicing all Orders on such day, starting from his base location ("**Base**") at the beginning of the shift and ending at his Base at the end of the shift.

By way of illustration, where the Mechanic has serviced a total of 3 (Three) Orders in a day such that he starts from his Base (Point A) to go to the Location of his first Order (Point B), and thereafter travels to 2 (Two) more Locations (Points C and D respectively) on a given day, then the distance travelled by the Mechanic for the purposes of this Clause shall be computed as follows:

Total Distance = Distance between Point A and Point B + Distance between Point B and Point C + Distance between Point C and Point D + Distance between Point D and Point A

5.4. Additional Fee: If the Mechanic has been logged into the App for more than 12 (Twelve) hours in a day and up to a maximum of 14 (Fourteen) hours a day, the Mechanic shall be paid, in addition to the Minimum Fee, Order Fee, and Transport Fee, as applicable, an amount of INR 50/- (Indian Rupees Fifty Rupees only) for every additional completed hour during such day ("**Additional Fee**"), subject to a maximum of Additional Fee of INR 100/- (Indian Rupees Hundred Rupees only) per day.

(ii) The execution and delivery of this Agreement and performance of the Services hereunder by the Mechanic do not conflict with or constitute a breach of any applicable law or the provisions of any other contract or arrangement which the Mechanic is a party to.

(iii) He is a qualified and trained mechanic having the technical expertise and capable of providing the technical services required for satisfactory performance of the Services as envisaged in this Agreement.

(iv) He is not employed, engaged, or otherwise occupied or interested in any manner in any other employment, office, profession, or business of any kind whatsoever.

(v) He has not committed, been charged with, been arrested for, or been convicted for any criminal offences, activity, behaviour, or conduct including but not limited to theft, assault, battery, indecency, or offences moral turpitude.

(vi) He has read and fully understood the provisions of this Agreement.

7. TERM AND TERMINATION

7.1. This Agreement shall come into full force and effect on and from the Effective Date and until terminated in accordance with this Clause 7 ("**Term**").

7.2. Either party may terminate this Agreement without any cause by giving the other Party prior written notice of 1 (One) month.

7.3. In the event of (i) material breach of the provisions of this Agreement by the Mechanic, (ii) display of behaviour or conduct by the Mechanic that is deemed unacceptable, in the sole discretion of ReadyAssist, or (iii) unsatisfactory performance of the Services by the Mechanic, as determined in the sole discretion of ReadyAssist, ReadyAssist shall be entitled to terminate this Agreement with immediate effect.

7.4. Immediately upon termination of this Agreement, the Mechanic shall be bound to return to ReadyAssist and not retain in his possession for any reason whatsoever, any and all Infrastructure, Tools, and Consumables provided to him under Clause 2.3. ReadyAssist shall be entitled, at its sole discretion, to (i) withhold any and all payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of such termination until receipt of Infrastructure, Tools, and Consumables in accordance with this Clause, and (ii) deduct from any payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of termination the whole or part of the value of any damaged Infrastructure, Tools, and Consumables or the costs and expenses of repair or replacement any damaged Infrastructure, Tools, and Consumables.

7.5. Immediately upon termination of this Agreement, the Mechanic shall, if so requested by ReadyAssist, return to ReadyAssist, and shall not retain in his possession for any reason whatsoever, the Uniform provided to him under Clause 2.5 of this Agreement. If ReadyAssist has requested such return, ReadyAssist shall be entitled to withhold any and all payments due and owed to the Mechanic under Clause 5 of this Agreement at the time of such termination until receipt of the Uniform in accordance with this Clause.

12. MISCELLANEOUS

12.1. Entire Agreement: This Agreement sets forth the entire, sole and exclusive understanding between the Parties hereto with respect to the subject matter hereof and supersedes and cancels all prior discussions, negotiations, agreements and understandings between the Parties, whether written or oral, as to such subject matter.

12.2. Amendments: This Agreement may be amended only in writing duly executed by the Parties.

12.3. Severability: If any provision of this Agreement is held to be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions hereof shall not in any way be affected or impaired thereby.

12.4. Waiver: Failure of either Party to require performance of any provision of this Agreement shall not affect such Party's right to demand full performance thereof at any time thereafter, and any waiver by either Party of a breach of any provision hereof shall not constitute a waiver of a similar breach in the future or of any other breach. No waiver shall be effective unless in writing and duly executed by the concerned Party.

12.5. Counterparts: This Agreement may be executed in 1 (One) or more counterparts, each of which shall be deemed to be an original.

IN WITNESS WHEREOF, this Agreement is executed on the first date written above by and between the Parties hereto.

Signed and delivered	Signed and delivered
For and on behalf of **Sundaravijayam Automobile Services Private Limited**	By **Mr.Chethan Gowda H S**
_____	_____
Name: _____	
Designation: _____	

43	Bit size:21	1	-
44	Bit size:22	1	-
45	Bit size:24	1	-
46	Bit rod-T	1	-
47	Spark plug spanner:16MM	1	-
48	Spark plug spanner:21MM	1	-
49	Multimetre	1	Once a year
50	Amaron Battery	1	-
51	Jumper cable	1	Once a year
52	Funnel	1	-
53	Petrol can	1	-
54	Spray bottle	1	-
55	Knife	1	-
56	Special tools	1	-
57	Tools bag	1	Once a year

Sl. No.	Consumables List	No.	Frequency of Provision
1	Tubeless strips	2 Box (50 Nos)	Every week
2	Tube stickers(Mini)	1 Packet (100 Nos)	Every week
3	Tube stickers(Tiny)	1 Packet (50 Nos)	Every week
4	Puncture solution	1	Every week
5	Insulation tape	1	Once a month
6	M-seal	1	Once a month
7	Grease	1	Once a month

ME

This Agreement ("**Agreement**") is made on this [Date of joining] ("**Effective Date**") at Bangalore;

BY AND BETWEEN

SUNDARAVIJAYAM AUTOMOBILE SERVICES PRIVATE LIMITED a company incorporated under the Companies Act, 2013 having its registered office at No. 5, 5th Cross, Muneshwari Circle, Bandipalya, Bommanhalli, Bangalore - 560068 (hereinafter referred to as "**ReadyAssist**" which expression, where the context so permits, shall mean and include its successors and permitted assigns) of the **ONE PART**;

AND

Mustafa P K , S/O Mr. Khalandar Sab residing at #119, Medarahalli Near Mazjid, Chikkabanavara Post Bangalore North, Bangalore -560090(hereinafter referred to as the "**Mechanic**", which expression, where the context so permits, shall mean and include his executors, successors, and permitted assigns) of the **OTHER PART.**

ReadyAssist and the Mechanic shall be referred to, where the context so permits, individually as a "**Party**" and jointly as the "**Parties**".

WHEREAS:

A. ReadyAssist is engaged in the business of providing 24x7 emergency road side assistance services and various other services in automobile sector to its clients across India.

B. The Mechanic is a trained mechanic having expertise in and being capable of providing various technical services for automobiles including but not limited to technical inspection, diagnosis of mechanical and technical issues, and repairing and servicing of vehicles.

C. ReadyAssist wishes to engage the Mechanic to provide such expertise and technical services with respect to various vehicles as may be required by ReadyAssist from time to time (hereinafter referred to as the "**Services**") at such locations within Bangalore as may be communicated by ReadyAssist from time to time.

D. The Parties desire to enter into this Agreement to record the terms and conditions on which the Mechanic shall undertake and perform the Services.

NOW THEREFORE, in consideration of the promises, covenant, representations, and agreements contained herein, the Parties agree as follows:

1. MOBILE APPLICATION

1.1. Immediately upon the execution of this Agreement, ReadyAssist shall generate for the Mechanic a unique login and password ("**Credentials**") for the mobile application through which ReadyAssist shall communicate the Services to be performed by the Mechanic from time to time ("**App**"), and provide such Credentials to the Mechanic.

420

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SCHEDULE A

INFRASTRUCTURE, TOOLS, AND CONSUMABLES
(Refer Clause 2.3 of the Agreement)

Sl. No.	Tools List	No.	Frequency of Replacement
1	Tubeless kit	1	Every 6 months
2	Jack and lifting rod	1	-
3	Allen key set	1	-
4	12mm/14mm allenkey	2	-
5	Cutting plier	1	-
6	Air pump	1	Every 6 months
7	T-rod size-8	1	-
8	T-rod size-10	1	-
9	T-rod size-12	1	-
10	T-rod size-14	1	-
11	Puncture lever-Long	1	-
12	Puncture lever-Small	1	-
13	Filer & Handle	1	-
14	Hammer 2Lb	1	-
15	Puncture roller	1	-
16	Flat spanner size:(6-7)	1	-
17	Flat spanner size:(8-9)	1	-
18	Flat spanner size:(10-11)	1	-
19	Flat spanner size:(12-13)	1	-
20	Flat spanner size:(14-15)	1	-
21	Flat spanner size:(16-17)	1	-
22	Flat spanner size:(18-19)	1	-
23	Flat spanner size:(20-22)	1	-
24	Flat spanner size:(24-27)	1	-
25	Screw driver -long	1	Every 6 months
26	Screw driver -Small	1	Every 6 months
27	Bit extension rod-3inch	1	-
28	Bit extension rod-5inch	1	-
29	Valve die	1	-
30	Ring spanner size:(6-7)	1	-
31	Ring spanner size:(8-9)	1	-
32	Ring spanner size:(10-11)	1	-
33	Ring spanner size:(12-13)	1	-
34	Ring spanner size:(14-15)	1	-
35	Ring spanner size:(16-17)	1	-
36	Ring spanner size:(18-19)	1	-
37	Ring spanner size:(20-22)	1	-
38	Ring spanner size:(24-27)	1	-
39	Bit size:12	1	-
40	Bit size:14	1	-
41	Bit size:17	1	-
42	Bit size:19	1	-

43	Bit size:21	1	-
44	Bit size:22	1	-
45	Bit size:24	1	-
46	Bit rod-T	1	-
47	Spark plug spanner:16MM	1	-
48	Spark plug spanner:21MM	1	-
49	Multimetre	1	Once a year
50	Amaron Battery	1	-
51	Jumper cable	1	Once a year
52	Funnel	1	-
53	Petrol can	1	-
54	Spray bottle	1	-
55	Knife	1	-
56	Special tools	1	-
57	Tools bag	1	Once a year

Sl. No.	Consumables List	No.	Frequency of Provision
1	Tubeless strips	2 Box (50 Nos)	Every week
2	Tube stickers(Mini)	1 Packet (100 Nos)	Every week
3	Tube stickers(Tiny)	1 Packet (50 Nos)	Every week
4	Puncture solution	1	Every week
5	Insulation tape	1	Once a month
6	M-seal	1	Once a month
7	Grease	1	Once a month

SAPTHAGIRI College of Engineering Creating Tomorrow

Dr Kamalakshi Naganna <hodcse@sapthagiri.edu.in>

Fwd: Interview call Letter :: Unisys

1 message

Nirmith Rai <nirmithrai@gmail.com> Fri, Jun 19, 2020 at 8:54 AM
To: Dr Kamalakshi Naganna <hodcse@sapthagiri.edu.in>

---------- Forwarded message ---------
From: **P L, Balaji TPC** <BalajiPL@unisys.com>
Date: Fri, 23 Aug 2019, 5:49 pm
Subject: Interview call Letter Unisys :: Fresher
To: nirmithrai@gmail.com <nirmithra @gmail.com>

Dear Nirmith S Rai,

Following our conversation about job opening for **Fresher- Unisys India,** we are pleased to invite you for the discussion to explore the career opportunity in detail, and to get a better overview of your credentials and aspirations. We would also like to utilize this opportunity to answer any queries that you may have.

Please acknowledge this mail & confirm your availability

The discussion would take place on **Saturday 24th August 2019**. Since this discussion may be a detailed one, we request you to plan your day accordingly. Below are the details for interview.

Interview Schedule	
Organization	**Unisys Global Services - India**
Company URL	**www.Unisys.com**
Interview Location	**Bangalore**
Interview Date	**Saturday 24th August 2019**
Interview Type & Timing	**Face 2 Face discussion @ 10:00:00 AM**
Interview Venue	**Unisys India Private Limited,** **SEZ Unit 2: Special Economic Zone (Unit 2) Gopalan Global Axis Block, 3th Floor, ABC (Block G), Plot No 152, EPIP Zone, Hoodi Village, K R Puram Hobli, Whitefield, Bangalore -560066**
Skill	**Freshers**

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

Contact Person	Balaji

Please acknowledge this mail & confirm your availability.

Please carry a hard copy of the Resume, Call Letter and ID proof

Thanks & regards

Balaji P L | Recruiter | Talent Acquisition

Unisys India Pvt Ltd | RGA Tech Park, Block-3, Wing B, Survey No 31/1, Chikkakannalli Village, Varthur Hobli, Sarjapur Road , Bangalore-560035.Direct No: +91 8040323698

7 attachments

image001.gif
2K

image002.gif
1K

image003.gif
2K

image004.gif
2K

image005.gif
2K

UNISYS image006.gif
3K

image005.gif
2K

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

Date: 18/08/2018

Ref:2018/WEBHRD/025

Ms. Supriya PR

No. 237, HMT Layout

Hesargatta Main Road

Bangalore – 560054

Dear Supriya PR,

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 30/08/2018
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

MANOBHU TECHNOLOGY PVT LTD

Principal
Sapthagiri College of Engineering
#15, Chikkasandra, Hesaraghatta Main Road
Bangalore-560057

INVENTING VALUE NODES™

428

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
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.

Manobhu™

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
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.

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

17. You will be subject tc 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 30/08/2018, this letter of appointment will become null and void and will stand cancelled.

I hereby confirm my joining on 30/08/2018.

Accepted_____

MANOBHU TECHNOLOGY PVT. LTD.
No.810, SriVari Nilaya,
17th E Main Road,
5th Block Rajajinagar,
Bengaluru -560010
www.manobhu.com

ANNEXURE

NAME	SUPRIYA PR	
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 31000 *Max Payment 62000*

ANY COMMITMENT MADE OTHER THAN THE ABOVE WILL BE VALID ONLY IF GIVEN IN WRITING BY THE UNDERSIGNED

MANOBHU TECHNOLOGY PVT. LTD. BENGALURU

MURALI MANOHAR V
MANAGING DIRECTOR

SUPRIYA PR
I Accept

INVENTING VALUE NODES™

BITONIC TECHNOLOGY LABS PRIVATE LIMITED

CIN: U72200KA2016PTC085486

Regd. Off: Aurora bearing No.19, Site No. 19,Katha No. 654, Bommenahalli Village, Bidarahalli, Hobli, Bangalore-560049, Karnataka, India

Dear Rajeshwari S,

On behalf of Bitonic Technology Labs Pvt Ltd (Yellow Messenger) , we are pleased to offer you employment with us in the position of **Associate Software Engineer** , starting on 15-07-2019. In that position, you will report to our CTO (Kishore)

During your employment, you will be paid a base salary at the annual rate of Rs. **4,00,000 (Four Lakhs),** Salary break-up as below. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Governing Law/Jurisdiction: Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of High court Karnataka only.

Confidentiality: During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

At no time, will you remove any Confidential Information from the office without permission. Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company. Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

Probationary Period:. The first six (6) months of the Employment Term shall be considered Employee's probationary period. In the event your performance during the Probationary Period does not warrant the

430

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra Hesaraghatta Main Road
Bengaluru - 560 057

continuation of your employment, the Company may terminate your employment at any point of time on Probationary Period without any notice or pay in lieu of notice. The Company will endeavour to provide you with an ongoing assessment of your performance.

Background Verification: Employment with the company is subject to successful completion of background verification prior to joining

Termination: Your employment can be terminated by the Company, without any reason, by giving you not less than 1 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date. This will not be applicable during your probation time. The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Acceptance:
Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We are excited by the prospect of you joining the Company

Sincerely,
Bitonic Technology Labs Pvt Ltd

Employee Name :Rajeshwari S
Date :
Signature :

BITONIC TECHNOLOGY LABS PRIVATE LIMITED

CIN: U72200KA2016PTC085486

Regd. Off: Aurora bearing No.19, Site No. 19,Katha No. 654, Bommenahali Village, Bidarahalli, Hobli, Bangalore-560049, Karnataka, India

CTC Breakup:

Gross salary per month	33333		
Components In salary	**Percentage**	**Per month**	**Per annum**
Basic Salary	40%	3,333	160,000
HRA	16%	5,333	64,000
Special Allowances		11,956	143,467
**Leave Travel Allowance (1 month Basic Salary)		1,111	13,333
Employer PF contribution	12.00%	1,600	19,200
Gross Salary		**33,333**	**400,000**

Deduction from above will be

Employee PF Contribut on -12% of Basic

Professional Tax as applicable

Income Tax- as applicable

Variable Pay as applicable

BITONIC TECHNOLOGY LABS PRIVATE LIMITED

CIN: U72200KA2016PTC085486

Regd. Off: Aurom bearing No.19, Site No. 19,Katha No. 654, Bommenahali Village, Bidarahalli, Hobli, Bangalore-560049, Karnataka, India

Dear Kushal S.

On behalf of Bitonic Technology Labs Pvt Ltd (Yellow Messenger) , we are pleased to offer you employment with us in the position of **Management Trainee**, starting on 15-07-2019 . In that position, you will report to our SVP- Sales (Neil).

During your employment, you will be paid a base salary at the annual rate of Rs.**2,00,000 (Two Lakhs) 0-6 months from your date of joining, 3,50,000 (three Lakhs & fifty thousand) from 6-12 months from your date of joining, 4,50,000 (Four Lakhs & Fifty Thousand) from 12 to 24 months from your joining date, 7,00,00 (Seven Lakhs) from 24-36months from the date of joining.**

Salary break-up as below. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings. As an exempt employee, you will not be eligible for any overtime pay. This position is a full-time position and your regular salary will be prorated based on a 40 hour work week.

Governing Law/Jurisdiction: Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of High court Karnataka only.

Confidentiality: During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company. You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause "Confidential Information" means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of

your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information. At no time, will you remove any Confidential Information from the office without permission. Your duty to

Sapthagiri C...
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Scanned by CamScanner

safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company. Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

Probationary Period: The first six (6) months of the Employment Term shall be considered Employee's probationary period. In the event your performance during the Probationary Period does not warrant the continuation of your employment, the Company may terminate your employment at any point of time on Probationary Period without any notice or pay in lieu of notice. The Company will endeavour to provide you with an ongoing assessment of your performance.

Background Verification: Employment with the company is subject to successful completion of background verification prior to joining

Termination: Your employment can be terminated by the Company, without any reason, by giving you not less than 1 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date. This will not be applicable during your probation time. The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company. On the termination of your employment for whatever reason, you will return to the Company all property, documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like, and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Acceptance: Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. We are excited by the prospect of you joining the Company.

Scanned by CamScanner

DATA TEMPLATE
Technology | Value

Welcome to Data Template

Greetings!

Dear Mr. Lohith S.,

We wish to congratulate you on your new appointment as **Associate Software Engineer** and we take this opportunity to look forward to working closely with our company and wish you every success in your new duties. Please be aware that you have our full support.

We at the Data Template Infotech Pvt Ltd. pledge our further support and look forward to productive cooperation.

Wishing you Good Luck

"Please send back the acknowledgement card"

*This is a computer generated letter and does not require signature and stamp.

Data Template Infotech Pvt. Ltd, No 5,9 & 10, 2 & 3 Floor, Near Nissan Car Showroom, Hosapalya Layout, Garebhavipalya, Hosur Main Road, Bangalore Karnataka, India 560068, Tel: +91 80 25730716/717
Email sales@datatemplate.com Website www.datatemplate.com

436

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Hextri Electron Labs Pvt. Ltd

Hegganhalli Main Rd, Peenya 2nd Stage,Byraveshwara Industrial Estate,Bengaluru-560091,Karnataka

March 15, 2019

Dear Nagaraj,

Congratulations Hextri Electron Labs Pvt. Ltd. is pleased to offer you the position of **"Trainee Engineer"**. We trust that this offer will meet with your approval.

- Your CTC will be **Rs.2,2000 (Two lakhs Twenty thousands only) Per Annum.**
- Your first day of work will be **August 01, 2019.**
- You will be on probation for a period of 6 months .During this period, your Performance will be regularly reviewed .On your Satisfactory completion of Probationary Period of employment your case for permanent absorption as regular employee of the company considered by the management.

This offer is conditional upon our satisfactory completion of your reference checks.

Please sign the enclosed copy of this letter and return it by **April 10, 2019** to indicate your acceptance of this offer.

The entire team at our Company is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

For

Hextri Electron Labs Pvt . Ltd

HR department

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Hextri Electron Labs Pvt. Ltd

Hegganhalli Main Rd, Peenya 2nd Stage,Byraveshwara Industrial Estate,Bengaluru-560091,Karnataka

March 15, 2019

Dear Manoj B N,

Congratulations Hextri Electron Labs Pvt. Ltd. is pleased to offer you the position of **"Trainee Engineer"**. We trust that this offer will meet with your approval.

- Your CTC will be **Rs.2,2000 (Two lakhs Twenty thousands only) Per Annum.**
- Your first day of work will be **August 01, 2019.**
- You will be on probation for a period of 6 months .During this period, your Performance will be regularly reviewed .On your Satisfactory completion of Probationary Period of employment your case for permanent absorption as regular employee of the company considered by the management.

This offer is conditional upon our satisfactory completion of your reference checks.

Please sign the enclosed copy of this letter and return it by **April 10, 2019** to indicate your acceptance of this offer.

The entire team at our Company is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

For

Hextri Electron Labs Pvt . Ltd

HR department

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

4B8

Hextri Electron Labs Pvt. Ltd

Hegganhalli Main Rd, Peenya 2nd Stage,Byraveshwara Industrial Estate,Bengaluru-560091,Karnataka

March 15, 2019

Dear Rohith R,

Congratulations Hextri Electron Labs Pvt. Ltd. is pleased to offer you the position of **"Trainee Engineer"**. We trust that this offer will meet with your approval.

- Your CTC will be **Rs.2,2000 (Two lakhs Twenty thousands only) Per Annum.**
- Your first day of work will be **August 01, 2019.**
- You will be on probation for a period of 6 months .During this period, your Performance will be regularly reviewed .On your Satisfactory completion of Probationary Period of employment your case for permanent absorption as regular employee of the company considered by the management.

This offer is conditional upon our satisfactory completion of your reference checks.

Please sign the enclosed copy of this letter and return it by **April 10, 2019** to indicate your acceptance of this offer.

The entire team at our Company is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

For

Hextri Electron Labs Pvt . Ltd

HR department

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

439

Hextri Electron Labs Pvt. Ltd

Hegganhalli Main Rd, Peenya 2nd Stage,Byraveshwara Industrial Estate,Bengaluru-560091,Karnataka

March 15, 2019

Dear Jeevitha A,

Congratulations Hextri Electron Labs Pvt. Ltd. is pleased to offer you the position of **"Trainee Engineer"**. We trust that this offer will meet with your approval.

- Your CTC will be **Rs.2,2000 (Two lakhs Twenty thousands only) Per Annum.**
- Your first day of work will be **August 01, 2019.**
- You will be on probation for a period of 6 months .During this period, your Performance will be regularly reviewed .On your Satisfactory completion of Probationary Period of employment your case for permanent absorption as regular employee of the company considered by the management.

This offer is conditional upon our satisfactory completion of your reference checks.

Please sign the enclosed copy of this letter and return it by **April 10, 2019** to indicate your acceptance of this offer.

The entire team at our Company is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

For

Hextri Electron Labs Pvt . Ltd

HR department

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

440

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: 07-01-2019

To
Mounesh
Mechanical Branch
Sapthagiri College of Engineering
Bangalore -560057

Dear **Mounesh,**

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 2019 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 560 086

TI2 TECHNOLOGIES
THINK. INNOVATE. IMPLEMENT

DATE: 12/02/2019

OFFER LETTER

Dear Manjunath B G,

Subsequent to your successful interview with TI2 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 **20-08-19,** failing which this employment offer will stand rescinded. As an employment prerequisite, you are required to sign the NDA (Non- Disclosure Agreement).

Very truly yours,

Mrs.Sushma B,
CEO

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TI2 TECHNOLOGIES BANGALORE-73

2, Sathya Shanthi Nilaya, 10th Cross, Bagalagunte, Bangalore - 560073.
www.ti2technologies.com ti2technologies2@gmail.com
9901758006

TARUN TECHNOLOGIES

Ref: TARUN/2018-19/44

Date: 02-04-2019

OFFER LETTER

Dear Yogesh B,

We are pleased to offer you **full time** position of **Sales 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 **09/09/2019** 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

443

Mr. Ravi Prasad,
CEO

CS Ravi Prasad

No. 767, 14th Cross, 1st Phase, J.P. Nagar, Bangalore - 560 078. E-mail : raviprasadcs20@gmail.com

TARUN TECHNOLOGIES

Ref: TARUN/2018-19/41 Date: 02-04-2019

OFFER LETTER

Dear Rakesh Kumar,

We are pleased to offer you **full time** position of **Sales 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 **09/09/2019** 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

C S Ravi Prasad.

No. 767, 14th Cross, 1st Phase, J.P. Nagar, Bangalore - 560 078. E-mail : raviprasadcs20@gmail.com

February 24, 2020

IBM India Private Limitec
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Prema K S

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate Systems Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

445

IN_152_280497BR_4638934

February 24, 2020
IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Prema K S

We are pleased to offer you the position of Associate Systems Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 26, 2020. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to **eschoolhiring@in.ibm.com**

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &

Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving License
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.

- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. Th s may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be requirec to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, ir cluding termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 100000/- (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. You are also expected to successfully complete and pass the Company's final assessments, which shall be administered at the end of your training period. Failure to pass these assessments, as determined solely by the Company, may result in termination from the services of the Company. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days not ce or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
    - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
    - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
    - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization
- You will, by default, be enrolled in IBM's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues

based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes 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 rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance - A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were

deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

IBM CONFIDENTIAL

ANNEXURE A

DATE	February 24, 2020		
NAME	Prema K S	BAND	06G
DESIGNATION	Associate Systems Engineer	LOCATION	BANGALORE
Compensation Components		IBM Offer (in INR)	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

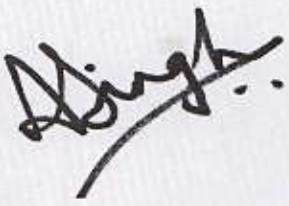
OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA



ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CAND DATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



Strictly Private and Confidential

26-Dec-2019

Prathibha Kumaraswamy S

C8407473

No B 245, 5th main, 6th A cross,Near HP gas company,Patel layout, Bahubali nagar, Jalahalli, Bangalore 560013.
7795173774

Dear **Prathibha,**

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:

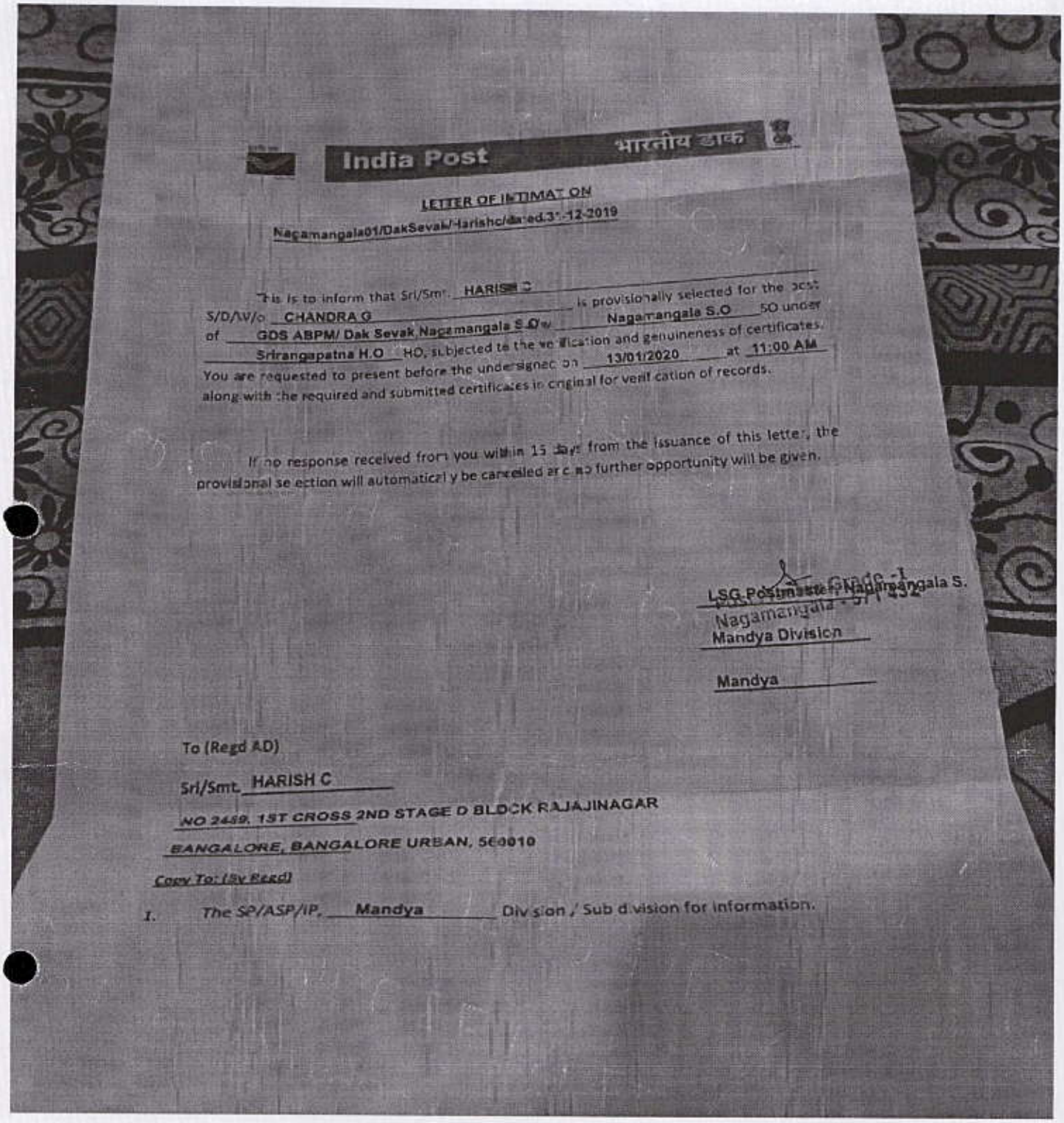
Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

Please refer to
- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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 6.5 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.

446



India Post भारतीय डाक

LETTER OF INTIMATION

Nagamangala01/DakSevak/Harishc/dated:31-12-2019

This is to inform that Sri/Smt. HARISH C S/D/W/o CHANDRA G is provisionally selected for the post of GDS ABPM/ Dak Sevak Nagamangala S.O'w Nagamangala S.O 50 under Srirangapatna H.O HO, subjected to the verification and genuineness of certificates. You are requested to present before the undersigned on 13/01/2020 at 11:00 AM along with the required and submitted certificates in original for verification of records.

If no response received from you within 15 days from the issuance of this letter, the provisional selection will automatically be cancelled and no further opportunity will be given.

LSG Postmaster Grade -I
Nagamangala - 571 432
Mandya Division

Mandya

To (Regd AD)

Sri/Smt. HARISH C

NO 2459, 1ST CROSS 2ND STAGE D BLOCK RAJAJINAGAR

BANGALORE, BANGALORE URBAN, 560010

Copy To: (By Regd)

1. The SP/ASP/IP, Mandya Division / Sub division for information.

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: 11/02/2019

OFFER LETTER

Dear Prem Sagar Fernandes,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team

We are offering you the position of **"*Sales Engineer*"**, *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI.
Director

448

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: 11/02/2019

OFFER LETTER

Dear Vibha Bhardwaj,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of ***"Management Trainee"***, *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

449

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: 11/02/2019

OFFER LETTER

Dear Shruthee Kannan,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of ***"Management Trainee"***, *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

450

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: 11/02/2019

OFFER LETTER

Dear Sowmyadeep Gosh,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team

We are offering you the position of ***"Management Trainee"***, *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

451 Principal Sapthagiri College of Engineering 14/5, Chikkasandra, Hesaraghatta Main Road Bengaluru - 560 057

PRIME
www.primetutor.in

+91 983 0 88815
info@primetutor.in

DATE: 11/02/2019

OFFER LETTER

Dear Rohit N K,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of ***"Sales Engineer Trainee"***, *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

452

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: 11/02/2019

OFFER LETTER

Dear Sharath C,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team.

We are offering you the position of **"*Sales Engineer Trainee*"**, *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

453

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: 11/02/2019

OFFER LETTER

Dear Kottireddy Rajitha,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of **"*Desktop Engineer*"**, *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

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

PRIME
www.primetutor.in

+91 98310 88815
infc@primetutor.in

DATE: 11/02/2019

OFFER LETTER

Dear Sneha G N,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of "***Desktop Engineer***", *with effect from* **August 1st 2019, with the Annucl CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

455

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: 11/02/2019

OFFER LETTER

Dear Anusha S P,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of **"*Desktop Engineer*"**, *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

456

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: 11/02/2019

OFFER LETTER

Dear Harshith Gowda S,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Sales Engineer Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

459

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: 11/02/2019

OFFER LETTER

Dear Prarthana A Padmanabh,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Management Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

466

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: 11/02/2019

OFFER LETTER

Dear Ragi Jaya,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Management Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

467

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: 11/02/2019

OFFER LETTER

Dear Nayanashree,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Management Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

468

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: 11/02/2019

OFFER LETTER

Dear Lakshmana H R,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Management Trainee***", *with effect from* **August 1st 2019**, **with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

469 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: 11/02/2019

OFFER LETTER

Dear Jayanth M V,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of "***Sales Engineer Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours

Sri.LOKNATH SONI,
Director

470

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: 11/02/2019

OFFER LETTER

Dear Nivedhitha,

Congratulations anc welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of **"*Desktop Engineer*"**, *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

471

Sapthagiri College of ...
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

PRIME
www.primetutor.in

+91 98310 88815
info@primetutor.in

DATE: 11/02/2019

OFFER LETTER

Dear Pavithra,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of ***"Desktop Engineer"***, *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

472

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: 11/02/2019

OFFER LETTER

Dear Rakshith KL,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Sales Engineer Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

473

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: 11/02/2019

OFFER LETTER

Dear Rudresh P.

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Sales Engineer Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI.
Director

474

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: 11/02/2019

OFFER LETTER

Dear Jai Krishna J,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Sales Engineer Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

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

475

PRIME
www.primetutor.in

+91 98310 88815
info@primetutor.in

DATE: 11/02/2019

OFFER LETTER

Dear Rajesha K H,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Sales Engineer Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** prior to your commencement of employment. You will be required to complete necessary documentation process and personnel forms and your benefits package will be explcined 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

476

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: 11/02/2019

OFFER LETTER

Dear Santhosha,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Sales Engineer Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

477

Principal
Santhagiri College of Engineering
Bengaluru-560 054

PRIME
www.primetutor.in

+91 98310 88815
info@primetutor.in

DATE: 11/02/2019

OFFER LETTER

Dear Antony Roshan Joy D' Souza,

Congratulations and welcome aboard PRIME, we are delighted to have you in our exciting team!

We are offering you the position of " ***Sales Engineer Trainee***", *with effect from* **August 1st 2019, with the Annual CTC of Rs. 2.4 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 **August 1st 2019,** 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 recuire every employee of PRIME to sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date.

If you have any questions of comments, please call me immediately.

Very truly yours,

Sri.LOKNATH SONI,
Director

428

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 **Ranjith K S,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 18/02/2019
Joining Date: 09-09-2019
Salary: 2.8 lakhs per annum

This employment offer is contingent upon the successful completion of medical reference check. Please report to Mr.Brij Mohan Mohta, Managing Director prior to your commencement of employment. This offer is not a contract of employment and either party may terminate employment at any time, with or without cause.

Very truly yours,

Mr.Brij Mohan Mohta

Managing Director

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Address: 17, Basant Lal Murarka Road , 4th floor. Kolkata - 700007.

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ashish.ajanta@gmail.com

Job Offer Letter

Dear **Manoj Kumar** J,

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 18/02/2019
Joining Date: 09-09-2019
Salary: 2.8 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

480 Sapthagiri Colle... 14/5, Chikkasandra, ... Bengaluru - 560 057

Address: 17, Basant Lal Murarka Road , 4th floor. Kolkata - 700007.

AJANTA
TEXTILES
www.ajantatextiles.com

+91 33 2258 2466
+91 9433 829 369
ssh..ah.ajanta@gmail.com

Job Offer Letter

Dear **Janardhan K N,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 18/02/2019
Joining Date: 09-09-2019
Salary: 2.8 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

481

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 **Dilip M**,

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 18/02/2019
Joining Date: 09-09-2019
Salary: 2.8 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

482

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 **Hemanth Kumar T**,

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

Position: Quality Engineer
Issue date: 18/02/2019
Joining Date: 09-09-2019
Salary: 2.8 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

483

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 **Dhananjaya,**

Congratulations!!!

With great pleasure, I extend the following employment offer to you.

- Position: Quality Engineer
  Issue date: 18/02/2019
  Joining Date: 09-09-2019
  Salary: 2.8 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

4884

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057