

5.2.1: Average percentage of placement of outgoing students during the academic year 2014-15.

Any additional Information

This document presents the sample Offer Letters pertaining to various department of Sapthagiri college of Engineering for the academic year 2014-15. The sample offer letters year wise are given below.

Index for Offer Letters

Year	Sample offer letter	Students name	Page no.
2014-15	ARICENT	1. DIVYASHREE A G 2. KHUSHI KUMARI	2-3
	SONATA	1. ASHISH BISHT 2. USHA C	4-5
	WIPRO	1. RESHMI CR 2. GURU MURTHY	6-9
	INFOSYS	1. MARVEL RINCY D 2. PRAMOD D	10-12

Aricent

Page 1 of Letter of offer to Divyashree A G dated DEC 23, 2014

Personal and Confidential

Date: DEC 23, 2014

Divyashree A G
114, 1st Main Road, Laggere Kempegowda Layout,
Bangalore Karnataka - 560058
Email Id: ag.divyashree@gmail.com

Dear Divyashree,

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer**, as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)⁽¹⁾ will be **INR 350008/-**

Following is the breakup of your TC:

All amounts in INR

	<u>Per Month</u>	<u>Per Year</u>
Basic Salary	10050	
Flexible Benefit Plan ⁽²⁾	14632	
Provident Fund (Company's Contribution)		14472
Gratuity ⁽⁴⁾		6852
Accident and Medical Insurance ⁽³⁾		4500
Company Incentive Plan ⁽⁶⁾ (CIP)		28000

(1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.

(2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBF) available on Aricent World for FBP components and limits applicable to you.

(3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.

(4) As per the Payment of Gratuity Act, 1972

(5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and may change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.

(6) Actual earnings/ payout is discretionary and will be governed by the Company Incentive Plan (CIP). Please refer to the policy available on Aricent World.

Details about various policies and benefits are given under 'Explanation of various benefits'. Please read and understand these carefully.

The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

Page 1 of 6

Electronic City, Plot 17
Sector 18, Gurgaon 122015
Haryana, India

+91 124 409 5888 Main
+91 124 409 5880 Fax
info@aricent.com

Aricent Technologies (Holdings) Limited
Registered Office: 5, Jain Mandir Marg (Annexe)
Connaught Place, New Delhi 110001 India
CIN # U65993DL2006PLC149728

Engineering excellence. Sourced.

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



Page 1 of Letter of offer to Khushi Kumari dated MAR 18, 2015

Personal and Confidential

Date: MAR 18, 2015

Khushi Kumari
S/O Sahdev Prasad Yadav, A.T./P.O.-Rajoun,
Banka, Bihar - 813107
Email Id: khushi11027@gmail.com

Dear Khushi,

We are pleased to offer you a full time position at **Grade E2** in which your designation would be **Software Engineer / Test Engineer**, as per the requirement of the business at the time of your joining with **Aricent Technologies (Holdings) Limited**. The value of your annualized Total Compensation (TC)⁽¹⁾ will be **INR 350008/-**.

Following is the breakup of your TC:

All amounts in INR

	<u>Per Month</u>	<u>Per Year</u>
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- (1) Subject to deduction of contributions, charges and taxes at source as per the Laws/ Acts of Government of India, as may be applicable from time to time.
- (2) Basket of Allowances. Please refer to the policy on Flexible Benefit Plan (FBP) available on Aricent World for FBP components and limits applicable to you.
- (3) Company's Contribution. Equal amount will be deducted from the employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
- (4) As per the Payment of Gratuity Act, 1972
- (5) A comprehensive Group Insurance Plan has been taken to cover you under Medical, Personal Accident and Life Insurance programs. The Insurance Premium amount specified is indicative only and change from time to time. This amount varies with the change in actual insurance cost, is market driven and may change.
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The Date of Joining and other relevant details will be separately intimated to you at the above-mentioned Email ID.

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CIN # U55933DL2005PLC149728

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Bengaluru - 560 057

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SONATA SOFTWARE LIMITED



CMMIDEV/5

Ref: SSL/HR /APPT/Campus 15

10-MAR-2015

Mr. Ashish Bisht
Thapri Village, Bhiun Post,
Tehsil Joginder Nagar-Mandi -175015

Dear Mr. Ashish Bisht,

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). You would be entitled to the salary structure applicable at the time of joining.
4. During the initial 3 (three) month period of training, you will be paid a consolidated compensation of Rs. 2, 10,011/- per annum as per Annexure A.
5. Upon the successful completion of your above training, you shall be subjected to a performance assessment, post which your compensation would be revised according to your corresponding Competence band. Please refer to Annexure B.
6. You will be governed by the Leave Rules of the company.
7. You will execute an agreement to serve the company for a minimum period of two years from the date of joining.
8. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.
9. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VIII(c) of the agreement.
10. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.


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

1/4, A.P.S. TRUST BUILDING, BULL TEMPLE ROAD, N.R. COLONY, BENGALURU - 560 019, INDIA
TEL : +91-80-67781999 FAX : +91-80-26601387 CIN: L72200MH1994P-C082110
REGD. OFF : 208 T.V. INDUSTRIAL ESTATE, S. K. AHIRE MARG, WORLI, MUMBAI - 400 030, INDIA



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Ref: SSL/HR /APPT/Campus 15

10-MAR-2015

Ms. Usha C
#47, Mathru Mandira
1st Main, Siddeswara Layout,
Siddedalli, Nagsandra Post-Bangalore -560073

Dear Ms. Usha C,

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). You would be entitled to the salary structure applicable at the time of joining.
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8. The above agreement has to be executed before joining the company and should have to be guaranteed by a surety, preferably your parent.
9. Should you leave the employment during this period of two years, you are liable to compensate the company, an amount as per the clause VIII(c) of the agreement.
10. You will be confirmed in our company subject to satisfactory performance during the period as trainee, as per the company policy.



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Sapthagiri College of Engineering
Nagsandra, Hosur Road
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REGD. OFF : 208, T.V. INDUSTRIAL ESTATE, S. K. AHIRE MARG, WORLI, MUMBAI - 400 030, INDIA



APPOINTMENT LETTER

April 29, 2015

Ms. Reshmi C R
No. 176/A,
Railway Quarters, Yeswantpur,
Bangalore- 560022
Karnataka

Dear Reshmi C R

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining.
- b. You will be on probation for a period of 1 year from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You agree to be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet. (Please refer Page 5).
- b. Quarterly Performance Linked Compensation (QPLC) - The details of this component are listed in Annexure V (Please refer Page 11). The QPLC program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.
- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time. Your compensation will be reviewed periodically as per Wipro policy.
- d. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

Ref No: E127934611061218904588472

Confidential

Registered Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054
Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800

Page 1


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b. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

10. Notice Period:

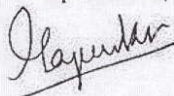
This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such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

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

11. Online Project Campus:

As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. As you are entering the IT Industry, it is important to have a strong foundation in at least one of the Programming languages, databases and operating systems. The redesigned program provides a greater opportunity for your skill development in: C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioral skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Yours sincerely,
For Wipro Limited,



Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/__

Signature:

Ref No: E127934611061218904588472

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APPOINTMENT LETTER

April 17, 2015

Mr. Gurumurthy
No. 712, G C Ramayya Complex,
2nd Main, Gorguntepalya,
Bangalore- 560022
Karnataka

Dear Gurumurthy

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

1. Appointment Details:

- The date of appointment is effective from the date of joining.
- You will be on probation for a period of 1 year from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- The retirement age is 58 years.
- You agree to be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role.

2. Compensation:

You will be eligible for:

- Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet. (Please refer Page 8).
- Quarterly Performance Linked Compensation (QPLC) - The details of this component are listed in Annexure V (Please refer Page 11). The QPLC program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.
- Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time. Your compensation will be reviewed periodically as per Wipro policy.

Page 1

Ref No: E127934616546359535739160

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- f. Your appointment cannot be further processed and will be treated as withdrawn in the event of:
- Your failing to clear your final semester exams in the first attempt and there remaining any backlog papers, and/or
 - For Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation.
 - For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

9. Training Agreement:

Training agreement in Wipro is for a total period of 15 months - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 12 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 15 months from the date of joining, the training expenses of Rs. 75,000/- will have to be reimbursed by you.

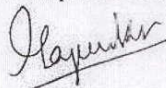
10. Notice Period:

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

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Yours sincerely,
For Wipro Limited,



Rajeev Kumar
Global Head - Campus Hiring

I agree to accept employment on the terms and conditions mentioned in the above letter.

Date: __/__/__

Signature.....

Page 4

Ref No: E127934616946359535739160

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Bengaluru - 560 057



HRD/3T/15-16/64360052

July 27, 2015

Ms. Marvel Rincy D. Silva
Candidate ID: 64374534
No. 378, 9th Main,
Ramaiah Enclave, Nagasandra Post,
Bangalore, Karnataka
IN - 560073
Ph: (91) 9663258524

Marvel Rincy D
ISG II ISO25
2014-15, ISE

Dear Marvel,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

SRIKANTAN MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Signature Not Verified

Digitally signed by MOORTHY
SRIKANTAN
Date: 2015.07.27 16:59:13 IST
Reason: Offer Letter
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
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Bengaluru - 560 057

ANNEXURE-I
(Compensation post Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Marvel Rincy D. Silva
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)	24,729		
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)	25,906		
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)	27,084		

OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



Company Confidential - This communication is confidential between you and Infosys Limited.
Page 7 of 8

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



HRD/3T/15-16/64360052

July 27, 2015

Mr. Pramodh D
Candidate ID: 64374434
Dasu K.V Cloth Merchant, Channanakoppalu,
Kikkeri K.R Pet, Mandya,
Bangalore, Karnataka
IN - 571423
Ph: (91) 8546965132

Dear Pramodh,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

SRIKANTH MOORTHY
EVP AND GROUP HEAD - HUMAN RESOURCES

Certification signature by MOORTHY SRIKANTH
<TANMOORTHY@INFOSYS.COM>, Validity
Unknown

Digitally signed by MOORTHY
SRIKANTH
Date: 2015.07.27 16:58:57 IST
Reason: Off-line
Location: BENGALURU

INFOSYS LIMITED
CIN:L85110KA1981FLC013115

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