

### 5.2.1: Average percentage of placement of outgoing students during the academic year 2017-18.

#### Any additional Information

This document presents the sample Offer Letters pertaining to various department of Sapthagiri college of Engineering for the academic year 2017-18. The sample offer letters year wise are given below.

#### Index for Offer Letters

Year	Sample offer letter	Students name	Page no.
2017-18	INFOSYS	1. PALLAVI S 2. ABHISHEK H R	2-5
	PINCLICK	1. SHALU 2. RAHUL 3. YASHWANTH	6-8

17-18  
Infosys



HRD/3T/18-19/12431884

Ms. Pallavi S  
Candidate ID: 12431884  
100/42  
13Th Main, 4Th Block, Nandini Layout  
Bangalore - 560096  
Karnataka  
India  
Ph: (91) 90661 95199

June 29, 2018

Dear Pallavi,

Welcome to Infosys!

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

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

Warm regards,

**RICHARD LOBO**  
EVP - Head HR

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
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askus@infosys.com  
www.infosys.com

  
Principal  
**Sapthagiri College of Engineering**  
14/5, Chikkasandra, Hosaraghatta Main Road  
Bengaluru - 560 017

Digital y signed by RICHARD LOBO  
Date: 2018.06.29 18:29:09 +05:30  
Reason: Offer Letter  
Location: Bangalore





#### Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

#### Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

#### Compensation and Benefits

##### Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

##### Training Performance-linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

##### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.



Principal  
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Bengaluru - 560057

14EC003

Infosys®



HRD/3T/18-19/12386650

Mr. Abhishek H R  
Candidate ID: 12386650  
47, 4Th Cross, B Sector,  
Amruth Nagar, Bangalore-  
Bangalore - 560092  
Karnataka  
India  
Ph: (91) 77950 94743

June 29, 2018

Dear Abhishek,

Welcome to Infosys!

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

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

Warm regards,

**RICHARD LOBO**  
EVP - Head HR

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
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14/5, Chikkasandra, Hebbur  
Bangalore - 560057  
West Road

Digitally signed by RICHARD LOBO  
Date: 2013.06.29 18:26:53 +05:30  
Reason: Offer Letter  
Location: Bangalore





#### Leave

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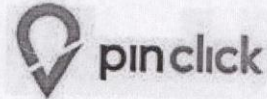
95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.



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Bengaluru - 560057



14EC088



Sub: Offer of employment by Pin Click

29<sup>th</sup> May, 2018

Dear Shalu,

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

We are offering you the position of "Property Advisor", with effect from 18<sup>th</sup> June, 2018. The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

**ANNEXURE – A**

ANNEXURE – A

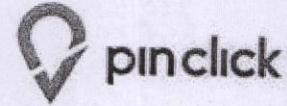
COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Shalu Thakur	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	18-June-2018	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	-	-
	Special Allowance	3,427	41,128
	Sub-Total I / Gross Pay	18,013	2,16,160
Benefits			
B	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
C	Sub Total II	1,987	23,840
Total A + C	Cost to the Company	20,000	2,40,000
Allowance	Rs 3000 of fuel reimbursement for on field employees only Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)		
Note: Performance Enhanced Incentives Is Target Based.			
1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.			
2) Professional Tax to be deducted from the monthly Gross salary as applicable			



Principal

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14/5, Chikkaandra, Hosuraghatta Main Road  
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18G17CU034



Sub: Offer of employment by Pin Click

29<sup>th</sup> May, 2018

Dear Rahul,

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

We are offering you the position of "Property Advisor", with effect from 18<sup>th</sup> June, 2018. The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

**ANNEXURE - A**

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – FIN CLICK			
Employee Details	Name	Rahul.P. Karagudari	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	18-June- 2018	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	-	-
	Special Allowance	3,427	41,128
	Sub-Total I / Gross Pay	18,013	2,16,160
Benefits			
B	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
C	Sub Total II	1,987	23,340
Total A + C	Cost to the Company	20,000	2,40,000
Allowance	Rs 3000 of fuel reimbursement for on field employees only Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)		
Note: Performance Enhanced Incentives Is Target Based.			
1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.			
2) Professional Tax to be deducted from the monthly Gross salary as applicable			

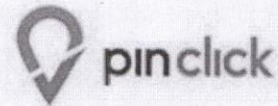


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Page 1 of 1



ISSH BTDA6  
(17-18)



29<sup>th</sup> May, 2018

Sub: Offer of employment by Pin Click

Dear Yeshwanth,

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

We are offering you the position of "Property Advisor", with effect from 18<sup>th</sup> June, 2018. The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

**ANNEXURE – A**

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Yeshwanth J	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	18-June- 2018	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	5,736	80,832
	House Rent Allowance	5,000	60,000
	Conveyance Allowance	1,600	19,200
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	-	-
	Special Allowance	3,427	41,128
	Sub-Total I / Gross Pay	18,013	2,16,160
Benefits			
B	PF Employer	808	9,696
	ESIC	856	10,268
	Gratuity	323	3,876
C	Sub Total II	1,987	23,840
Total A + C	Cost to the Company	20,000	2,40,000
Allowance	Rs 3000 of fuel reimbursement for on field employees only		
	Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection)		
Note: Performance Enhanced Incentives Is Target Eased.			
1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable			
2) Professional Tax to be deducted from the monthly Gross salary as applicable			

  
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