



5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Placement of outgoing students 2021-2022



KSIT
KANNADIA GROUP OF INSTITUTIONS

Kammavari Sangham(R)-1952

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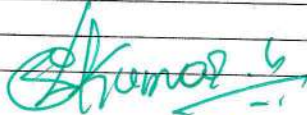
Approved by AICTE, New Delhi, Affiliated to VTU, Belagavi, Karnataka, Accredited by NACC & NBA (Dept. of CSE, ECE, ME)

#14, Raghuvanahalli, Kanakapura Main Road, Bengaluru-560109

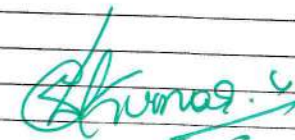
Tel : 28435722 / 724 E-mail : principal@ksit.edu.in Web : www.ksit.edu.in

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2021-2022	ADARSH K / 9980583979	BE - CSE	2022	INFOSYS	3.6 LPA
	AKSHAY B R / 7406968953	BE - CSE	2022	VTIGER	4 LPA
	AMARAVATHI M / 7022614889	BE - CSE	2022	INFOSYS	3.6 LPA
	ANUSHRUTHI SINGH / 6394871324	BE - CSE	2022	DIGITLY / 0414 044 599	5.5 LPA
	ARUNA P / 9916725796	BE - CSE	2022	INFOSYS	3.6 LPA
	ARVIND PATHAK / 7830167597	BE - CSE	2022	NTT DATA SERVICES, 918033426000	3.5 LPA
	ASHWINI J / 9148293035	BE - CSE	2022	GUPSHUP	AS AN INTERN
	AVINASH PRASAD / 7004806734	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	B R GAGAN / 7019128572	BE - CSE	2022	VTIGER	4 LPA
	BHAGWAT GOUTAM / 9669457170	BE - CSE	2022	WIPRO	3.5 LPA
	BHAGYASHREE V / 7795198289	BE - CSE	2022	WIPRO	3.5 LPA
	BHUVANA CHANDRIKA GANTI / 7899021226	BE - CSE	2022	NTT DATA SERVICES. 918033426000	3.5 LPA
	BI BI AYESHA SULTANA / 7348816338	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	CHANDAN KUMAR / 7897260551	BE - CSE	2022	WIPRO	3.5 LPA
	DANDU NIHARIKA / 7349728022	BE - CSE	2022	MINDTREE / PH: +91-80-67064000	4 LPA
	DEKSHITHA R / 9901931905	BE - CSE	2022	NTT DATA SERVICES. 918033426000	5 LPA
	DHANANJAYA S / 9620358766	BE - CSE	2022	ZENSAR / 20 6607 4000	4 LPA
	DHRUV JYOTI SHUKLA / 9784075758	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	FARIYA N / 7259579620	BE - CSE	2022	WIPRO	3.5 LPA
	GOUTHAM M / 9972367089	BE - CSE	2022	MINDTREE / PH: +91-80-67064000	4 LPA
	GUNAL BINANI / 9748383835	BE - CSE	2022	TECH MAHINDRA / 40 3063 6363	3.25 LPA

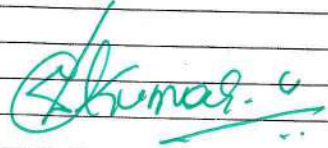

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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	KANDIMALLA KRISHNA PAVITHRA / 748382449	BE - CSE	2022	NTT DATA SERVICES, 918033426000	3.5 LPA
	KARTHIK K / 8095162168	BE - CSE	2022	RINEX	8 LPA
	KARTHIK PRAKASH HUDEDAMANI / 9108811866	BE - CSE	2022	ECLINICAL WORKS	3.5 LPA
	KAVITA CHAUDARY / 8318959667	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	KIRAN VEERANNA DAMBAL / 9148538266	BE - CSE	2022	ZENSAR / 20 6607 4000	4 LPA
	KRITIKA K N / 9886430930	BE - CSE	2022	WIPRO	3.5 LPA
	KRUTHIKA S VASISHT / 9611016220	BE - CSE	2022	NTT DATA SERVICES, 918033426000	3.5 LPA
	LATHA V / 8722461782	BE - CSE	2022	WIPRO	3.5 LPA
	LIKHITHA N / 9844114005	BE - CSE	2022	WIPRO	3.5 LPA
	LOKESH R / 6363978748	BE - CSE	2022	CAPGEMINI / PH: +91-22-71444283	4 LPA
	MADDULA JITENDRA/8971503617	BE - CSE	2022	TECH MAHINDRA / 40 3063 6363	3.25 LPA
	MAHESH B V / 7090388129	BE - CSE	2022	TEACHNOOK / 9731592051	9 LPA
	MANVITH P / 8553510697	BE - CSE	2022	SONATA SOFTWARE	3.5 LPA
	MD SUJAN / 9674637116	BE - CSE	2022	WIPRO	3.5 LPA
	MIKKIN K M / 9535053020	BE - CSE	2022	PALLE TECHNOLOGIES/ 080 4164 5630	2.4 TO 6 LPA
	MONICA S / 7975021432	BE - CSE	2022	WIPRO	3.5 LPA
	MONIKA K C / 9740771135	BE - CSE	2022	MINDTREE / PH: +91-80-67064000	4 LPA
	N SAI JAHANAVI / 7411264799	BE - CSE	2022	IBM	4.5 LPA
	NAGARJUN N / 9449700645	BE - CSE	2022	WIPRO	3.5 LPA
	NANDINI J K / 7795900234	BE - CSE	2022	WIPRO	3.5 LPA
	NARASIMHA MAIYA G S / 8618171874	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	NIKITHA M / 9945826477	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	NOOR SUMAIYA / 8861130383	BE - CSE	2022	RINEX	8 LPA
	P SAIRAM / 7619670012	BE - CSE	2022	I M MPOKKE	7.5 LPA
	PAVAN P / 9916407340	BE - CSE	2022	WIPRO	3.5 LPA
	POOJASHREE K / 9590962135	BE - CSE	2022	CAPGEMINI / PH: +91-22-71444283	4 LPA
	PRANAV M S / 6361563076	BE - CSE	2022	SONATA SOFTWARE/	3.5 LPA
	PRAVEEN KUMAR K / 9964395981	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	PREETHI K / 9591607795	BE - CSE	2022	ECLINICAL WORKS	3.5 LPA



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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	PUJARI VISHNUPRIYA / 9380026399	BE - CSE	2022	I M MPOKKE	7.5 LPA
	PULLUR PAVAN KUMAR / 9573588937	BE - CSE	2022	I M MPOKKE	7.5 LPA
	R SOUMYA / 8762891459	BE - CSE	2022	INFOSYS	3.6 LPA
	RAKSHA S / 8792491252	BE - CSE	2022	DELTA	6 LPA
	RAKSHITH KUMAR N / 9482423818	BE - CSE	2022	INFOSYS	3.6 LPA
	RAMYA R / 9480903288	BE - CSE	2022	CAPGEMINI / PH: +91-22-71444283	4 LPA
	REKHAN N C / 6361823624	BE - CSE	2022	WIPRO	3.5 LPA
	RITHANA N RAJ / 7892428272	BE - CSE	2022	LEADSQUARED / 080 6733 0913	6 LPA
	RUBA ABDUL RAHMAN / 8861189361	BE - CSE	2022	HEXAWARE / 22679 19595	3.5 LPA
	SAMHITHA / 8861399452	BE - CSE	2022	QUEST / 080 6709 3200	3.25 LPA
	SHALINI S / 8884686261	BE - CSE	2022	AGILEPINT	3.5 LPA
	SHASHANK G / 9148452122	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	SHEWANI CHIB / 9149890467	BE - CSE	2022	INFOSYS	3.6 LPA
	SHIVANGI SRIVASTAVA / 9108320847	BE - CSE	2022	CLOOBEEES	3.47LPA
	SHUBHASHINI R / 9606856231	BE - CSE	2022	ECLINICAL WORKS	3.5 LPA
	SINDU A S / 8792983854	BE - CSE	2022	INFOSYS	3.6 LPA
	SOURABH SANTOSH KAMBLE / 9741997486	BE - CSE	2022	INFOSYS	3.6 LPA
	SOUVIK MANDAL	BE - CSE	2022	SONATA SOFTWARE	3.5 LPA
	SRI CHANDANA P / 7795233667	BE - CSE	2022	ROBOSOFT TECHNOLOGIES / 820 2593 930	4.5 LPA
	SRIVIDYA H R / 9980795846	BE - CSE	2022	HEXAWARE / 22679 19595	3.5 LPA
	SUDHAKAR YASWANTH / 9597197465	BE - CSE	2022	WIPRO	3.5 LPA
	SUNAINA NAYAK / 9916564268	BE - CSE	2022	GEEKY ANTS INDIA PVT LTD	6 LPA
	SUNDHANSHU JOSHI / 9945059849	BE - CSE	2022	JUSPAY / 080 4095 9660	11 LPA
	SUSHMITHA S / 8296679369	BE - CSE	2022	NTT DATA SERVICES, 918033426000	5 LPA
	THARUN MANIKONDA / 8886852610	BE - CSE	2022	WIPRO	3.5 LPA
	THIRUMALAI SHAKTIVEL C / 9663841156	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	VAISHAK P / 8296087114	BE - CSE	2022	INFOSYS	3.6 LPA
	VARIDHI MADHURANATH / 7760847056	BE - CSE	2022	INFOSYS	3.6 LPA
	VEDAVEDYA B H / 9611672575	BE - CSE	2022	I M MPOKKE	7.5 LPA


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	VIJAY N S / 8095553691	BE - CSE	2022	VTIGER	4 LPA
	VIJETHA / 9380797561	BE - CSE	2022	WIPRO	3.5 LPA
	VISHNUPRIYA D / 7259619113	BE - CSE	2022	MITSOGO	6.25 LPA
	VISHU PRIYA PUJARI / 9380026399	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	VYJAYANTHI K S / 7019745430	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	Y MRUDULA JAIN / 9632095864	BE - CSE	2022	6D TECHNOLOGIES	4 LPA
	YASHWANTH K / 9663688426	BE - CSE	2022	TCS/PH. 91-22-6656 8484.	3.36 LPA
	YOGITA RAIKAR / 7892492206	BE - CSE	2022	HEXAWARE / 22679 19595	3.5 LPA
	A N BHOO MIKA CHOWDARY 9538093744	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	ADITHI S8105340906	BE - ECE	2022	SIEMENS	1.8 LPA
	AISHWARYA BANDIGANI 8296340724	BE - ECE	2022	CAPGEMINI	4,00,000 PA
	AKASH C R8722196730	BE - ECE	2022	COGNISURE	3,60,000 PA
	AKASH R6362323466	BE - ECE	2022	WIPRO	3,50,004 PA
	AKHILA V8660614604	BE - ECE	2022	HAPPIEST MINDS / 80 6196 0300	4,20,000 PA
	ANAGHA SATHEESHA 7899524285	BE - ECE	2022	WIPRO	3,55,000 PA
	ASHRITHA S C9480154616	BE - ECE	2022	CAPGEMINI / PH: +91-22-71444283	4,00,000 PA
	AYEESHA RUMAN 8197866568	BE - ECE	2022	SASKEN TECHNOLOGIES	5,09,893.13 PA
	CHARAN G7019164764	BE - ECE	2022	BOSCH	5,00,000 PA
	CHINNAPU CHARAN TEJA REDDY 7337405950	BE - ECE	2022	6D TECHNOLOGIES	4,00,000 PA
	CHITHRITHA G R9980113354	BE - ECE	2022	HCL	6,00,000 PA
	DARSHAN S6362427923	BE - ECE	2022	SASKEN TECHNOLOGIES / 080 6694 3000	509893 PA
	DARSHAN V7348979657	BE - ECE	2022	WIPRO	3,50,000 PA
	DEEPTHI ANDANI 8762483517	BE - ECE	2022	SASKEN TECHNOLOGIES / 080 6694 3000	5,09,893 PA
	DHANUSHREE C 9739839494	BE - ECE	2022	BOSCH	5,00,000 PA
	DHEERAJ M S9108915485	BE - ECE	2022	BOSCH	5,00,000 PA
	DHRITHIRHUTH RAJANNA	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	DINESH KUMAR NAYAK 8971765754	BE - ECE	2022	CAPGEMINI / PH: +91-22-71444283	4,00,000 PA
	DIVAKAR BABU Y8050736978	BE - ECE	2022	CLARIVATE	6,59,544 PA
	G J NITHIN 6362723785	BE - ECE	2022	SASKEN TECHNOLOGIES / 080 6694 3000	5,09,893 PA

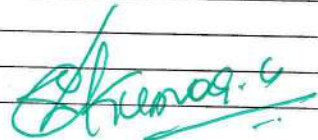

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Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	GANESH P9632073401	BE - ECE	2022	CAPGEMINI / PH: +91-22-71444283	4,00,000 PA
	HARSH SHARMA8660625658	BE - ECE	2022	CLARIVAT	6,00,000 PA
	HARSHITHA S9538240141	BE - ECE	2022	BOSCH	5,00,000 PA
	JAHNAVI AP8971644789	BE - ECE	2022	NTT DATA SERVICES, 918033426000	3,50,000 PA
	JANHAVI K P9611821690	BE - ECE	2022	ITC INFOTECH	4,25,000 PA
	JANHAVI V9164103859	BE - ECE	2022	MAHITI	1.8 LPA
	JISHNU S9916728915	BE - ECE	2022	WIPRO	3,50,004 PA
	KARISHMA9986077780	BE - ECE	2022	WILEY EDGE	
	KARTHIK B P 7892638314	BE - ECE	2022	PRESTO	2.4 LPA
	LAVANYA M8095616344	BE - ECE	2022	NTT DATA SERVICES, 918033426000	3,50,000 PA
	MANOJ G S80733195519945673159	BE - ECE	2022	GHAROFFICE	3,50,000 PA
	MEGHA R7348954732	BE - ECE	2022	CAPGEMINI / PH: +91-22-71444283	4,00,000 PA
	MEGHANA GOWDA9108114342	BE - ECE	2022	TOSS SOLUTIONS	4,10,000 PA
	MOHAMMED FAIZAN SHAFI7204798807	BE - ECE	2022	CAPGEMINI / PH: +91-22-71444283	4,00,000 PA
	MONISHA B R8296604592	BE - ECE	2022	TCS	3,36,877 PA
	N S V JASHWANTH8884540752	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	NAGA OMKAR NICHENAMETLA8951146460	BE - ECE	2022	EPICOR	8,10,390 PA
	NAGASHREE A9916466878	BE - ECE	2022	ADP	6,00,015 PA
	NAMITH R 7975534682	BE - ECE	2022	TURINGMINDS	6,20,000 PA
	NAVYA MS9480247725	BE - ECE	2022	WIPRO	3,50,004 PA
	NIHARIKA S A9743418658	BE - ECE	2022	HAPPIEST MINDS	4,20,000 PA
	NIHITHA YADAV MERALA9381016510	BE - ECE	2022	CAPGEMINI	4,00,000 PA
	NIROSHA G J7090984688	BE - ECE	2022	SQUARE YARDS	3 LPA
	PARIKSHITH S9449098805	BE - ECE	2022	EPICOR	8,50,000 PA
	PAVAN KUMAR P9845439614	BE - ECE	2022	TURINGMINDS	6,28,000 PA
	POOJA S8884959532	BE - ECE	2022	MINDTREE	4,00,008 PA
	PRAKRUTHI S H9148272577	BE - ECE	2022	HCL	4,25,000 PA
	PURUSHOTHAM V R7349720698	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	RAGHAVENDRA K P6361424323	BE - ECE	2022	HEXAWARE / 22679 19595	4,00,000 PA

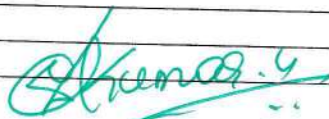
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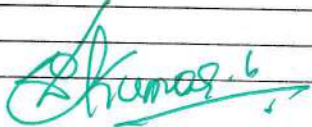
Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	RAGHOTHAM C G9972113894	BE - ECE	2022	KGPCO	2.63 LPA
	RAGHU B T8197594262	BE - ECE	2022	SONATA SOFTWARE	3,60,000 PA
	RAJATH S 8104558162	BE - ECE	2022	TURINGMINDS	6,20,000 PA
	RASETTY SANDEEP9618603196	BE - ECE	2022	INFOSYS	3,60,000 PA
	RITHVIK P9448891609	BE - ECE	2022	VITESCO	5,25,000 PA
	S RAHUL8310483432	BE - ECE	2022	HEXAWARE / 22679 19595	4,00,000 PA
	S. MANOJ9380827052	BE - ECE	2022	SASKEN TECHNOLOGIES / 080 6694 3000	5,09,893 PA
	SAI GOVARDHAN P9916520175	BE - ECE	2022	EPICOR	8,10,390 PA
	SANJANA B9380751330	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	SHEETAL N GOWDA8296326787	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	SHIVA SHANKAR79757616068904433830	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	SHREYA V DEV8861835770	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	SHREYAS C9035927929	BE - ECE	2022	WIPRO	3,50,004 PA
	SHREYAS D.R9611172262	BE - ECE	2022	ECLINICAL WORKS	3,76,000 PA
	SIRI RAVINATH8660207997	BE - ECE	2022	CAPGEMINI / PH: +91-22-71444283	4,00,000 PA
	SIRISHA M9611933643	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	SOMASHEKAR M7204682603	BE - ECE	2022	CAPGEMINI	4,00,000 PA
	SUJAY R9731823479	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	SUPRIYA S9741900962	BE - ECE	2022	NTT DATA	3,50,000 PA
	SURAJ V GHORPADE6361380629	BE - ECE	2022	TCS/PH. 91-22-6656 8484.	3,36,877 PA
	SUSHMA C A9741791927	BE - ECE	2022	SONATA	4,00,000 PA
	SUSHMITHA R9353463294	BE - ECE	2022	NTT DATA SERVICES. 918033426000	3,50,000 PA
	THANUSH R S 9945116393	BE - ECE	2022	TURINGMINDS	6,20,000 PA
	THANUSHREE D9980703548	BE - ECE	2022	SASKEN TECHNOLOGIES / 080 6694 3000	5,09,893 PA
	TUSHAR HARINATH S7338359499	BE - ECE	2022	SASKEN TECHNOLOGIES / 080 6694 3000	5,09,893 PA
	VANDANA K7337620333	BE - ECE	2022	NTT DATA SERVICES. 918033426000	3,50,000 PA
	VARSHINI B M9108157134	BE - ECE	2022	BOSCH	5,00,000 PA
	VASANTH PAI M 7996690249	BE - ECE	2022	TURINGMINDS	6,20,000 PA
	VIJAY BABU K9148597499	BE - ECE	2022	WIPRO	3,50,004 PA


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	VINAY S9632249629	BE - ECE	2022	NTT DATA SERVICES, 918033426000	3,50,000 PA
	VINAY K9449054545	BE - ECE	2022	INFOSYS	3,60,000 PA
	VISHAL M9108422145	BE - ECE	2022	UNIFIED GLOBAL TECH	3 LPA
	VRANDHA SHYAM BHAT9108605859	BE - ECE	2022	BOSCH	5,00,00 PA
	AISHWARY M R/ 7892086638	BE - TCE	2022	KGPCO INDIA PRIVATE LIMITED	2.63 LPA
	AISHWARY S / 9972432271	BE - TCE	2022	AVAALI SOLUTIONS	3 Lakhs
	ANUDHEEP /7019888298	BE - TCE	2022	SOFTWARE ENGINEER"	4 Lakhs
	ARFA TASNEEM / 7019794710	BE - TCE	2022	SERVICES INDIA LIMITED / PH: +91-22-71444283	4 Lakhs
	ASHITHA S N A / 9164030826	BE - TCE	2022	AVAALI SOLUTIONS	3 Lakhs
	CHIRAG A SHAH/ 9740475407	BE - TCE	2022	HIGH PEAK SOFTWARE	3.20 Lakhs
	DASHA C JAIN /7406884413	BE - TCE	2022	AVAALI SOLUTIONS	3 Lakhs
	H M VISHAL SHARMA9620616165	BE - TCE	2022	SERVICES INDIA LIMITED / PH: +91-22-71444283	4 Lakhs
	HARSHITHA S / 8050283089	BE - TCE	2022	WIPRO LIMITED	3,50,004/-
	HARSHITHA S /8050283089	BE - TCE	2022	WIPRO LIMITED	3,50,004/-
	JEEVANI B /8618733740	BE - TCE	2022	TURINGMINDS.AIA SOOTHSAYER ANALYTICS COMPANY	6,20,000/-
	PRAGATHI J REDDY / 7349173285	BE - TCE	2022	MPOKKET	7.50 Lakhs
	PRATHIBHA K / 8073273644	BE - TCE	2022	WIPRO LIMITED	3,50,004/-
	SAI SPOORTHIN / 7019888298	BE - TCE	2022	SERVICES INDIA LIMITED / PH: +91-22-71444283	4 Lakhs
	THOSHITHA / 7829121214	BE - TCE	2022	YOUNG INNOVATOR- SOFTWARE SUPRAJIT TECHNOLOGY	5 Lakhs
	AKSHAY S A PH:7899145580	BE -MECH	2022	HUDL	2.4 LPA
	DARSHAN G PH:7259316419	BE -MECH	2022	LEADSQUARED / 080 6733 0913	6LAC
	HARSHA P PH:7760413568	BE -MECH	2022	PALLE TECHNOLOGIES/ 080 4164 5630	2.4 LPA
	LOKESH G PH:7676558430	BE -MECH	2022	WIPRO	3.5LAC
	MOHAN RAJU GPH:7676465557	BE -MECH	2022	MPOKKET	8.5 LAC
	PRERANA A.M PH:80888486340	BE -MECH	2022	PALLE TECHNOLOGIES/ 080 4164 5630	2.4 LPA
	S N NAGA NITHESH PH:9019127217	BE -MECH	2022	PALLE TECHNOLOGIES/ 080 4164 5630	2.4 LPA
	SACHIN GHARABUDE PH:9632362025	BE -MECH	2022	WIPRO	3.5LAC
	SHRINIDHI DPH:9148436975	BE -MECH	2022	TURINGMINDS	6LAC
	SUHAS H JPH:8884695646	BE -MECH	2022	TURINGMINDS	6LAC


PRINCIPAL
K.S INSTITUTE OF TECHNOLOGY
BENGALURU - 560 109

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	TEJAS ABPH:7760112589	BE -MECH	2022	TCS/PH. 91-22-6656 8484.	3.36LAC
	VARUN PH:9482993299	BE -MECH	2022	SUPRAJITH TECHNOLOGY	4.5 lac
	NITHISH KUMAR M R	BE - CSE	2023	CDAC	4 Lakh
	SAHANA V	BE - CSE	2022	QUALITEST	4 LPA
	BHAVANI K G	BE - CSE	2022	K .S . POLYTECHNIC	1.8 LPA
	SHASHANK MISHRA	BE - CSE	2022	GRANT THOMTON	6 LPA
	RAHUL P	BE - CSE	2022	SONIC WALL	
	ANANYA ANANTH	BE - ECE	2022	COLLINS AEROSPACE	6.25 LPA
	CHANDAN Y C	BE - ECE	2022	TEACHNOOK	2.2 LPA
	RAJATH S BHUSHAN	BE - ECE	2022	ACL DIGITAL	7.5 LPA
	HARSH SHARMA	BE - ECE	2022	MERCEDES-BENZ	10 LPA
	JISHNU S9916728915	BE - ECE	2022	CAPGEMINI	4 LPA
	NAVEEN G	BE - ECE	2022	EXICOM	6.5 LPA
	PARIKSHITH S9449098805	BE - ECE	2022	WIPRO	3.5 LPA
	SUSHMA A V	BE - ECE	2022	CONTINENTAL	6 LPA
	SUSHMITHA R9353463294	BE - ECE	2022	SONATA	4.11 LPA
	KRISHNA PRASAD B	BE - ECE	2022	SHABARISH ENTERPRISES	2,70,000 PA
	GOKUL G	BE - ECE	2022	CONTIENETAL	2.7 LPA
	NISHANTH J ROA	BE - ECE	2022	PRATIAN	3.5 LPA
	RAJ KRISHNA	BE - ECE	2022	BOSCH	5 LPA
	SANKETH	BE - ECE	2022	ACL DIGIAL	3.5 LPA
	VIVEK GOWDA	BE - ECE	2022	TURING MINDS	6.28 LPA
	SUBRAMANYA UDUPA GR	BE -TCE	2022	TATA CONSULTANCY SERVICES LIMITED (TCSL)	3.36 LPA
	NABEELA SAYEEDA	BE -TCE	2022	WOLVES INDIA	3.6 LPA
	ASHISH VILAS JADHAV	BE - ME	2022	NANDI TOYOTA	

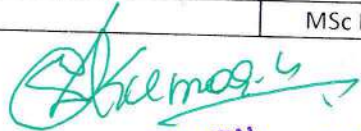

PRINCIPAL
K.S INSTITUTE OF TECHNOLOGY
BENGALURU - 560 109

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	BHARATH R	BE - ME	2022	NANDI TOYOTA	
	SHANKARSHAN DESHPANDE	BE - ME	2022	CALIBER OUTSOURCING SERVICES	
	SHRIVARSHINI G M	BE - ME	2022	DASSAULT SYSTEMS	
	SUHAS JAGADISH S J	BE - ME	2022	TECH MAHINDRA	8 LPA
	SUMUKHA T V	BE - ME	2022	INGWENYA MINERAL TECH PVT. LTD.	3.25 LPA
	UDAY KIRAN P	BE - ME	2022	HICETANE LOGISTICS INNOVATIONS PVT. LTD.	2.88 LPA
	UJWAL N	BE - ME	2022	TS WORKS	
	SUMANTH KUMAR R	BE - ME	2022	NANDI TOYOTA	3.6 LPA
	SANJAY P	BE - ME	2022	MOTHERSON SUMI WIRING INDIA LTD.	
	MANOJ A	BE - ME	2022	SQUARE YARDS	
	CHETAN M	BE - ME	2022	MINDORIGIN	3.2 LPA
	SHIVU S	BE - ME	2022	PASKON INDIA PVT. LTD.	4.2 LPA
	HEMPRASAD Y	BE - ME	2022	M3 POWER COATING INDUSTRIES	
	DEVENDRA G	BE - ME	2022	FURLENCO	2.4 LPA
	NIKHIL BARADWAJ V	BE - ME	2022	MOREPEN	3.2 LPA
	DHANUSH B M	BE - ME	2022	AUMA	
	HEMANTH R	BE - ME	2022	SONIA ORGANICS	5 LPA
	KAUSHAL S	BE - ME	2022	DESIGN ROOTS	
	KEERTHANA M	BE - ME	2022	SIGMA ALDRICH CHEMICALS PRIVATE LIMITED	2.4 LPA
	PRADYUMNA G	BE - ME	2022	UCAM PVT. LTD	6.9 LPA
	RAKSHITH A	BE - ME	2022	TECH MAHINDRA	
	ROHITH S	BE - ME	2022	MOTHERSON SUMI WIRING INDIA LTD.	3.2 LPA
	SHASHIDHAR S	BE - ME	2022	SANSERA ENGINEERING LIMITED	
	SWASTHIK D K	BE - ME	2022	BROAD VISION PERSPECTIVES INDIA PVT. LIMITED	
	NIKHIL SINGH K	BE - ME	2022	HUDL INDIA PVT LTD	
	RAJ KUMAR K	BE - ME	2022	INFOSYS PVT. LTD	1.4 LPA
					3.6 Lpa

Shreya S

PRINCIPAL
K.S INSTITUTE OF TECHNOLOGY
BENGALURU - 560 109

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2021-2022	KILLARI ASHWIK	BE CSE	2022	INTERNATIONAL STUDENT AND SCHOLAR SERVICES UNIVERSITY OF MARYLAND, BALTIMORE COUNTY (UMBC)	Masters in Computer Science (Departement of Homeland Security)
	CHANDAN KUMAR	BE CSE	2022	UNIVERSITY OF CENTRAL MISSOURI, GRADUATE AND INTERNATIONAL STUDENT SERVICES	MS Computer Science program
	MOPPURI SREELAKSHMI	BE CSE	2022	THE UNIVERSITY OF TEXAS AT ARLINGTON, DEPARTMENT OF HOMELAND SECURITY	MS in Computer and Information Sciences
	GOUTHAM MUKUNDA	BE CSE	2022	UNIVESITY OF CENTRAL MISSOURI LEARNING TO A GREATER DEGREE	MS Computer Science program
	VARIDHI MADHURANATH	BE CSE	2022	M.TECH IN DSE	Ramaiah University of Applied Sciences
	DANDU NIRHARIKA	BE CSE	2022	THE UNIVERSITY OF TEXAS AT ARLINGTON	MS Computer Science program
	SUJAY G S	BE CSE	2022	KIGNSTON UNIVERSITY LONDON	MSc in Data Science
	K RISHIKA RAVI	BE ECE	2022	UNITED STATES OF AMERICA,CALIFORNIA STATE UNIVERSITY, LOS ANGES	MS(Artificial Intelligence)
	MAHANTH SAI M	BE ECE	2022	HARZ TECHNOLOGICAL UNIVERSITY,GERMANY (MASTERS IN ENGINEERING MANAGEMENT)	Leuphana University,Germany(Masters in Data Science)
	PRATIKSHA RAJENDRAN	BE- CSE	2022	KINGSTON UNIVERSITY	MSc Data Science
	CHINNAPU CHARAN TEJA REDDY	BE ECE	2022	UNIVERSITY O WEST FLORIDA	
	MEGH R	BE ECE	2022	UNIVERSITY OF TEXAS	MSc in Electrical Engg Program
	L RAMACHANDRA	BE - ME	2022	UNIVERSITY OF BIRMINGHAM	MSc Business Analytics (FT)


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BENGALURU - 560 109

NAME: Y MRUDULA JAIN

COMPANY: 6 D TECHNOLOGIES



Offer Letter

Six Dee Telecom Solutions

Y Mrudula Jain
9632095864
mrudujain@gmail.com

09-March-2022

Dear Y Mrudula Jain,

We welcome you to **Six Dee Telecom Solutions Private Limited** also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

The following will list your relevant details about your general responsibilities.

Duties

You must provide your services exclusively to the Company.

You will promote and expand the business of the Company.

You are expected to comply with all the Company's rules, policies and procedures from time to time in force.

You may be required to undertake other duties from time to time as the Company may reasonably require. If your duties or position with the Company changes for any reason, then the terms of this Letter will continue to apply, unless expressly varied by the parties in writing.

During the course of your employment you are expected, at all times, to maintain professional and responsible standards of conduct/behaviour, attendance and performance.

In particular you will agree to keep and maintain adequate and current records (in the form of notes, minutes of meetings, sketches, drawings and in any other form that may be required by the Company) of the work being undertaken by yourself (including all inventions and proprietary information as necessary under the Employee Proprietary Information, Inventions and Non-Competition Agreement). You agree that such records shall be available to and remain the sole property of the Company at all times.

NAME: RAKSHITH KUMAR

COMPANY: CAPGEMINI

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6275598/1466539,

09/18/2022,
Rakshith Kumar N.

#188, 2 nd main road Chamundi nagara, BDA layout Banashankari 3 rd stage Bengaluru 560085
Bengaluru,
India.

Confidential

Dear Rakshith Kumar N,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 09/15/2022 (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 **Bangalore**.
- C) You have to report by 8:30 am at **Bangalore** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
164-165, EPIP Phase II,
EPIP Industrial Area, Whitefield, Bengaluru 560086

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

NAME: AKSHAY B R

COMPANY: V TIGER

Vtiger Systems India Pvt. Ltd.

Regd. Office : # 18, 20th Main, 2nd Block, Rajajinagar, Bangalore - 560 010.

Dear Akshay B R

Congratulations! We are pleased to offer you the position of **Business Analyst Intern**, at Vtiger.

1. Work description
 - a. During the internship, you must spend 3hrs in training and meeting plus 5hrs for preparation.
2. Start Date
 - a. April 4th, 2022.
3. Salary
 - a. During the internship you would be paid a stipend of INR 6,000 per month.
4. Employment after Internship
 - a. Upon successful completion of your coursework and internship, we will be happy to extend a full-time offer up to Rs 2,76,000 per annum.
5. Termination
 - a. This offer is extended at the sole discretion of the company, and it reserves the right to rescind it at any time.
 - b. Internship is an at-will position and you or Vtiger can terminate it with 2 weeks' notice.
6. You should sign our employment agreements prior to starting.

Please sign a copy of this letter to indicate your acceptance.

Regards,

For Vtiger Systems India Pvt. Ltd.,
Vidya Devara
Vtiger HR
Authorised Signatory

NAME: KRITIKA K N

COMPANY: WIPRO

1/26/22, 8:07 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_letter_template_2022&user=2...



APPOINTMENT LETTER

January 26, 2022

Dear Krithika K 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.

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 VI. 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:

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_letter_template_2022&user=23161732&item=44... 1/11

NAME : MADDULA JITENDRA

COMPANY: TECH MAHINDRA



jitendra maddula <jitendramaddula@gmail.com>

Tech M Office Reporting - 28th Dec'22 - Mandatory

2 messages

Campus Joining <campusjoining@techmahindra.com>

Thu, 15 Dec 2022 at 17:25

To: Campus Joining <campusjoining@techmahindra.com>

Cc: Shreetika Choudhary <SC00759506@techmahindra.com>, Babita Alwaris <BA00862802@techmahindra.com>

Dear Applicant,

This is with reference to your offer letter issued with Date of Joining 27th Dec'22. Please note **only Onboarding process** will be conducted through virtual mode on 27th Dec and for that you are not required to visit the office on 27th Dec'22.

However training and further process will be conducted through **physical mode from 28th Dec'22** for which you need to report to office locations.

As mentioned in your offer letter, you must report to the Tech M office (address below) on 28th Dec'22 at 9:00AM for mandatory classroom trainings.

If you are not reporting to mentioned office address on 28th Dec'22, your candidature will be marked as cancelled and necessary action will be taken by HR.

Any request for a change in joining location or joining date will not be accepted, and such requests will not be answered.

Address for Reporting: Tech Mahindra, site no.44(p), 46(p), KIADB Industrial area, Electronic city, Phase - II, Bengaluru 560100.

While visiting the office please make sure to carry the listed documents along with you:

1. Offer Letter (Soft copy)
2. Any 1 Govt. ID (Aadhaar, PAN, Passport) (Original – Physical Copy)
3. Vaccination Certificate – Both Doses (Softcopy or through App)

For post joining / during training-related queries, please contact the Spoc details mentioned below:

Name	Email ID

NAME: MIKKIN K M

COMPANY: PALLE TECHNOLOGIES



ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

02/02/2022

To,
MIKKIN KM
9535053020
Dept of CSE
K S Institute of Technology
Training and Placement under CSR

Dear MIKKIN KM

We are pleased to inform you that you have been selected for CSR-Incubation batch of Technology Training and Placement which is of free of cost for merit students.

By Palle Technologies, Bangalore.

The program will begin on 07TH March 2022 Course Duration (3.5 month)
The Mode of Training will be Online – Using Zoom App.
The Training will be conducted every day between 6:30 PM to 8 PM.
During this Program you will be having Technology Training

1. Monday to Friday – Training, and Saturday Evaluation & interview preparation.

Program features:

1. Aptitude & reasoning training
2. Technology training on Java, OOPs, sql, Web Technologies, & Python
3. Assignments – coding & aptitude
4. System tests on regular basis
5. Coding interview preparation
6. Mock technical interviews
7. Mock HR interviews
8. We will schedule unlimited number of interviews with our esteemed clients with packages starting from 2.4 LPA to 6 LPA until student gets placed
9. Course Completion Certificate will be provided after the successful completion of the Technology training
10. If student misses any one class during training period, then student will be dropped from the program and will not be eligible for free training and placements.
11. If student has not attended any interview scheduled by Palle Technologies, then student will be disqualified from the program and will not be eligible for free training and placements.

NAME: PRANAV M S

COMPANY:SONATA SOFTWARE



Pranav M S <pranavmsofficial@gmail.com>

Sonata Software - Salary Revision

1 message

Ameena Baigh <Ameena.Baigh@sonata-software.com>
To: "pranavmsofficial@gmail.com" <pranavmsofficial@gmail.com>

Tue, Apr 26, 2022 at 8:12 PM

Dear Pranav M S,

Greetings from Sonata Software!

With reference to your selection as a "[Digital Engineer Trainee](#)" with Sonata Software, we are happy to inform you that we have revised our starting salary from Rs 3.5 LPA to Rs 4 LPA for the 2022 Batch of Engineering Graduates.

We will be sharing your offer letters shortly and look forward to you joining the Sonata family at the earliest. We will be in touch with you and announce the exact joining date closer to that date.

SONATA in the News:

<https://www.sonata-software.com/newsroom/press-release/sonata-software-named-microsoft-azure-expert-managed-service-provider>

Regards,

Ameena Baigh – Campus Recruitment Team



Disclaimer: "The materials contained in this email and any attachments may contain confidential or legally privileged information. The information contained in this communication is intended solely for the use of the individual or entity to whom it is addressed and others authorized to receive it. If you are not the intended recipient you are hereby notified that any disclosure, copying, distribution or taking any action in reliance on the contents of this information is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us immediately by responding to this email and then delete it from your system. Sonata is neither liable for the proper and complete transmission of the information contained in this communication nor for any delay in its receipt"

NAME: SHALINI S

COMPANY: WIPRO

22/04/2022, 17:53

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_letter_template_2022&user=2441...



APPOINTMENT LETTER

April 22, 2022

Dear Shalini S,

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 VI. 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

NAME: SHALINI S

COMPANY: AGILE POINT



The Responsive Application Platform

Date: 16th August, 2022

Name: Shalini S

Address: Mahadeshwara Nilaya, Mahadeshwara Extension,
BWSSB West, Kanakapura, Ramanagara-562117

Mobile: 8884686261

Email ID: shalinis24102000@gmail.com

Dear Shalini,

I am pleased to offer you a position with AgilePoint Software India Private Limited (the "*Company*") as a **Software Engineer-Trainee**. The terms of your new position with the Company are as follows:

1. **Position.**

(a) Your position will be **Software Engineer-Trainee** and you will initially work out of AgilePoint's office in Bangalore, India. You will initially report to the Company's **Technical Program Director** ("*Supervisor*"). Initial performance review will be conducted 3-month from your date of hire and then semi-annually thereafter. Goals and milestones will be determined by your Supervisor within parameters established by the Compensation Committee.

(b) You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company. Nothing in this letter agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

2. **Compensation.**

(a) **Base Salary.** You will receive a gross annual salary of Rs. **3.49** lakhs/-annually payable monthly in accordance with the Company's normal payroll procedures. The gross salary includes the basic salary, and allowances for provident fund. Refer to **Annexure A** for salary break up.

NAME: SHEWANI CHIB

COMPANY: STGI TECHNOLOGIES CONSULTING PVT. LTD.



Ms. Shewani Chib

Dear Shewani,

On behalf of STGI Technologies Consulting Pvt. Ltd., we are excited to offer you the position of Implementation Engineer on our “dream team” reporting to Indu Gupta. A dream team is one in which all your colleagues are extraordinary at what they do and are highly effective collaborators. We believe the value and satisfaction of being on a dream team is tremendous.

It is on such a team that you learn the most, perform your best work, improve the fastest, and have the most fun. We also believe that a “Dream Team” is what our clients desire most – and one we strive to deliver.

Compensation: You will receive an annual salary of **Rs. 3,50,000** which will be paid Monthly, is subject to applicable payroll deductions and tax withholdings and subject to periodic review. The Break-up of the total cost to the Company (Annual Salary break-up) is given in Annexure-1.

Your position will be a **full-time salaried position**.

Employee Benefits: You will be eligible for health-care benefits and other corporate benefits in accordance with the company policies.


The probation period is six (6) months from the date of joining. At the end of probation your confirmation as a full-time employee will be based on your performance and job requirements to the Company at that time. Your expected start date is on or before **October 17, 2022**. Please report to Manjeet Singh or Manika Vashishth at 1400 Hrs. While accepting this appointment you are requested to submit scanned copies of 1-6 and bring originals for verification along with item 5 on your start date.

1. Certificates supporting educational qualifications
2. Copy of address proof (present and permanent)
3. Copy of identification proof
4. Copy of passport
5. Four passport sized photographs
6. Relieving letter from previous employer & last three months' pay slip.

Upon verification, discrepancy, if any, found in the documents submitted in support of the above will result in your services with the company being liable for termination.

Your employment is subject to completion of a successful background check.

Please read the terms and conditions attached in Annexure -2 and return a signed copy of this letter with the terms and conditions as acceptance of the Offer. We look forward to having you on board.


HR: STGI Technologies Consulting Pvt. Ltd.



STGIIndia@thesummitgrp.com



First Floor, Plot No. 1, Anant Raj Tech, Park Zone 3&4,
Sector 22, Panchkula, Haryana, India, 154109

CIN#: U72602HR2022FTC101833

NAME: SINDU A S

COMPANY: INFOSYS



HRD/3T/1003404459/22-23

Ms. Sindu A S
Sanjaynagar
Bangalore Urban Dist
Bangalore urban district-560094
India

Ph: +91-8792983854

Dear Sindu,

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



1K318CS002

Offer: Computer Consultancy
Ref: TCSL/DT20218347642/Bangalore
Date: 09/11/2021

Ms. Amaravathi M
#30/19 , Ramaiah Compound, Krishna Layout, Begur Road, Hulimavu, Bannerghatta Main RoadHulima
Slv Wheels,
Bangalore South-560076,
Karnataka.
Tel# -

Dear Amaravathi M,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

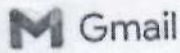
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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 (detailed under Terms &

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TCSL/DT20218347642

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



Anushruti Singh
<singhanushruti12@gmail.com>

Anushruti Singh
IKS18CS005

Digitly Offer Letter

14 July 2022 at 11:18

Ani Biswas <ani.biswas@digitly.com.au>
To: "singhanushruti12@gmail.com" <singhanushruti12@gmail.com>
Cc: Rishabh Srivastava <Rishabh.Srivastava@digitly.com.au>, Animesh Pradhan <animesh.pradhan@digitly.com.au>, Virendra Chouhan <Virendra.Chouhan@digitly.com.au>, Nandan Thakar <nandan.thakar@digitly.com.au>, Avi Modi <avi.modi@digitly.com.au>

Hi Anushruti,

As discussed, please take this email as a formal offer to you for the role of Software Engineer with Digitly reporting under Rishabh Srivastava.

We would like to offer you the role of Software Engineer located in Bangalore, India. We will work through a formal contract once India entity for Iteonic holding Pty Ltd is established - your start date with Digitly will be 1st of August 2022.

As discussed with , key responsibilities for this role of Software Engineer at high level are -

- Delivering working software, fulfil the requirements defined by the scope
- Working as effectively as possible with business analysts, testers, other Developers, and users
- Supporting team liaison with customer IT stakeholders regarding development & design issues
- Supporting proofs-of-concept as necessary to confirm the feasibility of a target solution
- Ensuring the delivered solution will be fully operable and supportable in the target live environment
- Engaging other team members as necessary to deliver working software as quickly as possible
- Conducting unit testing
- Ensuring your own code is reviewed
- Addressing defects identified by testers and users in delivered software
- Ensuring the integrity of solutions is maintained by adhering to configuration management rules and processes
- Demonstrate aptitude or desire to lead from the front and mentor junior developers

As discussed with Virendra, I confirm that your package can be summarised as follows -

- Annual Package (CTC) of INR 5 lakhs 50 Thousand plus, reimbursement of all approved work-related costs (travel etc)
- Your whole part of the salary would be paid into your nominated bank account, and you would be responsible for management of taxes and PF's
- You would have a Probation of 6 months
- Notice period during probation is 1 month and thereafter it would be 2 months post probation.

As a team we have embarked on an exciting journey and have lot to achieve. I look forward to your passion & skill to help us get there.

On behalf of Digitly team we welcome you to our dynamic company and look forward to years of positive association.

Please feel free to send through any queries you may have. Happy to take a call as required.

Regards,
Aniruddha Biswas

DIGITLY
Your Digital Journey Partner

Ani Biswas - Chief Technology Officer
Ani.biswas@digitly.com.au | M 0414 044 599 | T 1300 119 300
Ground Floor, 485 LaTrobe St, Melbourne 3000 | www.digitly.com.au

Cloud & Platform Services | Application Services | Security Services | Small & Medium Business IT Services

Aruna P

IKS18CS006

Date: 26-Apr-2022

To

Aruna P
INDIA

Dear Aruna P,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the salary grade CI subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ 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:

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

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

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. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Bangalore (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Bangalore will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.





1K51805007

18th January 2022

To,
Ashwini J

Dear Ashwini,

In reference to your application, we would like to congratulate you on being selected for internship with Gupshup Technology India Pvt Ltd. based at Mumbai. Your training is scheduled to start effective 18th Jan'22 – 17th Jul'22.

The project details and technical platform will be shared with you on or before commencement of training. You will be reporting to Senior Director, Engineering.

In case if you plan to discontinue your internship with us before the completion date, you will have to serve a notice period of 7 days.

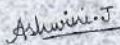
On completion of the internship, you are expected to submit a report of your project.

Congratulations & welcome to the team!

With Regards,

DocuSigned by:

8644EE1E095E400...
Madhuri Nandgaonkar
Director - HR

DocuSigned by:

759CCF0D13DD448...



1KS 18CS 008

Offer: Computer Consultancy
Ref: TCSL/DT20218125998/Bangalore
Date: 08/10/2021

Mr. Avinash Prasad
Ks Boys Hostel Holiday Village,
Kssem College,
Bangalore-560109,
Karnataka.
Tel# -

Dear Avinash Prasad,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

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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



APPOINTMENT LETTER

January 25, 2022

Dear Bhagwat Goutam,

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 VI. 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

NTT DATA Global Delivery Services Private Limited
 Block 2, 2nd Floor, D7
 Plot No. 123, EPIP Phase II, Whitefield Industrial Area
 Bangalore 560 066 India
 Tel: +91 80 3342 6000

NTT DATA
 Services

February 12, 2022

Bhuvana Chandrika Ganti
Kammavari Sangham Institute of Technology

Dear Bhuvana,

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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) Probation period of six (6) months from the date of joining.

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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential



APPOINTMENT LETTER

February 3, 2022

Dear Chaithra R,

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 VI. 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:



APPOINTMENT LETTER

January 24, 2022

Dear CHANDAN KUMAR,

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.

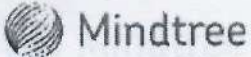
1. Appointment Details:

- 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 VI. 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



Mindtree
A Larsen & Toubro Group Company

11es1805017

Date:10-Mar-2022

To

Dandu Niharika
INDIA

Dear Dandu Niharika,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade C1 subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ 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:

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

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

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. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Bangalore (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Bangalore will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.

DF

IKS18CS018
18



Ref: 0081559_13/1640767

Dated: January 8, 2022

To
Dhananjaya S

Sub: Offer of Employment

Dear Mr. Dhananjaya S,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

An **RPG** Company

CIN: L72200PN1963PLCO12621
Tel: +(20) 6607 4000, 2700 4000
+(20) 6605 7888

www.zensar.com

Zensar Technologies Limited Zensar Knowledge
Park, Plot No. 4, MIDC Kharadi, Off Nagar Road,
Pune 411014



IK SL 8CS 19

Offer: Computer Consultancy
Ref: TCSL/DT20218129038/Chennai
Date: 04/11/2021

Mr. Dhruv Jyoti Shukla
#10 5th Main Road ,Opp. To Ksit College,5th Main Road,
Raghuvanahalli,
Bangalore-560062,
Karnataka.
Tel# 91-9784075758

Dear Dhruv Jyoti Shukla,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

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TCSL/DT20218129038

TATA CONSULTANCY SERVICES

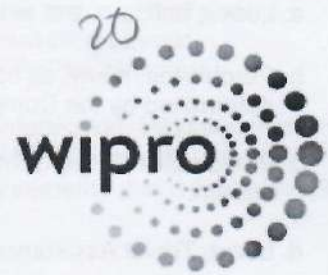
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 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



APPOINTMENT LETTER

January 27, 2022.

Dear Fariya 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,

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 VI. 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:

Date:23-Dec-2021

To

Goutham M
INDIA

Dear Goutham M,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **C1** subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ 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:

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

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

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. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Bangalore (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Bangalore will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.


Goutham M (Dec 24, 2021 15:59 GMT+5.5)

1KS18CS025
25

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2019019 / ELTP-CAMPUS / 2022

27-Jan-2022

Subject: Letter of Intent

Dear Gunal,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- o You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- o You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- o You will be under **probation for a period of 6 (Six) months** from the date of joining.
- o During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- o Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - C** for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91 80 3342 6000

NTT DATA
Services

February 12, 2022

Kandimalla Krishna Pavithra
K S Institute Of Technology

Dear Kandimalla,

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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 your 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.

Please note that the 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) Probation period of six (6) months from the date of joining.

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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential



RINEX TECHNOLOGIES PRIVATE LIMITED

INTERNSHIP OFFER LETTER

From:

Human Resource Department,
Rinex Technologies Pvt. Ltd.
Bengaluru - 560102

Date: 1st May 2022

To,

Karthik K

Sub: Regarding your internship in our company's BD department.

Dear **Karthik**,

We would like to inform that your application for Internship for the position of **Business Development Intern** has been accepted. Here are the terms and conditions of Internship while working with company:

1. Duration of Internship will be from 9th May 2022 to 10th September 2022.
2. Joining date is on 9th May, 2022.
3. The timings will be from 11:00 AM to 8:30 PM.
4. You will be designated as **BD Intern** and will be entitled for a stipend of Rs 15,000 for 6 working days (variable).
5. From time to time, your performance will be evaluated and based on this, your incentives will be decided.
6. During Internship, you are expected to abide Code of Conduct prescribed by the Company for all the employees.
7. We would like to inform you that there will be a fixed pay of INR 15000/- for 30 working days for the duration of 4 months of internship (2 months Mandatory), and once you start working with Rinex. Post that your job will be absorbed for which the Salary/CTC is 6+2 LPA.

You are requested to submit your acceptance to the terms and conditions mentioned above as confirmation of your internship.

Wishing you good luck for your future endeavours.

Kind Regards,

HEERA K
HUMAN RESOURCE

Rinex Technologies Pvt. Ltd.



Offer: Computer Consultancy
Ref: TCSL/DT20218241556/Bangalore
Date: 08/10/2021

Ms. Kavita Chaudhary
No. 14 Ks Girls Hostel, Ksit Junction Raghuvanahalli, Ksit College, Bengaluru, Karnataka,
Raghuvanahalli,
Bengaluru-560062,
Karnataka.
Tel# -

Dear Kavita Chaudhary,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

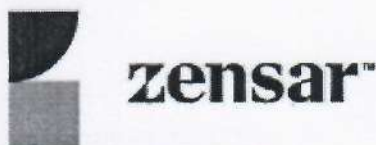
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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 (detailed under Terms &

TCS Confidential
TCSL/DT20218241556

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



Ref: 0081559_13/1640751



Dated: January 8, 2022

To
Kiran Dambal

Sub: Offer of Employment

Dear Mr. Kiran Dambal,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

Your date of joining will be communicated to you separately.

Your 'Annual Compensation' is attached herewith as in Annexure – A.

The terms and conditions of employment are in Annexure-B.

You shall be required to work from any of the Zensar office location or as may be instructed by Zensar at the time of joining.

An  RPG Company

CIN: L72200PN1963PLCO12621
Tel: +(20) 6607 4000, 2700 4000
+(20) 6605 7888

www.zensar.com

Zensar Technologies Limited Zensar Knowledge
Park, Plot No. 4, MIDC Kharadi, Off Nagar Road,
Pune 411014

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

February 12, 2022

Kruthika S Vasisht
K S Institute Of Technology

Dear Kruthika,

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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) Probation period of six (6) months from the date of joining.

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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential



APPOINTMENT LETTER

January 25, 2022

Dear Latha V,

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 VI. 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:



APPOINTMENT LETTER

February 2, 2022

Dear LIKHITHA 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.

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 VI. 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

Capgemini congratulates you on your selection and presents you our Letter Of Intent Inbox



Capgemini via Sup... 2 May
to me ▾



READY TO MAKE
YOUR DREAMS
COME TRUE?

GET THE FUTURE
YOU WANT



Most Ethical
Company - Eight
times in a row



We're highly- rated
on Glassdoor



Capgemini Research
Institute ranked #1



Our gender balance
initiatives



Our global client
stories

Dear Lokesh R,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before May 08, 2022 08:30 PM IST.

OL No: TN4775

Date : 18 July 2022

Maresh B.V
*1K51815044*Dear **Maresh**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 20 July 2022Training Period : **20 July 2022 to 29 July 2022**OJT Start Date: **30 July 2022**OJT End Date: **29 October 2022**

Location of Training: Bangalore

Stipend: **INR 18000** Per MonthIncentives : **INR 12000**Target: **300000** INR per month.Pre - Placement Offer :- **6 + 3 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **20 July 2022**.

SIGNATURE: _____

Maresh B.V

DATE: _____

20-07-2022

(Candidate's Signature)

MKS1803048
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APPOINTMENT LETTER

March 31, 2022

Dear Tharun Manikonda,

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 VI. 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:



SONATA SOFTWARE LIMITED



CMMIDEV/5™

Manvith P
1KS18CS046

13-06-2022

Ref: SSL/HR /APPT

Manvith P

B2 Sri Anjana Residency

V B Layout, K R Pura

Karnataka , Bengaluru, 560036

Dear Manvith P

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Digital Engineer Trainee
2. **Grade:** ETG
3. **Date of Commencement:** Will be informed later
4. **Salary:** As per the salary Annexure.
5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.
6. You will be governed by the Leave Rules of the Company.
7. You will execute a service 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 at the time of 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 Trainee Service Agreement.
10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.
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.



APPOINTMENT LETTER

January 29, 2022

Dear Md Sujan,

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 VI. 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:

MONICA, S
IKSL8CS051



APPOINTMENT LETTER

January 27, 2022

Dear MONICA S,

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 VI. 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:

52

Date: 07-Jan-2022

To
Monika Kc
INDIA

Dear Monika Kc,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **C1** subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ 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:

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

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

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. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Bangalore (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Bangalore will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.


Monika Kc (Jan 7, 2022 20:36 GMT+5.5)

54



December 9, 2021

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 N Sai Jahanavi,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



APPOINTMENT LETTER

January 20, 2022

Dear Nagarjun 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,

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 VI. 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:

Nandini JK
1K818CS056



APPOINTMENT LETTER

April 21, 2022

Dear NANDINI JK,

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 VI. 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:



Narasimha maiya G S

IKSLB CS057

8 A CSE

Offer: Computer Consultancy

Ref: TCSL/DT20218290576/Bangalore

Date: 07/06/2022

Mr. Narasimha Maiya G S
280/2Akkamahadevi Road,,
Gavipuram West, Hanumanthnagar,
Bangalore South-560019,
Karnataka.
Tel# -

Dear Narasimha Maiya 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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential

TCSL/DT20218290576

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/DT20218290576/Bangalore
Date: 09/11/2021

Mr. Narasimha Maiya G S
 280/2Akkamahadevi Road,,
 Gavipuram West, Hanumanthnagar,
 Bangalore South-560019,
 Karnataka.
 Tel# -

Dear Narasimha Maiya 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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 **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 (detailed under Terms &

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 TCSL/DT20218290576

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 Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Nikhil Vasan
1KS18CS060



Letter of Intent

July 01, 2022
Nikhil Vasan
KS Institute of Technology, Bangalore

Dear Nikhil Vasan,

We are pleased to inform you that you have been provisionally short-listed for employment as "**Software Engineer Trainee**".

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. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

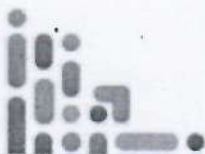
As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



Offer: Computer Consultancy
Ref: TCSL/DT20218125263/Bangalore
Date: 09/11/2021

Ms. Nikitha M
#62/1029th A Main,
Hongasandra,
Bangalore-560068,
Karnataka.
Tel# 91-9663644436

Dear Nikitha M,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

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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

02/02/2022

To,
Noor Sumaiya
8861130383
Dept of CSE
K S Institute of Technology
Training and Placement under CSR

Dear Noor Sumaiya

We are pleased to inform you that you have been selected for **CSR-Incubation batch of Technology Training and Placement** which is of free of cost for merit students.

By Palle Technologies, Bangalore.

The program will begin on 07TH March 2022 Course Duration (3.5 month)
The Mode of Training will be Online – Using Zoom App.
The Training will be conducted every day between 6:30 PM to 8 PM.
During this Program you will be having Technology Training

1. Monday to Friday – Training, and Saturday Evaluation & interview preparation.

Program features:

1. Aptitude & reasoning training
2. Technology training on Java, OOPs, sql, Web Technologies, & Python
3. Assignments – coding & aptitude
4. System tests on regular basis
5. Coding interview preparation
6. Mock technical interviews
7. Mock HR interviews
8. We will schedule unlimited number of interviews with our esteemed clients with packages starting from 2.4 LPA to 6 LPA until student gets placed
9. Course Completion Certificate will be provided after the successful completion of the Technology training
10. If student misses any one class during training period, then student will be dropped from the program and will not be eligible for free training and placements.
11. If student has not attended any interview scheduled by Palle Technologies, then student will be disqualified from the program and will not be eligible for free training and placements.



Offer: Computer Consultancy
Ref: TCSL/DT20218089855/Bangalore
Date: 14/10/2021

Ms. Noor Sumaiya
#206#206, 2nd Main, 1st Cross, Mango Garden Layout,, Kumaraswamy Layout 2nd Stage,,
Mango Garden Layout, Kumaraswamy Layout 2nd Stage,
Bengaluru-560111,
Karnataka.
Tel# -

Dear Noor Sumaiya,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

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TCSL/DT20218089855

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



1KS18CS065
P. Sairam

Offer: Computer Consultancy
Ref: TCSL/DT20218386260/Bangalore
Date: 08/10/2021

Mr. P Sairam
#754 Nagajyothi Nilaya 11th Cross 1st Main Kali Block Tunga Layout,
Bettadasanapura,
Bengaluru-560068,
Karnataka.
Tel# 91-7795494622

Dear P. Sairam,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

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TCSL/DT20218386260

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/DT20218402982/Bangalore
Date: 09/11/2021

Mr. Pavan P
#633, 1st FloorKaviponna Road,
Near Kamala Nursing Home,
Bangalore-560050,
Karnataka.
Tel# 91-9886752750

Dear Pavan P,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218402982

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1721958

Letter of Intent ("LOI")

Dear Poojashree K,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.



APPOINTMENT LETTER

April 5, 2022

Dear Prateek Havale,

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 VI. 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



7) 10518507

Offer: Computer Consultancy
Ref: TCSL/DT20218309200/Bangalore
Date: 14/10/2021

Mr. Praveen Kumar K
82 Lakshmi Nilaya 2nd Main Road 2nd Cross,
Bannerghatta Road Devarachikanahalli,
Bangalore-560076,
Karnataka.
Tel# 91-8660072831

Dear Praveen Kumar K,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218309200

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/DT20218072554/Bangalore
Date: 01/11/2021

Ms. Vishnu Priya Pujari
Plot:81Kamakshi Layout , Gottigere,
Near Nandi Park Apartments,
Bangalore-560083,
Karnataka.
Tel# -

Dear Vishnu Priya Pujari,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218072554

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



APPOINTMENT LETTER

January 22, 2022

Dear Pullur Kumar,

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 VI. 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

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

1151805075
25
NTT DATA
Services

April 13, 2022
R DEKSHITHA
K S INSTITUTE OF TECHNOLOGY

Dear DEKSHITHA

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Services IT Development Program Senior Associate II** in Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Probation period of six (6) months from the date of joining.

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 INR. **500000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

April 13, 2022
R DEKSHITHA
K S INSTITUTE OF TECHNOLOGY

Dear DEKSHITHA

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Services IT Development Program Senior Associate II** in Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the continuation of employment thereof is subject to successful completion of you;

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Probation period of six (6) months from the date of joining.

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 INR. **500000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

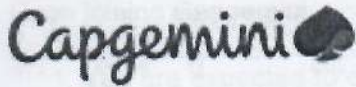
A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of 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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1553976

Letter of Intent ("LOI")

Dear R RAMYA,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2070563 / ELTP-CAMPUS / 2022

21-Jun-2022

Subject: Letter of Intent

Dear *Ramya*

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ø You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- ø You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 3 (Three) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- ø You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.





SONATA SOFTWARE LIMITED



CMMI DEV/5

13-06-2022

Ref: SSL/HR /APPT**Souvik Mandal**

H.no.65

Krishna Road, Radhikanagar, Kharanajhar

Jharkhand , Jamshedpur, 831004

Dear Souvik Mandal

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Digital Engineer Trainee
2. **Grade:** ETG
3. **Date of Commencement:** Will be informed later
4. **Salary:** As per the salary Annexure.
5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.
6. You will be governed by the Leave Rules of the Company.
7. You will execute a service 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 at the time of 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 Trainee Service Agreement.
10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.
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.

**ADBOX MEDIA LLP**

#448, 5th Main Road, 6 Sector,
Bangalore, 560 102 INDIA

OFFER LETTER

December 30, 2021

Dear Raksha S,

We are excited to offer you the position of Product Analyst at AdBox Media Llp ("company") commencing on January 10 2022. You will start as a trainee with a traineeship period of 6 months. During this period you will be trained and involved in live projects and this traineeship shall be converted to a full-time position subjected to your performance and on completion of your final exams in 2022. Your stipend during the traineeship will be INR 12,000.

CTC Package Offered: INR 4,00,400 per annum including first anniversary bonus of INR 65,000 and benefits.

Reporting Location: Bangalore

Probation Period: 2 months

Notice Period: 3 months' notice if terminated by the employee and 1-month notice if terminated by the employer (post probation)

You will likely be dealing with confidential data of the company and its clients. You have to be careful to not disclose this to anyone outside the company during and after your association with the company and within the company only based on authorized need to know. Any data related to the company on your computer or laptop must be promptly shared by you with the company and you must not keep any confidential data saved with you on your Laptop/ PC/ Email/ Cloud beyond what is required to perform your duty and in no case beyond your association with the company.

The compensation includes consideration for your services and obligations such as confidentiality, non-solicitation, non-compete, data transfer, inventions assignment, software copyright and other terms agreed to in the internship and employment agreement(s) and other agreements with the company. You shall indemnify the company against any loss or damage caused by a) negligence on your side b) misrepresentation or breach of agreement caused by you.

We value continuous learning, nurturing creativity and promoting innovation. Rest assured, that this opportunity will give you ample scope for all of this while working alongside colleagues who are kicked and passionate about what they do.

Please sign a copy of this letter and return it to us before December 31, 2021. Feel free to reach us at hr@deltax.com anytime if you have any questions about anything at all.

Once again, congratulations! We look forward to welcoming you on board really soon.

For AdBox Media LLP

(Ravi Kabra)
Authorized Signatory

Raksha S



APPOINTMENT LETTER

January 21, 2022

Dear Rekha N.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,

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 VI. 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:

Rithana.N.Raj
1KS18CS083



21st March 2022

Rithana N Raj

University ID: 1KS18CS083

KS Institute of Technology

#14, Kanakpura Road, Raghuvanahalli, Bangalore City Municipal Corporation Layout Bengaluru-560109

Dear Ms Rithana,

MarketXpander is pleased to offer you a position of **Intern-Sales Development Representative** from **4th April, 2022**. During your internship, you will be working on the assignment at any of our MarketXpander offices in India. The exact work location will be driven by business demand and will be shared with you, closer to your joining date. You will be paid a stipend of **₹ 20,000 [Twenty thousand]** per month. You will be on internship for a period of **6 months** from the date of your appointment. At the end of the internship, you will submit a copy of your report to the Company

Based on the evaluation of your project report, internship performance, mutual compatibility, and your potential, you will be offered full-time employment with a total annual cost to the company of **₹ 6,00,000 [Six Lakhs]** which includes **₹ 5,00,000 [five lakhs]** as fixed component and **₹ 1,00,000 [one lakh]** of annual performance linked variable pay. The variable component payout cycle will be as per company policy

It is very important that you always keep the terms of this employment letter highly confidential. Please note that these terms are based on an individual's experience, background, and potential, and are unique for everyone.

You may contact **Mr. Namburi Manikanta** at **+91 9108444548** for further guidance on your project. Either party may terminate this internship assignment by giving the other party **60 (Sixty)** days prior written notice. This is a combined Internship and Full-time employment offer. However, the internship to the full-time conversion will solely be based on your performance and will be at the sole discretion of the company.

Information pertaining to Company operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of MarketXpander and act in accordance with the values and principles of the Company.

To confirm your acceptance of this internship assignment, you are required to:

- Respond via email to namburi.manikanta@leadsquared.com to communicate acceptance of the internship assignment within **3 (Three)** working days and to confirm your joining date.

* The Stipend amount is subject to applicable tax deduction as per the prevailing Income tax rules.

MarketXpander Services Pvt. Ltd

#33, Sector 6, 14th Cross, 9th Main, HSR Layout, Bengaluru 560102, Karnataka, Phone: 080-67330913, (www.leadsquared.com)

RUBA ABDUL RAHMAN
IKS18CS084



Letter of Intent

December 27, 2021
RUBA RAHMAN
KS Institute of Technology, Bangalore

Dear RUBA RAHMAN,

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

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. 3.5 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

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 campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

Ruba AR
(RUBA ABDUL RAHMAN)



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN): L72900MH1992PLC069662 URL: www.hexaware.com



Letter of Intent

December 27, 2021
RUBA RAHMAN
KS Institute of Technology, Bangalore

Dear RUBA RAHMAN,

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

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. 3.5 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

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 campusconnect@hexaware.com confirming your interest in joining Hexaware.

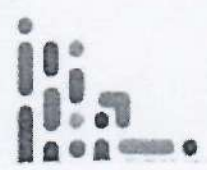
Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

Ruba AR
(RUBA ABDUL RAHMAN)



HEXAWARE TECHNOLOGIES LTD.
Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN): L72900MH1992PLC069662 URL: www.hexaware.com



Samhitha
1KS18CS086

Letter of Intent

Doc Ref. No.: QC20220232

Date of Issue: 21-February-2022

Dear Samhitha,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: 

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

Offer: Computer Consultancy
Ref: TCSL/DT20218446250/Bangalore
Date: 09/11/2021

Mr. Shashank G
314th,
R K Mutt Layout,
Bangalore-560019,
Karnataka.
Tel# -

Dear Shashank G,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be 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 ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218446250

TATA CONSULTANCY SERVICES

YYDEHI 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

Shivangi Srivastava
Flat# B1135, L Block 1st Floor, GM Infinite eCity Town Phase 2
Thirupalaya Road, Neo Town, Electronic city phase 1
Bangalore - 560100

29/10/2021

Dear **Shivangi**,

Subject: Offer of Employment

This is a full-time, permanent position, conditional on successful completion of an initial probationary period of 6 months, during which you will be on virtual on-the-job training. During the probation period, you will receive a consolidated monthly salary of ₹ **35,000**, without any other benefits.

After satisfactory completion of the probationary period, your annual total cash compensation for the remainder of the Financial Year 2021, which will be paid out to you at a pro-rated basis is defined in the Annexure A below.

The offer is contingent upon meeting the following conditions:

1. Agreeing the Terms of Employment by signing the last page of the Annexure B.
2. Providing all the documents listed in Annexure B par. 3

Offer shall stand cancelled in case of any discrepancy or incorrect information provided by you to the Company without any type of obligation on the Company.

Your employment with the Company will be governed by the Terms of Employment as defined in Annexure A and B below. If you have any queries on the contents of this letter, Terms of Employment, or the pre-employment checks, please do not hesitate to contact us on hr@cloobeess.com or your hiring manager, Soumya Ray soumya.ray@cloobeess.com.

To accept this offer, please carefully read and understand the Terms of Employment, sign (or e-sign) each page of the letter and sign and date last page of this letter in the spaces indicated. Please send back the scanned copy by email to your hiring manager.

We are delighted to offer you this opportunity. We look very much forward to you joining the Company and working with you.

This letter is part of your contract of employment.

Yours sincerely,

Filip Kohman
Director
Cloobeess India Private Limited

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

February 12, 2022

Shubhashini R
K S Institute Of Technology

Dear Shubhashini,

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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) Probation period of six (6) months from the date of joining.

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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential



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Date: 15-Mar-2022

Ref. No.: RT1/EEI/2122/1311

Ms. Sri Chandana P
D/O Mr. P Venkata Narayana
Opp Mohan Narsing Home S N Pet 2nd Cross,
Bellary, Karnataka – 583101

Dear Sri Chandana,

Thank you for exploring career opportunities with us and it is our pleasure to welcome you to **Robosoft Technologies India Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. We believe your skills and experience is an excellent match for our company. You have been selected for the position of **Trainee Software Engineer (Band B)**. Your employment will be effective from your date of joining, which shall be on or before **18-July-2022**.

Under the terms of this offer:

Your employment with **Robosoft Technologies India Pvt Ltd** is deemed to be confirmed after **6 (six)** months of your joining unless you are communicated otherwise within the said period. This confirmation is subject to satisfactory performance of the services expected of you.

Your "Annual cost-to-company" will be **INR 4,50,000 (Rupees Four Lakhs Fifty Thousand Only)** Please refer Annexure-I for details on the compensation and statutory deductions.

Your work location of position will be **Udupi**, but you may be required to work in any other place as per the requirement of the Company and The Company also reserves the right to change the position for which you are being hired and/or your duties. As per company requirements you may have to work remotely from time to time as per business needs or government mandate.

You will be issued a letter of appointment with all (i) terms & conditions of the employment at the time of your joining or earlier once you have accepted the Offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time. You are required to complete the pre joining formalities as per the Company Policy before the Date of Joining.

As an employee of the Company, you will have access to certain Company confidential information and you may, during your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will need to sign the Company's letter of appointment as a condition of your employment on the day of joining as well as a separate Non Disclosure Agreement. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former

Robosoft Technologies Private Limited



Offer: Computer Consultancy
Ref: TCSL/DT20218311417/Bangalore
Date: 14/10/2021

Ms. Srividya H R
#442146th Cross,
Kumaraswamy Layout, 2nd Stage,
Bangalore-560078,
Karnataka.
Tel# -

Dear Srividya H 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 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 ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

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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 of Intent

February 04, 2022
Srividya H.R.
KS Institute of Technology, Bangalore

Dear Srividya H.R.,

We are pleased to inform you that you have been provisionally short-listed for employment as "Premier Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.25000/- pm for the period of 3 months and on successful completion of your training you will be paid a salary of Rs.6.00 Lac per annum. You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

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 campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXWARE TECHNOLOGIES LIMITED**

Monica Mathur
Vice President, Recruitment-India & APAC



HEXWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN): L72900MH1992PLC069662 URL: www.hexaware.com

Sudhakar Jaywanth

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1/24/22, 5:40 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_letter_template_2022&user=2315...



APPOINTMENT LETTER

January 24, 2022

Dear SUDHAKAR YASWANTH,

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 VI. 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



APPOINTMENT LETTER

January 24, 2022

Dear SUDHAKAR YASWANTH,

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 VI. 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



Offer cum Employment Agreement

January 27, 2022

Dear **Sudhanshu Joshi**,

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with Juspay Technologies Private Limited. It is my pleasure to extend the following offer of employment to you on behalf of Juspay. If you accept this Offer you will be designated as "**Technical Product Analyst**" and you will join us at our Bangalore office.

This Offer will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. Your employment with the Company will also be governed by the policies, rules and guidelines of the Company as may be formulated by the Company from time to time.

The overall CTC offered to you is **INR 11,00,000 per Annum (Eleven Lakhs Only)**. Detailed break up available in the Agreement a copy of which has been annexed as Annexure 1 hereto.

This Offer with Juspay is subject to the successful verification of information provided by you.

By accepting this Offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions;
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company;
3. Juspay is not liable for any past dues owed by you as part of termination of any previous employments;
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

This Offer will be valid for **1 weeks** from the date of this letter. If this Offer is acceptable to you, please convey your acceptance to the Company by (a) email or telephone; and (b) providing a signed copy of this Offer letter by post or email. If we do not hear back from you within a period of **2 weeks** from the date of this Offer, this Offer will be deemed to be cancelled and we are not obliged to hold the position open for you.

Due to the pandemic situation we are continuing "Work from Home", till the further communication. However, being physically present in office totally depends on an individual's discretion or choice provided they take care of all the necessary precautions and follow the government guidelines related to COVID -19.

If you accept this Offer you are required to join on **September 05, 2022**. It is clarified that your joining will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. If you are unable to report on the Joining Date you are requested to inform the Company in writing of the delay.

The following documents are required to be produced at the time of joining of the Company. Please provide originals and self-attested Xerox copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers;
2. Salary slip or salary certificate from most recent employer;
3. Experience Certificate from all previous employers;
4. Proof of Academic Qualification (Class 10th Equivalent and above);
5. Proof of identity i.e. PAN card, driving license, Electoral card;
6. Photographs (3 copies).

Juspay Technologies Pvt Ltd
No.:444, Stallion Business Center, 18th Main, 6th Block, Koramangala, Bengaluru, Karnataka.
India-560095. Tel - +91- 080 - 40959660 : Email ID : info@juspay.in. Website: www.juspay.in

Sunaina Nayak.
IKS18CS104



Offer Letter

Date: 26th May 2022
Ref. No.: GABLR/22/05/0273

Dear Sunaina Nayak,

It is our pleasure to offer you employment as a Software Engineer at **GeekyAnts India Pvt Ltd** (hereinafter referred to as "GeekyAnts" and/or "Company"). In this position, you will report directly to **Saurabh Sahu** (Chief Technology Officer) **beginning 8th August 2022**. You will be under a probation period of 3 months (which can be extended up to 6 months) from the date of joining, where your performance will be closely monitored. Based upon your performance during the probation period, your employment with GeekyAnts will be confirmed. In this respect, you are required to sign standard terms and conditions of employment as detailed in **Annexure A**.

Your remuneration package will be **Rs.3,00,000/- per annum**. The necessary break-up is as stated in **Annexure B**.

- **Your Salary as scheduled:**
 - **Annual Gross Salary:** Your Annual Gross Salary would be Rs.3,00,000/- per annum.
- **Standard Deductions:**
 - **Medical insurance:** Company pays nearly Rs.3,000/- per annum (included in the package) as installment for an insurance sum of Rs.2,00,000/-. Opting out of this will not result in monetary benefits.
 - **Provident Fund, Professional Tax, Income Tax and other statutory payments** as per Indian Government Laws.

After Confirmation Your remuneration package will be revised to **Rs. 6,50,000/- per annum**. The necessary break-up is stated below and in **Annexure C**.

- **Your Salary as scheduled:**
 - **Annual Gross Salary:** Your Annual Gross Salary would be Rs.6,00,000/- per annum.
- **Standard Deductions:**
 - **Medical insurance:** Company pays nearly Rs.3,000/- per annum (included in the package) as installment for an insurance sum of Rs.2,00,000/-. Opting out of this will not result in monetary benefits.
 - **Provident Fund, Professional Tax, Income Tax and other statutory payments** as per Indian Government Laws.

GeekyAnts India Pvt. Ltd. (formerly known as Sahu Soft India Pvt. Ltd.),

Reg no: U72200BR2006PTC011902, Head Office : Amgola Road, Muzaffarpur, PIN 842 002, Bihar, India

Corporate office: # 18, 2nd Cross Road, NS Palya, BTM layout 2nd Stage, Bangalore-76, Karnataka, India

☎ +91 84 484 44709, ✉ info@geekyants.com 🌐 www.geekyants.com

NTT DATA Global Delivery Services Private Limited
 Block 2, 2nd Floor, D7
 Plot No. 123, EPIP Phase II, Whitefield Industrial Area
 Bangalore 560 066 India
 Tel: +91.80.3342.6000

NTT DATA
 Services

106

March 10, 2022

SUSHMITHA S
K S INSTITUTE OF TECHNOLOGY

Dear SUSHMITHA

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Services IT Development Program Senior Associate II** in Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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) Probation period of six (6) months from the date of joining.

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 INR. **500000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

VARIDHI M
AKS J PCS J J J

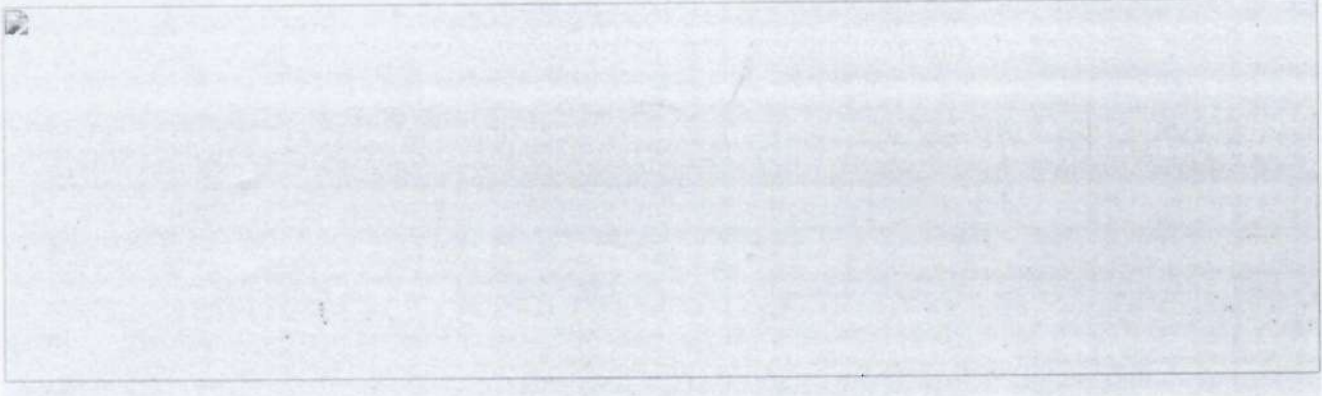


Infosys Campus Recruitment Program: Congratulations, you have a job offer

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Fri, 17 Jun, 2022 at 9:16 pm



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys



Letter of Intent

January 14, 2022
Vedavedya H
KS Institute of Technology, Bangalore

Dear Vedavedya H,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

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. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexaversity, our Corporate University.

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 campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

Accepted
Vedavedya B.H



HEXAWARE TECHNOLOGIES LTD.
Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, A Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710. Tel.: +91 22 6791 9595. Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com



Dear Veera Sreenidhi R,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before **May 08, 2022 08:30 PM IST**.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows: [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows: [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows: [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows: [Click here to see the Example](#)

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

University Hiring & Relations Team

[Go to Offer Page](#)



Vijay
1KS18CS115



Letter of Intent

Doc Ref. No.: **QC20220239**

Date of Issue: **21-February-2022**

Dear **Vijay N S**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: _____

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli,
Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103
Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
www.quest-global.com

Vijay
1KS18CS115

Vtiger Systems India Pvt. Ltd.

Regd. Office : # 18, 20th Main, 2nd Block, Rajajinagar, Bangalore - 560 010.

To
Vijay N S

I am pleased to extend an offer of employment to you at Vtiger Systems India Private Limited. This offer is for the exempt full-time position of Business Analyst Trainee at Vtiger, which begins with a probationary period of up to six months. Your position will be made permanent upon your successful completion of the probationary period.

Vtiger builds customer relationship management (CRM) and related software applications for business customers. As a Business Analyst Trainee, you will be exposed to the benefits and features of CRM applications, the CRM industry, and gain expertise in using our products. You will be interacting with both customers and prospects and will help them implement Vtiger solutions in their businesses. In addition, you will be collaborating with Marketing, Development, QA, and Design teams in Vtiger to improve our products.

After the training period is successfully completed, you will be joining our Americas Sales & Support team, working from 7Pm to 5Am Indian time (Night Shift).

The following is an outline of the specifics of this offer of employment:

1. Your starting compensation including benefits before tax will be **Rs.18,000** per month, payable monthly. This compensation applies to the probationary period. After the probationary period, periodic revisions to your compensation will be made based on your capabilities and contribution to the company. Your compensation will be weighed by your performance, giving you every chance to make your productivity determine your compensation.
2. Your job will be based in Bangalore at our software development office.
3. This offer of employment is contingent upon successful completion of identity, reference, and educational verifications.

Your employment is at-will. Vtiger having the right to terminate your employment at any time, with or without notice, and with or without cause. If you choose to resign, you should provide a **3-month notice period in advance**.



APPOINTMENT LETTER

March 31, 2022

Dear Vijetha ,

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 VI. 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

vishnupriya D
1KS18CS 119

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

February 12, 2022

Vishnupriya D
K S Institute Of Technology

Dear Vishnupriya,

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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) Probation period of six (6) months from the date of joining.

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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential



1K518(S)/20

Offer: Computer Consultancy
Ref: TCSL/DT20218307780/Bangalore
Date: 14/10/2021

Ms. Vyjayanthi K S
26Manjunatha Block,
Krishnanagar, Kothanur,
Bangalore-560076,
Karnataka.
Tel# 91-8095424475

Dear Vyjayanthi K 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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218307780

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



1KS18CS121
121

Offer: Computer Consultancy
Ref: TCSL/DT20218353783/Bangalore
Date: 09/11/2021

Mr. Yashwanth K
#142,
Poshettihalli,
Chikkaballapur-561211,
Karnataka.
Tel# -

Dear Yashwanth K,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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TCS Confidential
TCSL/DT20218353783

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



Leela Kaza
Founder & CEO, Accolite Digital



Dear Yogita Raikar,

Congratulations on your selection at Accolite Digital, a best-in-class digital transformation services provider. I am delighted to extend this offer of employment to you.

At Accolite Digital, our mission is to solve our client's most complex digital challenges by engaging the brightest of technical minds, such as you. We believe in creating a work environment that enables our people to pursue their careers and balance their personal and professional goals so that we can achieve extraordinary results by winning together.

As a workplace, our culture is about openness, inclusion, and the willingness to take on the toughest challenges while doing the right thing every time. Being certified as a 'Great Place to Work' recognizes our robust value systems and reinforces our focus on creating a happy, healthy, and safe workplace.

With a team comprising the best & brightest technical minds, we believe in having a proactive and client-centric approach to deliver positive business outcomes.

We count on your abilities and believe that you will be a valuable addition to our team. I look forward to having you onboard soon and together achieve our vision to scale to a \$1B+ organization.

Wishing you a long and rewarding career at Accolite!

Best regards,
Leela Kaza
Founder & CEO

Name: Shewani Chib

USN: 1KS18CS124

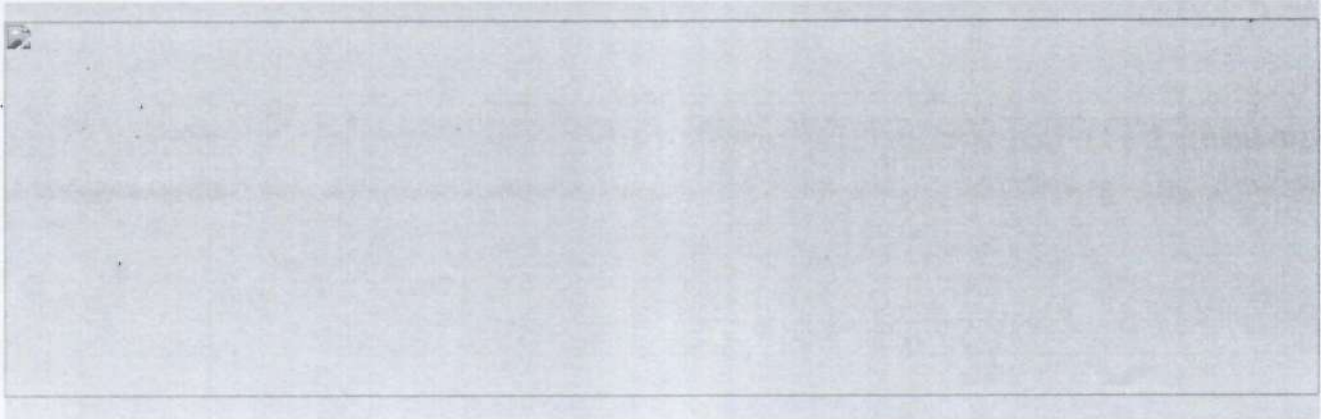


Infosys Campus Recruitment Program: Congratulations, you have a job offer

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Fri, 17 Jun, 2022 at 9:16 pm



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

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12518CS/25



Letter of Intent

December 27, 2021
R Soumya
KS Institute of Technology, Bangalore

Dear R Soumya,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

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. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

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 campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

February 10, 2022
ARVIND PATHAK
K S INSTITUTE OF TECHNOLOGY

Dear ARVIND

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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) Probation period of six (6) months from the date of joining.

You will . 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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

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Regd. Office: NTT DATA Global Delivery Services Private Limited, Block 2, 2nd Floor, D7, Plot No. 123, EPIP Phase II, Whitefield Industrial Area, Bangalore 560 066 India

Page 1 of 2

Arvind Pathak

USN-1K818CS127



APPOINTMENT LETTER

January 26, 2022

Dear BHAGYASHREE V,

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 VI. 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



APPOINTMENT LETTER

January 26, 2022

Dear BHAGYASHREE V,

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 VI. 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



1KS18CS129

Bi Bi Ayesha

Offer: Computer Consultancy
Ref: TCSL/DT20218220489/Bangalore
Date: 08/10/2021

Ms. Bi Bi Ayesha Sultana
#280 1st Cross 2nd Block Bda Layout Avalahalli J.P Nagar 9th Phase Bangalore-560062#280 1st Cross 2
Bda Park,
Bangalore-560062,
Karnataka.
Tel# 91-8792498524

Dear Bi Bi Ayesha Sultana,

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 ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218220489

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

1KSI8CS129
Bibi Ayesha



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys

IKS18CS130
Likitha-S



Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

We are delighted to offer you the position of Systems Engineer at Infosys.

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com.

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition
Infosys

Offer Letter

Date: 15.06.2022

To,
Ms. Kalpitha A J
#20, 1st A Cross, Sai Nagar
Arahalli
Bangalore-560061

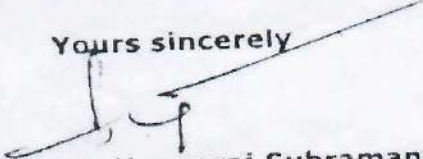
Madam,

Based on the interview held today, we are pleased to offer you a job as **Software Engineer** in our organization. This offer is subject to the following terms and conditions.

- You will be designated as **Software Engineer**.
- You will be bound by the rules of the organization as may be effective during the tenure of your service.
- This offer will be effective from **15.06.2022**
- You are required to join on or before **13.07.2022**
- Salary will be **Rs.2,40,000/-** per Annum (CTC),
- You will have to enter in to a contract with the Company undertaking to work for a minimum period of three years from the date of joining the Company.

Wishing you all the best

Yours sincerely


Dr. Naagaraj Subramanya
Managing Director



NSOFT (INDIA) SERVICES PRIVATE LIMITED

Name:AISHWARYA BANDIGANI

Company Name:CAPGEMINI

IKS18EC004
on campus



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1754169

Letter of Intent ("LOI")

Dear Aishwarya Bandigani,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Name:AKHILA V

Company Name:HAPPIEST MINDS

1KSI8E007
(ON Campus)



Happiest Minds Technologies Limited

Regd. Office: #53/1-4, Hosur Main Road,
Madivala (Next to Madivala Police Station),
Bangalore-560068, Karnataka, India
CIN of the Co. L72900KA2011PLC057931

P: +91 80 6196 0300, F: +91 80 6196 0700

PROVISIONAL OFFER OF EMPLOYMENT

16-May-2022

Akhila V

Dear Akhila V,

Subject: Provisional Offer of Employment

We are happy to note that you have shown interest to pursue your career with us at Happiest Minds Technologies Limited. As discussed, we are making a conditional offer of employment for the role of Engineer-Trainee with competency level C1. At the time of joining your work location will BANGALORE.

This offer will be contingent on fulfillment of below terms and conditions:

1. You should have completed your Higher Secondary school (Intermediate/ PUC) and Under Graduation (UG) with CGPA of 7.5 or score of 70% or above. In case of any backlog/s, the offer will be withdrawn.
2. You will be offered an annual CTC of INR 4,20,000.
3. *You will be paid a one-time conditional Joining Bonus of INR 1,20,000/-
4. You shall submit the Graduation certificate within 3 months of your joining date. In case of any delay in submission of the said certificate, you need to get letter from the University stating the reason for delay.

Your date of joining confirmation and a detailed offer letter will be released post your confirmation on successfully completing your Graduation and your employment will begin with us on acceptance of our offer letter and its terms.

Joining Bonus: One-time conditional Joining Bonus will be paid to you after 6 months from the commencement of your employment (and is subject to you successfully clearing the exams and submitting the Degree certificate). In the event that you leave the Company's employment before 24 months of the commencement of your employment, you must immediately repay to the Company the full amount of the Joining Bonus.

Thanking you,
Yours truly,

For Happiest Minds Technologies Limited



Name:ANAGHA SATHEESHA

Company Name:WIPRO

04/22, 0:58 PM

https://wipro.careers.com/forms?moduleId=Forms&action=showForm&view=html&form=Offer_Letter_Template_2022&user=23...

IKS18CC008

3,50,000 LPA

On campus



APPOINTMENT LETTER

February 4, 2022

Dear Anagha Satheesha,

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 local offices 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 VI. 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:

Name: ASHRITHA C

Company Name: CAPGEMINI



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Name : ASHRITHA S.C

USN : IKS18EC010

Package : ALPA

ON CAMPUS

Superset ID: 1756614

Letter of Intent ("LOI")

Dear Ashritha C,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Name: CHARAN G

Company Name: SONATA SOFTWARE CAPGEMINI

1KS18EC015

ON Campus



Sonata Software - Letter of Intent

1 message

Ameena Baigh <Ameena.Baigh@sonata-software.com>
To: charangkm2000@gmail.com <charangkm2000@gmail.com>

Tue, Apr 12, 2022 at 5:26 PM

Dear Charan G,

Congratulations on your selection to be a Sonatian and our Brand Champion!

This letter is in reference to your application to our organization, Sonata Software Ltd.

We take pleasure in offering you the role of "Digital Engineer Trainee" with us. Please note that the offer of appointment is subject to satisfactory completion of your academic course.

We look forward to your joining the Sonata family at the earliest in 2022. We will be in touch with you and announce the exact joining date closer to that date.

SONATA in the News:

https://www.sonata-software.com/sites/default/files/pdf/2021-01/economictimes_5jan2021.pdf

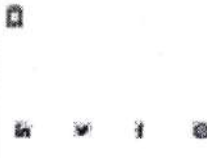
<https://www.sonata-software.com/newsroom/press-release/sonata-software-partners-microsoft-its-launch-microsoft-cloud-retail>

<https://www.sonata-software.com/newsroom/press-release/sonata-software-recognized-analysts-its-market-leading-capabilities-ms>

<https://www.sonata-software.com/newsroom/press-release/sonata-software-celebrates-30-years-relationship-microsoft>

Regards,

Ameena Baigh – Campus Recruitment Team



Name: CHINNAPU CHARAN TEJA REDDY

Company Name: 6D TECHNOLOGIES



Chinnapu Charan Teja Reddy
6363553151
ccharantejareddy@gmail.com

09-March-2022

Dear Chinnapu Charan Teja Reddy,

We welcome you to **Six Dee Telecom Solutions Private Limited** also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

The following will list your relevant details about your general responsibilities.

Duties

You must provide your services exclusively to the Company.

You will promote and expand the business of the Company.

You are expected to comply with all the Company's rules, policies and procedures from time to time in force.

You may be required to undertake other duties from time to time as the Company may reasonably require. If your duties or position with the Company changes for any reason, then the terms of this Letter will continue to apply, unless expressly varied by the parties in writing.

During the course of your employment you are expected, at all times, to maintain professional and responsible standards of conduct/behaviour, attendance and performance.

In particular you will agree to keep and maintain adequate and current records (in the form of notes, minutes of meetings, sketches, drawings and in any other form that may be required by the Company) of the work being undertaken by yourself (including all inventions and proprietary information as necessary under the Employee Proprietary Information, Inventions and Non-Competition Agreement). You agree that such records shall be available to and remain the sole property of the Company at all times.

Name: CHITHRITHA G R

Company Name:ECLINICAL WORKS

CHITHRITHA.G.R
IKSIBECO17
ON-CAMPUS.

Ref: No.: eCW/BLRL/OL/2744

Date: May 16, 2022

Ms. Chithritha G R
Ward No. 8, Booragamakalahalli Road,
West Layout, Chintamani, Chikkaballapur - 563125

Dear Chithritha,

With reference to your interviews and discussions with us we are pleased to offer you the position of "Integration Project Manager" on the terms and conditions as set forth below:

1. **Date of Commencement** : May 19, 2022
2. **Bond Period** : You will serve eClinicalworks India Pvt Ltd for a minimum period of 1 year, from the date of execution under the bond. As a guarantee you agreed to pay a cheque amounted **2 months gross salary** as security. In the event of the said cheque being required to be deposited on account of breach of the bond, then the company will be at liberty to treat the said amount as being due and payable by you to the company by way of Debt and the company will be at liberty to file recovery proceedings in this regards.
3. **Period of Offer** : The period of offer is as follows:

i You will be initially trained for a period of three months from the date of Commencement mentioned herein above. If you complete the training successfully to the satisfaction of the Company (of which the Company will be the sole judge), you will thereafter be placed on probation for a further period of three months. If you do not complete the training successfully, then your trainee services will be determined upon the efflux of the said training period. If you complete the probation period successfully to the satisfaction of the Company (of which the Company will be the sole judge) and if you are found to be fit for confirmation after due assessment, you will be confirmed in employment. If you do not complete the probation period successfully, then your probationary services will be determined upon the efflux of the said probationary period.

ii If, however, it is any time found that any representation made by you to the Company prior to this Offer being made to you - including but not limited to any verbal representation, any information contained in your Curriculum Vitae, any supporting document or any other factual matter concerning you - was not entirely correct or truthful; then your employment shall be liable for summary dismissal without any notice, payment in lieu of notice or any compensation. Further, in such a case, the Company shall have the right to seek such other remedies as may be available to it in law including the right to damages, prosecution etc.

- ii. This offer is only valid if you are not an *Ineligible Person* under the Office of Inspector General's List of Excluded Individuals/Entities.

Name:DARSHAN S

Company Name: SASKEN TECHNOLOGIES

IKS18ECO19



DN CAMRUC

SASKEN

Warm Welcome

15/01/2022

Mr Darshan S
Applicant ID : 287327
#32 2nd main 2nd cross Ittamadu Manjunatha nagar bsk 3rd stage

Sub: Letter of Appointment

Dear Mr Darshan S

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: Graduate Trainee

Date of Joining :01 Aug 2022

Location: Bangalore

You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

Total Compensation: Your Total Compensation will be **Rs. 509893.00** per annum. The salary structure is described in the Salary Stack Up Sheet (**Annexure-1**).For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill 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.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

Name: DEEPTHI ANDANI
Company Name: SASKEN TECHNOLOGIES

1KS18EC021

ON campus

Recruitment Process V18.0



Warm Welcome

27 June 2022

Name: Deepthi Andani

Applicant ID: 4080

Mailing Address: deepsandani@gmail.com

Sub: Letter of Appointment

Dear Deepthi,

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: GT

Date of Joining: 03 August 2022

Location: Bangalore

You will be reporting to V Madhusudana D Rao

Total Compensation: Your Total Compensation will be Rs. 509,893.00 per annum. The salary structure is described in the Salary Stack Up Sheet (Annexure-1). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill 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.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage in other Mediclaim Insurance Policy or as per the Medical Insurance policy conditions. The Insurance premium may vary each year and will be communicated to the employees during the renewal of the policy.
4. Participate in the company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

Name:DHRITHIRHUTH RAJANNA

Company Name:TCS



1KSI8E0024
ON CAMPUS.

Offer: Computer Consultancy
Ref: TCSL/DT20218383965/Bangalore
Date: 08/10/2021

Mr. Dhrithirhuth Rajanna
No 20/A, Post Office Road , Near Flora Convent,
Yelachenahalli,
Bangalore-560078,
Karnataka.
☎# -9902085955

Dear Dhrithirhuth Rajanna,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218383965

1

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

Name:DINESH KUMAR NAYAK

Company Name:NTT DATA

DocuSign Envelope ID: 7903032E-8966-4360-B176-09DDDC2EE0D5

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7,
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

February 10, 2022
DINESH KUMAR NAYAK
K S INSTITUTE OF TECHNOLOGY

Dear DINESH KUMAR

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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) Probation period of six (6) months from the date of joining.

You will . 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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

1KSFB ECD25

NTT DATA
Services

ON CAMPUS

Name:DIVAKAR BABU Y
Company Name:CLARIVATE

1K518EC026
ON campus



RE: Clarivate - Salary Break up details

1 message

Anush Bidappa <Anush.Bidappa@clarivate.com>

Wed, May 25, 2022 at 1:50 PM

Hello,

Greetings from Clarivate

Congratulations!

We are pleased to offer you the role of **Associate Software Engineer** at Clarivate, Bangalore. Your date of Joining is 1 Aug 22

Below are the details for your reference:

Total Compensation (Inc Annual Bonus): **INR 648,000 (Fixed 600,000 + Variable 48,000)**

Salary Break- up		
Designation	Associate Software Engineer	
Team	Technology	
Total Fixed Compensation	₹	600,000.00
Annula Bonus Target %	8	
SL No	Compensation Breakup	
1	Basic Salary	₹ 240,000.00
2	Flexible Compensation	₹ 331,200.00
3	Provident Fund (Employer contribution at 12% of basic)	₹ 28,800.00
4	Total Fixed Compensation	₹ 600,000.00
5	Annual Bonus (At 100% Pay-out)	₹ 48,000.00
6	Total Compensation (Inc Annual Bonus)	₹ 648,000.00
7	Gratuity	₹ 11,544.00
8	Total Cost to Company (CTC)	₹ 659,544.00

The above offer break-up is inclusive of remote office set-up expense, such as Wi-Fi/ internet, office set up furniture (table and chair) and telephone expense.

Apart from the above, you will also be eligible for the benefits listed below:

Gratuity: You shall be eligible for Gratuity Payment based on terms and conditions and the limits set out in the Payment of Gratuity Act, 1972. Gratuity is extended over and above the Total Compensation (no deduction from the compensation offered)

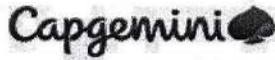
Group Medical

Sum insured – INR 600,000 (including dependents)

- Policy covers: Colleague + spouse/domestic partner/same sex partner + 2 dependent children + 2 parent/in-law
- Cross combination allowed for opting parent/in-law

Name:GANESH P

Company Name:CAPGEMINI



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

IKS18ECO28

ON Campus

Superset ID: 1474459

Letter of Intent ("LOI")

Dear Ganesh P,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Name:HARSH SHARMA
Company Name:SASKEN TECHNOLOGIES



Warm Welcome

15/01/2022

Mr Harsh Sharma
Applicant ID : 287328
#89, 10th Cross, 20th Main, BTM 1st stage, Gangotri Circle,

Sub: Letter of Appointment

Dear Mr Harsh Sharma

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: Graduate Trainee

Date of Joining :01 Aug 2022

Location: Bangalore

You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

Total Compensation: Your Total Compensation will be **Rs. 509893.00** per annum. The salary structure is described in the Salary Stack Up Sheet (**Annexure-1**).For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill 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.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

Name:HARSHITHA S
Company Name:BOSCH

[IKSIBFC031] Harshitha S

5 LPA



BOSCH

On campus

*** Personal and Confidential ***

Ms. Harshitha S
KSIT, Bangalore,
Candidate Id: 6643425

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hoosur Road, Koramangala, Bangalore
560 085, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC021164
www.bosch-softwaretechnologies.com

Our reference: TN/59131/2022

Date: 09-Jun-2022

Dear **Ms. Harshitha S,**

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as **'Associate Software Engineer'** at BGSW in **"Level 50"** as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs.5,00,000/- (Rupees Five Lakhs only)** per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hoosur Road, Koramangala, Bengaluru - 560095, India
Managing Director: Mr. Datta Salagame

©Robert Bosch Engineering and Business Solutions Private Limited reserves all rights even in the event of industrial property. We reserve all rights of disposed such as copying and passing on to third parties.

Name: JANHAVI K P
Company Name: ITC INFOTECH

6/30/22, 7:56 AM

Gmail - ITC Infotech India Ltd – Campus Hiring – 2022 Batch – Selection confirmation



IKS18ELO33
(on)

Janhavi Gowda <janhavipgowda@gmail.com>

ITC Infotech India Ltd – Campus Hiring – 2022 Batch – Selection confirmation

2 messages

Sandeep Bhuvaneshwar Chaubey <Sandeep.Chaubey@itcinfotech.com>
To: "janhavipgowda@gmail.com" <janhavipgowda@gmail.com>

Fri, May 27, 2022 at 9:39 AM

Dear Janhavi, **K.P**
Kammavari Sangham Institute of Technology
Your unique candidate id: 2022AIC1166

Greetings from ITC Infotech India Ltd!

Congratulations! **We take pleasure in informing you that you have been selected in the campus recruitment process of ITC Infotech India Ltd.** Kindly consider this mail as a formal confirmation of your selection as per below details and conditions,

CTC Offered	4.25 LPA
Designation	Associate IT Consultant
Grade	IS1
Joining Location	Bangalore/Coimbatore/Pune/Kolkata/Guwahati (Allocation Basis business requirements)

- You should complete your graduation which you are now pursuing without any backlog at the time of joining.
- Secure the minimum academic percentage as prescribed in the hiring process 60% and above in the graduation
- You shall initially undergo a mandatory training program with ITC Infotech, which helps you to transition into the various fresher roles at ITC Infotech and complete the courses offered with the minimum pass percentages indicated therein.
- Further a detailed offer letter indicating the offer stack/terms& conditions/policies will be shared with you upon conclusion of trainings provided by ITC Infotech.
- Your selection and this letter shall be terminated immediately if the above conditions are not met and accordingly the employment offer shall stand revoked immediately without notice.

In case of any further queries do reach out to us via email with the subject line "Campus Offer Confirmation – 2022 Batch – Candidate Id"

Please acknowledge the receipt of this mail and indicate your acceptance.

Regards,

Sandeep Choubey

Campus Recruitment Team |Talent Management

ITC Infotech India Limited

Visit: <https://www.itcinfotech.com/about-us/>

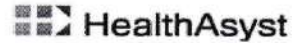
Disclaimer: This communication is for the exclusive use of the intended recipient(s) and shall not attach any liability on the originator or ITC Infotech India Ltd./its Holding company/ its Subsidiaries/ its Group Companies. If you are the addressee, the contents of this e-mail are intended for your use only and it shall not be forwarded to any third party, without first obtaining written authorization from the originator or ITC Infotech India Ltd./ its Holding company/its Subsidiaries/ its Group Companies. It may contain information which is confidential and legally privileged and the

Name: JISHNU S

Company Name: HEALTH ASSIST

10818 E 025

On - campus



Business Office:
147,111 Floor, Anjaneya Techno Park
Old Airport Road,
Bangalore 560008, India
P: +91 80 4266 7700

SOFTWARE TRAINING AGREEMENT

THIS AGREEMENT is made on **January 27th 2022** between: HealthAsyst (P) Ltd., a company incorporated under the Companies Act 1956, having its place of business at No 147, 3rd Floor, Anjaneya Techno Park, Kodihalli, Airport Road., Bangalore - 560008 represented by its HR, Mr. Pranay Khadke, hereinafter referred to as the "Company", (which term shall, unless repugnant to the context, mean and include its successors-in-interest and assignees) of the ONE PART:

AND:

Mr. S Jishnu, S/O C K Sreesan, aged about 22 years, currently residing at No. 3B, AISH JISH, 2nd Cross, Old Bank Colony, Chunchunghatta Circle, Konankunte Post, Bangalore - 560062 hereinafter referred to as the "Trainee - Engineer" (which term shall unless repugnant to the context mean and include his/her heirs, legal representatives, assigns, executors and administrators) of the SECOND PART:

AND:

Mr. C K Sreesan, S/O K Mukundan aged about 55 years, currently residing at No. 3B, AISH JISH, 2nd Cross, Old Bank Colony, Chunchunghatta Circle, Konankunte Post, Bangalore - 560062, hereinafter referred to as the "Surety" (which term shall unless repugnant to the context mean and include his/her heirs, legal representatives, assigns, executors and administrators) of the THIRD PART:

- A. WHEREAS THE Trainee has applied to the Company to be appointed as a "Trainee- Engineer;
- B. AND WHEREAS in pursuance of such application, the Company has agreed to appoint the Trainee as a Trainee- Engineer ("Trainee- Engineer") on the terms and conditions contained herein;
- C. AND WHEREAS the Trainee recognizes and accepts that at this time other than an exposure to academic learning, the Trainee has received no formal, effective technical or practical training enabling him/her to independently function and carry out duties as a Software Engineer;
- D. AND WHEREAS the Trainee further recognizes and accepts that prior to and at the time of joining the Company, he/she has not been exposed to and, therefore, has not acquired any domain, technical or soft skills, which are essential to ensure that the performance of duties by the Trainee meets the current business needs, parameters, standards and efficiency levels that the market place demands;
- E. AND WHEREAS the Trainee has agreed and accepted to receive formal, structured and extensive training through courses, modules and programs developed by the Company in order to enhance his/her skills and expertise and impart specialized knowledge.

Name:LAVANYA M
Company Name:NTT DATA

00000001 ENVR008 ID: 00BE7956-2A09-49FD-43D6-E6630A097F13

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000



February 12, 2022

Lavanya M
K S Institute Of Technology

Dear Lavanya,

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

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

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Probation period of six (6) months from the date of joining.

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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Name:MANOJ G S

Company Name:GHAROFFICE



To Manoj GS,
Bangalore.

Sub: Offer Letter for your services at GharOffice.com

Dear Manoj GS,

GharOffice.com is pleased to make you an offer for your professional services in the role of "Trainee - Software Engineer" at our Bangalore Office. We strive to maintain high standards of quality in everything that we do and believe that you have the potential and the attitude to help sustain and exceed them. Your services will be compensated in the following manner:

You will be paid INR. 20,000 monthly as a stipend during training of 6 months and CTC of 3.5 - 4.5 LPA post-training.

You will be required to sign the service agreement for the training period + of 18 months.

In addition, GharOffice.com may provide other benefits as determined by the Company's management from time to time. An Employment Agreement will have to be signed by you at the time of commencement of your services. An appointment letter will be issued to you on the day of joining the service.

Manoj GS, we are all excited about working with you and are sure that you will be very successful at GharOffice.com and participate in its success. We expect you to commence your services from May 4th, 2022, upon acceptance of this offer. On your joining date, we will require you to submit the various documents for our records, as mentioned in the list enclosed.

Sincerely,
Tarun Harjani
CPO, MD & Co-Founder

Bengaluru
May 2nd, 2022

(Electronic document does not require the signature by GharOffice.com)

Name:MEGHA R

Company Name:CAPGEMINI



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1622756

Letter of Intent ("LOI")

Dear Megha R,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

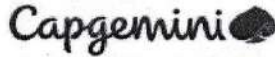
It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Megha R
1KS18E0094
44
(ON)

Name: MOHAMMED FAIZAN SHAFI

Company Name: CAPGEMINI

1K518 E C047
(ON)



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1506956

Letter of Intent ("LOI")

Dear Mohammed Faizan Shafi,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

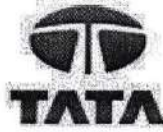
The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Name: MONISHA B R

Company Name: TCS



1K818EC048

On-Campus

3.36 LPA + 60K CTC

Offer: Computer Consultancy
Ref: TCSL/DT20218076532/Bangalore
Date: 08/10/2021

Ms. Monisha B R
No 20 ,2nd Floor , 3rd Cross Govindappa Layout Gkm College Road,
Jaraganahalli,
Bangalore-560078,
Karnataka.
Tel# -

Dear Monisha B 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 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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218076532

1

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

Name: NSV JASHWANTH

Company Name: TCS



KS18ECO49
(ON)

Offer: Computer Consultancy
Ref: TCSL/DT20218392408/Bangalore
Date: 08/10/2021

Mr. Nsv Jashwanth
C/O Dk Agencies, #1, 1st A Cross, 24th Main Jp Nagar 2nd Phase Marenahalli,
Dk Agencies,
Bangalore-560078,
Karnataka.
Tel# -

Dear Nsv Jashwanth,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218392408

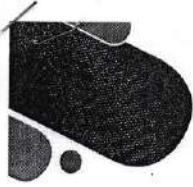
1

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

Name: NAMITH R

Company Name: TURINGMINDS



Namith R
8th A
1K918E0052
6-2LPA

TuringMinds 
a Soothsayer Analytics Company

(ON)

January 30, 2022
Hyderabad, Telangana

Namith R
7975534682
namith24300@gmail.com

Sub: "Employment with TuringMinds.ai".

Dear Namith R,

Congratulations! You have been selected as "Data Scientist" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of INR 620,000 (Six Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

L-77, 315 Work Avenue,
15th Cross Road, Sector-6, HSR Layout,
Bengaluru- 560102, Karnataka

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is January 30, 2022. Your employment as Data Scientist will start from January 30, 2022. We look forward to having you onboard.

Sincerely

Sairam Chavali
Associate Director – Human Resources


I, Namith R, accept the offer of employment with TuringMinds based on the terms described in the offer letter.


Sign: _____

Date: _____

Full Name: Namith R

+91 81210 19111

 www.TuringMinds.ai

 info@turingminds.ai

Q Block A, 2nd Floor, Jvothi Imperjal, Janardhana Hills, Gachibowli, Hyderabad – 500032

Name:NAVYA MS

Company Name:WIPRO

IBM

Navya MS
12018EC053
(ON)

1/31/22, 11:29 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_Letter_Template_2022&user=2315...



APPOINTMENT LETTER

January 31, 2022

Dear Navya MS,

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 VI. 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

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_Letter_Template_2022&user=23156172&item=440742... 1/12

Name:NIHARIKA SA

Company Name:HAPPIEST MINDS



✓
NIHARIKA, SA
IKSIBECOSH
2nd A, ECE (ON)

Happiest Minds Technologies Limited
Regd. Office: #53/1-4, Hosur Main Road,
Madivala (Next to Madivala Police Station),
Bangalore-560068, Karnataka, India
CIN of the Co. L72900KA2011PLC057931
P: +91 80 6196 0300, F: +91 80 6196 0700

PROVISIONAL OFFER OF EMPLOYMENT

16-May-2022

Niharika SA

Dear Niharika SA ,

Subject: Provisional Offer of Employment

We are happy to note that you have shown interest to pursue your career with us at Happiest Minds Technologies Limited. As discussed, we are making a conditional offer of employment for the role of Engineer-Trainee with competency level C1. At the time of joining your work location will BANGALORE.

This offer will be contingent on fulfillment of below terms and conditions:

1. You should have completed your Higher Secondary school (Intermediate/ PUC) and Under Graduation (UG) with CGPA of 7.5 or score of 70% or above. In case of any backlog/s, the offer will be withdrawn.
2. You will be offered an annual CTC of INR 4,20,000.
3. *You will be paid a one-time conditional Joining Bonus of INR 1,20,000/-
4. You shall submit the Graduation certificate within 3 months of your joining date. In case of any delay in submission of the said certificate, you need to get letter from the University stating the reason for delay.

Your date of joining confirmation and a detailed offer letter will be released post your confirmation on successfully completing your Graduation and your employment will begin with us on acceptance of our offer letter and its terms.

Joining Bonus: One-time conditional Joining Bonus will be paid to you after 6 months from the commencement of your employment (and is subject to you successfully clearing the exams and submitting the Degree certificate). In the event that you leave the Company's employment before 24 months of the commencement of your employment, you must immediately repay to the Company the full amount of the Joining Bonus.

Thanking you,
Yours truly,

For Happiest Minds Technologies Limited

ANANTH NAG J R
SENIOR MANAGER-TALENT ACQUISITION

Name:NIROSHA G J

Company Name:SQUARE YARDS



Pack :- 3,00,000
ON - CAMPUS

Nirosha G J
1K518E0055

shivu xerox <shivuxerox555@gmail.com>

Fwd: Employment Offer Letter for Nirosha GJ

1 message

Nirosha Niru <niroshaniru750@gmail.com>
To: shivuxerox555@gmail.com

Fri, Jul 1, 2022 at 9:14 AM

----- Forwarded message -----

From: **Square Yards** <offers@squareyards.com>
Date: Mon, May 2, 2022, 3:34 PM
Subject: Employment Offer Letter for Nirosha GJ
To: <niroshaniru750@gmail.com>
Cc: <sanjay.kannusamy@squareyards.co.in>, <roopashree.gv@squareyards.co.in>, <arpith.susarla@squareyards.co.in>, <sopan.gupta@squareyards.com>

Dear Nirosha GJ,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the role of **Investment Manager** in our Company with a CTC of **INR 300,000** per annum upon confirmation.

Initially, you will undergo a training period of three (3) months during which your gross compensation shall be **INR 17,292/-** per month. On completion of training after three (3) months from the date of joining, your performance shall be appraised for confirmation.

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be
Reporting Date & Time:

Bangalore (Smartworks)
03-May-2022, 9:30 AM

Venue Detail:

Smart works Coworking Pvt Ltd, Squareyards consulting Pvt Ltd,
Second Floor, Raja Ram Mohan Roy Rd, Sampangi Rama
Nagar, Bangalore - 560001

Contact Person:

Roopashree gv

Mandatory Documents to be uploaded on pre-joining link and produced in original on the day of Joining:

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Roopashree gv, Tel: 8861255405 Email: roopashree.gv@squareyards.co.in

We look forward to a mutually rewarding association.

Name:SAI GOVARDHAN P

Company Name:TCS



P. Sai Govardhan

1XS188C037

CTC - 3.36L

ONCAMPUS

Offer: Computer Consultancy
Ref: TCSL/DT20218117969/Bangalore
Date: 08/10/2021

Mr. Sai Govardhan P
#3144, 2nd Cross,Kumaraswamy Layout,
Near Watertank,
Bangalore-560078,
Karnataka.
Tel:-

Dear Sai Govardhan P,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplora Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 Xplora (detailed under Terms &

TCS Confidential
TCSL/DT20218117969

1

TATA CONSULTANCY SERVICES

1000201, 1000201, 1000201, 1000201, Bangalore 560 066, India
Tel: +91 80 6 24 700 Fax: +91 80 2841 0114 Website: www.tcs.com
Registered Office: Annas Building, 9th Floor, Connaught Place, Mumbai 400 001
TCS Care is Service. Email: tcs@tcs.com | Email: career@tcs.com

Name: PAVAN KUMAR P
Company Name: TURINGMINDS



TuringMinds 
a Soothsayer Analytics Company

May 25, 2022
Hyderabad, Telangana

Pavan Kumar P
pavanskyrock@gmail.com
9844040714

Pavan Kumar P
1KS18E059
ON campus

Sub: "Employment with TuringMinds.ai".

Dear Pavan Kumar P,

Congratulations! You have been selected as "Data Scientist" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR "10667" per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of INR 628000 (Six Lakh Twenty Eight Thousand). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

L-77, 315 Work Avenue,
15th Cross Road, Sector-6, HSR Layout,
Bengaluru- 560102, Karnataka

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is **May 26, 2022**. Your employment as "Data Scientist" will start from **May 28, 2022**. We look forward to having you onboard.

Sincerely

Sairam Chavali
Associate Director - Human Resources

I, Pavan Kumar P, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: Pavan Kumar

Date: 26/05/2022

Full Name: Pavan Kumar P

+91 81210 19111

www.TuringMinds.ai

info@turingminds.ai

Block A, 2nd Floor, Jyothi Imperial, Janardhana Hills, Gachibowli, Hyderabad - 500032

Name: AKASH C R
Company Name: COGNISURE

Akash Chandrappa Guruvannavar
IKS16EC005 8th - 'B' (ON)



CogniSure Solutions Private Limited

Unit 1, 5th Floor, Discoverer Building, ITPL, Whitefield, Bengaluru,
Karnataka 560066

EMPLOYMENT AGREEMENT

Date: May 4th, 2022

Akash Chandrappa Guruvannavar

Shri Lakshmi Blaji PG For Gents, Near KSIT College & Opp. Liberty Apar
#3470, 5th Cross, Manjunath Nagar, Raghuvanahalli,
Kanakapura Main Road, Bangalore-560062

Email: guruvannavarakash@gmail.com

Dear Akash Chandrappa Guruvannavar

We are pleased to offer you the position of "Intern" with
"CogniSure Solutions private limited" company incorporated under the Companies Act, 2013
(the "Company") having its registered office at: Bangalore, Karnataka, on the terms described
below.

This offer of employment is for a full-time position based in the Company's office in Bangalore,
Karnataka.

Please note that the terms of employment detailed in this document and attachments hereto
(collectively referred to as the "Agreement") are strictly confidential. These contents should not
be disclosed to third parties without the prior written approval of the Company.

I HAVE READ AND COMPLETELY UNDERSTAND ALL THE TERMS AND CONDITIONS SET FORTH IN THIS
EMPLOYMENT AGREEMENT. I ACCEPT AND AGREE TO ALL THE ABOVE TERMS AND CONDITIONS WITH THE
EXPRESS INTENT TO BE LEGALLY BOUND.

Applicant's Signature:

Accepted date: 06/05/2022

Place: BENGALURU

Page 1 of 23

Name:POOJA S
Company Name:MINDTREE



1kg12ec060
on-campus

Date:10-Mar-2022

To
Pooja S
INDIA

Dear Pooja S,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **CI** subject to the following terms and conditions.
 - 2.1. a) You should have completed/ complete the Degree which you pursued/ 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:
$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$
$$\text{Aggregate \%} = \text{Aggregate} * 100$$
 - 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. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Bangalore (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Bangalore will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.

Pooja S

Mindtree Ltd T +91 80 6706 4900
RVCE Post, Mysore Road F +91 80 6706 4100
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80030735/22

Name:PRAKRUTHI S H
Company Name:NTT DATA

DocuSign Envelope ID: FABE9478-94C0-41AD-AE77-FCE359C470CB

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

February 12, 2022

Prakruthi S H
K S Institute Of Technology

Dear Prakruthi,

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

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

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Probation period of six (6) months from the date of joining.

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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Prakruthi S H
1KS18EC061
NTT DATA
Services
CTC - 3.5 lac
on campus

Name:RAGHAVENDRA K P
Company Name:QUEST

NAME - RAGHAVENDRA K.P
USN - 1K518E066
ON CAMPUS



Letter of Intent

Doc Ref. No.: **QC20220235**

Date of Issue: **21-February-2022**

Dear **Raghavendra K P**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check,
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: _____

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com
www.quest-global.com

Name:RAGHU B T
Company Name:SONATA SOFTWARE

Raghu.B.T
IKS18EC067
4 Lpa
On-Campus



Sonata Software - Letter of Intent

1 message

Ameena Baigh <Ameena.Baigh@sonata-software.com>
To: raghubt17@gmail.com <raghubt17@gmail.com>

Tue, 12 Apr 2022 at 5:25 pm

Dear Raghu B T,

Congratulations on your selection to be a Sonatian and our Brand Champion!

This letter is in reference to your application to our organization, Sonata Software Ltd.

We take pleasure in offering you the role of "Digital Engineer Trainee" with us. Please note that the offer of appointment is subject to satisfactory completion of your academic course.

We look forward to your joining the Sonata family at the earliest in 2022. We will be in touch with you and announce the exact joining date closer to that date.

SONATA in the News:

https://www.sonata-software.com/sites/default/files/pdf/2021-01/economictimes_5jan2021.pdf

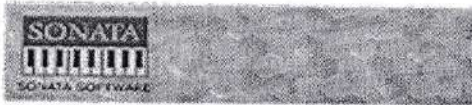
<https://www.sonata-software.com/newsroom/press-release/sonata-software-partners-microsoft-its-launch-microsoft-cloud-retail>

<https://www.sonata-software.com/newsroom/press-release/sonata-software-recognized-analysts-its-market-leading-capabilities-ms>

<https://www.sonata-software.com/newsroom/press-release/sonata-software-celebrates-30-years-relationship-microsoft>

Regards,

Ameena Baigh – Campus Recruitment Team



Name:RAJATH S
Company Name:TURINGMINDS

IKS18EC069

(on campus)



TuringMinds AI
a Soothsayer Analytics Company

January 30, 2022
Hyderabad, Telangana

Rajath S Bhushan
8104558162
ajaybhushan401@gmail.com

Sub: "Employment with TuringMinds.ai".

Dear Rajath S Bhushan,

Congratulations! You have been selected as "Data Scientist" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of INR 620,000 (Six Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

L-77, 315 Work Avenue,
15th Cross Road, Sector-6, HSR Layout,
Bengaluru- 560102, Karnataka

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is January 30, 2022. Your employment as Data Scientist will start from January 30, 2022. We look forward to having you onboard.

Sincerely,

Sairam Chavali
Associate Director – Human Resources

I, Rajath S Bhushan, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: Rajath S Bhushan

Date: 02/02/2022

Full Name: Rajath S Bhushan

+91 81210 19111

www.TuringMinds.ai

info@turingminds.ai

Block A, 2nd Floor, Jyothi Imperial, Janardhana Hills, Gachibowli, Hyderabad – 500032

Name:RITHVIK P
Company Name:TCS



IR318FE013
(ON)

Offer: Computer Consultancy
Ref: TCSSL/DT20218381426/Bangalore
Date: 09/11/2021

Mr. Rithvik P
D-604, Mantri Alpyne, Banashankari 5th Stage, Dr. Vishnuvardhan Rd,
Patalama Temple,
Bangalore-560061,
Karnataka.
Tel# -

Dear Rithvik P,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

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TCSSL/DT20218381426

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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

Name:SANJANA B
Company Name:TCS

1KS18EC078

On Campus



Offer: Computer Consultancy
Ref: TCSL/DT20218354864/Bangalore
Date: 08/10/2021

Ms. Sanjana B
#16, 2nd Cross, Nagappa Block , Srirampuram,Bangalore-560021No.16,2nd Cross,
Srirampuram,
Bengaluru-560021,
Karnataka.
Tel# 91-7899006180

Dear Sanjana B,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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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 (detailed under Terms &

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TATA CONSULTANCY SERVICES

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Name:SHIVA SHANKAR
Company Name:TCS



1KS18EC082
(ON)

Offer: Computer Consultancy
Ref: TCSL/DT20218117785/Bangalore
Date: 08/10/2021

Mr. Shiva Shankar
4/Devagiri Dew FlowersMariya Mart Super Market, Balaji Layout, Raghuvanahalli, Bangalore City Mun
Mariya Mart,
Bangalore South-560062,
Karnataka.
Tel# -

Dear Shiva Shankar,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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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 (detailed under Terms &

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1

Name:SHREYA V DEV
Company Name:TCS



USN: \$KSI8E083

Offer: Computer Consultancy
Ref: TCSL/DT20218164061/Bangalore
Date: 08/10/2021

Ms. Shreya V Dev
#261/42nd Main, Byrappa Block,
Thyagaraja Nagar,
Bangalore-560028,
Karnataka.
Tel# 91-9482548727

Dear Shreya V Dev,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

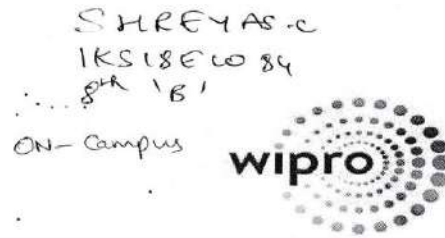
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TCSL/DT20218164061

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TATA CONSULTANCY SERVICES

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Name: SHREYAS C
Company Name: WIPRO



APPOINTMENT LETTER

January 22, 2022

Dear SHREYAS C,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company are listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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.

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 VI. 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.

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.

Name:SHREYAS D.R
Company Name:ECLINICAL WORKS

1HS18EC085

3.75 LPA

(ON)

Ref: No.: eCW/BLRL/OL/2747

Date: May 16, 2022

Mr.Shreyas D R
No. 862, 5th Main Raghvendra Block,
Srinagar Bangalore - 560050

Dear Shreyas,

With reference to your interviews and discussions with us we are pleased to offer you the position of "Integration Project Manager" on the terms and conditions as set forth below:

1. **Date of Commencement** : May 19, 2022
2. **Bond Period** : You will serve eClinicalworks India Pvt ltd for a minimum period of 1 year, from the date of execution under the bond. As a guarantee you agreed to pay a cheque amounting 2 months gross salary as security. In the event of the said cheque being required to be deposited on account of breach of the bond, then the company will be at liberty to treat the said amount as being due and payable by you to the company by way of Debt and the company will be at liberty to file recovery proceedings in this regards.

3. **Period of Offer** : The period of offer is as follows:

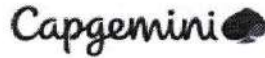
i You will be initially trained for a period of three months from the date of Commencement mentioned herein above. If you complete the training successfully to the satisfaction of the Company (of which the Company will be the sole judge), you will thereafter be placed on probation for a further period of three months. If you do not complete the training successfully, then your trainee services will be determined upon the efflux of the said training period. If you complete the probation period successfully to the satisfaction of the Company (of which the Company will be the sole judge) and if you are found to be fit for confirmation after due assessment, you will be confirmed in employment. If you do not complete the probation period successfully, then your probationary services will be determined upon the efflux of the said probationary period.

ii If, however, it is any time found that any representation made by you to the Company prior to this Offer being made to you - including but not limited to any verbal representation, any information contained in your Curriculum Vitae, any supporting document or any other factual matter concerning you - was not entirely correct or truthful; then your employment shall be liable for summary dismissal without any notice, payment in lieu of notice or any compensation. Further, in such a case, the Company shall have the right to seek such other remedies as may be available to it in law including the right to damages, prosecution etc.

- ii. This offer is only valid if you are not an ineligible Person under the Office of Inspector General's List of Excluded Individuals/Entities.

D.R Shreyas
05/18/2022

Name: SIRI RAVINATH
Company Name: CAPGEMINI



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Siri Ravinath
IKS18 ECO87
CTC - 4 Lac
ON campus

Superset ID: 2241180

Letter of Intent ("LOI")

Dear Siri Ravinath,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

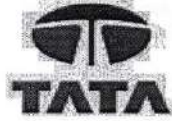
The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Name: SIRISHA M
Company Name: TCS

1KS18EC088
ON CAMPUS



Offer: Computer Consultancy
Ref: TCSSL/DT20218320930/Bangalore
Date: 08/10/2021

Ms. Sirisha M
#96112h Cross, 35th Main, Jp Nagar, 1st Phase,
Bangalore One,
Bangalore-560078,
Karnataka.
Tel# 91-9900447759

Dear Sirisha M,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

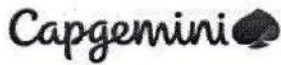
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TATA CONSULTANCY SERVICES

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

Name:SOMASHEKAR M
Company Name:CAPGEMINI



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Somashekar
IKSIBEC090

(ON)

Superset ID: 1722993

Letter of Intent ("LOI")

Dear Somashekar M,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

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Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Name:SUJAY R
Company Name:TCS

IKS18EC092

Sujay R

On Campus



Offer: Computer Consultancy
Ref: TCSL/DT20218398023/Bangalore
Date: 09/11/2021

Mr. Sujay R
#22739th Main ,D Block,
2nd Stage-Rajajinagar,
Bangalore-560010,
Karnataka.
Tel# -

Dear Sujay 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 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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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TATA CONSULTANCY SERVICES

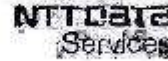
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
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Registered Office Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

Name: SUPRIYA S
Company Name: NTT DATA
7892897891

KS18FC093
(on)

DocuSign Envelope ID: 5FAB32E7-BB9D-45DF-9CDE-E1F238ACD571

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPF Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91 90 9042 5400



February 12, 2022

Supriya S
Kammavarai Sangham Institute of Technology

Dear Supriya,

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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 decision 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.

Please note that the 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 80% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Probation period of six (6) months from the date of joining.

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 INR. 350000 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited.

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Name: SURAJ V GHORPADE
Company Name: HEALTH ASSIST

1KS18EC094
ON-CAMPUS



Business Office:
147,111 Floor, Anjaneya Techno Park
Old Airport Road,
Bangalore 560008, India
P: +91 80 4266 7700

SOFTWARE TRAINING AGREEMENT

THIS AGREEMENT is made on **February 9th 2022** between: HealthAsyst (P) Ltd., a company incorporated under the Companies Act 1956, having its place of business at No 147, 3rd Floor, Anjaneya Techno Park, Kodihalli, Airport Road., Bangalore - 560008 represented by its HR, Mr. Pranay Khadke, hereinafter referred to as the "Company", (which term shall, unless repugnant to the context, mean and include its successors-in-interest and assignees) of the ONE PART:

AND:

Mr. Suraj V Ghorpade, C/O P T Meena, aged about 21 years, currently residing at Nos106, Sri Lakshmi Krupa, 1st floor, SS Vruddhi Apartment, Near Silk Institute Metro Station, Thalaghattapura, Bangalore-560062, hereinafter referred to as the "Trainee - Engineer" (which term shall unless repugnant to the context mean and include his/her heirs, legal representatives, assigns, executors and administrators) of the SECOND PART:

AND:

Mrs. P T Meena, C/O Late P N Thanaji, aged about 47 years, currently residing at Nos106, Sri Lakshmi Krupa, 1st floor, SS Vruddhi Apartment, Near Silk Institute Metro Station, Thalaghattapura, Bangalore-560062, hereinafter referred to as the "Surety" (which term shall unless repugnant to the context mean and include his/her heirs, legal representatives, assigns, executors and administrators) of the THIRD PART:

- A. WHEREAS THE Trainee has applied to the Company to be appointed as a "Trainee- Engineer;
- B. AND WHEREAS in pursuance of such application, the Company has agreed to appoint the Trainee as a Trainee- Engineer ("**Trainee- Engineer**") on the terms and conditions contained herein;
- C. AND WHEREAS the Trainee recognizes and accepts that at this time other than an exposure to academic learning, the Trainee has received no formal, effective technical or practical training enabling him/her to independently function and carry out duties as a Software Engineer;
- D. AND WHEREAS the Trainee further recognizes and accepts that prior to and at the time of joining the Company, he/she has not been exposed to and, therefore, has not acquired any domain, technical or soft skills, which are essential to ensure that the performance of duties by the Trainee meets the current business needs, parameters, standards and efficiency levels that the market place demands;
- E. AND WHEREAS the Trainee has agreed and accepted to receive formal, structured and extensive training through courses, modules and programs developed by the Company in order to enhance his/her skills and expertise and impart specialized knowledge.

Name:SUSHMITHA R
Company Name:NTT DATA

DocuSign Envelope ID: D357B25B-C54A-4AA1-83C0-7B7676ABCC10

1K518ECO96
ON-Campus

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

February 12, 2022

Sushmitha R
K S Institute Of Technology

Dear Sushmitha,

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

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

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Probation period of six (6) months from the date of joining.

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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Name:THANUSH R S
Company Name:TURINGMINDS



1KS18E1097

(ON)

TuringMinds AI
a Soothsayer Analytics Company

January 30, 2022
Hyderabad, Telangana

THANUSH RS
8945116393
thanus00@gmail.com

Sub: "Employment with TuringMinds.ai".

Dear THANUSH RS,

Congratulations! You have been selected as "Data Scientist" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10667 per month.

During the training period, you must fulfill the following conditions:

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C).

On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of INR 620,000 (Six Lakh Twenty Thousand Only). The details of the offer are annexed to A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, all and discrepancies were to be found in the details furnished by you, we may have the right to review your offer. Please note that your Location of work is going to be

L-77, 315 Work Avenue,
15th Cross Road, Sector-6, HSR Layout,
Bengaluru- 560102, Karnataka

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is January 30, 2022. Your employment as Data Scientist will start from January 30, 2022. We look forward to having you onboard.

Sincerely,

Sairam Chavali
Associate Director - Human Resources

I, THANUSH RS, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: Thanush RS

Date: 01/02/2022

Full Name: THANUSH RS

+91 81210 19111

www.TuringMinds.ai

info@turingminds.ai

Block A, 2nd Floor, Jyothi Imperial, Janardhana Hills, Gachibowli, Hyderabad - 500032

Name:THANUSHREE D
Company Name: SASKEN

1 KS 18 EL 098
SLPA
ON company.

SASKEN

Warm Welcome

16/01/2022

Ms Thanushree D
Applicant ID : 287333
#107, 1st main road, Kanaka Layout, Bendre nagar,

Sub: Letter of Appointment

Dear Ms Thanushree D

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: Graduate Trainee

Date of Joining :01 Aug 2022

Location: Bangalore

You will be reporting to Mr V Madhusudana D Rao , Program Manager

Total Compensation: Your Total Compensation will be Rs. 509893.00 per annum. The salary structure is described in the Salary Stack Up Sheet (Annexure-1). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill 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.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

V287333_2.0

Sasken Technologies Ltd
139/25, Domlur, Ring Road, Bangalore 560071, India
Tel: +91.80.6604.3000 Fax: +91.80.2636.1133
www.sasken.com

RECTPR V17.0
1

Name: VANDANA K
Company Name: NTT DATA

DocuSign Envelope ID: 6FD47A10-7AF5-4DA3-9A9E-6BCEDAF90A8D

IKS18EC101

ON-CAMPUS

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000



February 12, 2022

Vandana K
Kammavari Sangham Institute of Technology

Dear Vandana,

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

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

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

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Probation period of six (6) months from the date of joining.

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 INR. **350000** 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. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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 intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Name: VASANTH PAI M
Company Name: TURINGMINDS



1KS18EC103
ON CAMPUS

TuringMinds.ai
a Soothsayer Analytics Company

January 30, 2022
Hyderabad, Telangana

Vasanth Pai M
7899641059
vasanthpaim@gmail.com

Sub: "Employment with TuringMinds.ai"

Dear Vasanth Pai M,

Congratulations! You have been selected as "Data Scientist" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of INR 620,000 (Six Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

L-77, 315 Work Avenue,
15th Cross Road, Sector-6, HSR Layout,
Bengaluru- 560102, Karnataka

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is January 30, 2022. Your employment as Data Scientist will start from January 30, 2022. We look forward to having you onboard.

Sincerely,

Sairam Chavali
Associate Director – Human Resources

I, Vasanth Pai M, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____

Date: 30/06/22

Full Name: Vasanth Pai M

+91 81210 19111

www.TuringMinds.ai

info@turingminds.ai

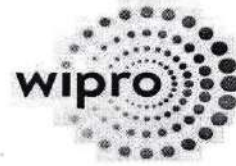
Block A, 2nd Floor, Jyothi Imperial, Janardhana Hills, Gachibowli, Hyderabad – 500032

Name: VIJAY BABU K
Company Name: WIPRO

IKSIBEC104, (ON)

4/21/22, 1:23 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_Letter_template_2022&user=2...



APPOINTMENT LETTER

April 21, 2022

Dear VIJAYBABU 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 VI. 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:

Name: VRANDHA SHYAM BHAT

Company Name: BOSCH

Vrindha Sham Bhatt

IKS18EC111
(ON)



*** Personal and Confidential ***

Ms. Vrindha Sham Bhatt
KSIT, Bangalore,
Candidate Id: 6643175

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/59109/2022

Date: 09-Jun-2022

Dear Ms. Vrindha Sham Bhatt,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Name: RAGHOTHAM C G

Company Name: KGPCo

IKS19EC40G

ON - campus



KGPCo India Private Limited
Formerly known as Bluestream Professional Services India Private Limited
CIN: U74999KA2012PTC064257

Registered Office: Gurudas Heritage, No. 59/2, 1st floor, Block 'A'
Kadirenahalli, Banashankari 2nd Stage, Bengaluru - 560070

May 23, 2022

Raghotham Gopalakrishna
136, Bhavabodha Kuteera, Near Mahaveer Galaxy Apartment
Sunkanapalya, Kengeri
Bangalore - 560060.

Dear Raghotham,

SUBJECT: Offer Letter

We have a great pleasure in welcoming you to KGPCo India Private Limited (hereinafter referred to as "KGPCo"). On behalf of KGPCo, I am pleased to offer you the position of **Trainee Detail Engineer** for our India based operations reporting into the **Team Lead - Engineering Services**.

We would like to take this opportunity to set forth the details of our offer. We look forward to the opportunity to work with you to make KGPCo a success. With that said, it is our pleasure to extend the following employment terms to you:

1. **DESIGNATION:** Your designation is **Trainee Detail Engineer**.
2. **LOCATION:** This position is based at **Bangalore**.
3. **TERMS OF EMPLOYMENT:** For the sake of easy reference and uniformity, we have detailed below the terms and conditions of your employment with KGPCo, applicable to you on and from the date of hire.
4. **REPORT DATE AND SHIFT:** You are required to report to the office of KGPCo according to a work schedule to be mutually agreed upon. Shift hours remain the same at 45 (forty five) working hours (inclusive of 0.5 hr lunch break everyday) per week of 5 (five) working days.
5. **PROBATION:** You will be on probation for a period of 6 (Six) months from your date of joining or longer depending on your performance during the probation period. On satisfactory completion of probation, we will inform you in writing whether we can confirm your appointment and you shall be deemed to be on probation until so confirmed in writing.

The Network Never Sleeps.

Name: A N BHOOMIKA CHOWDARY

Company Name: TCS



IKSISECOO1
(off)

Offer: Computer Consultancy
Ref: TCSL/DT20218158912/Bangalore
Date: 08/10/2021

Ms. A N Bhoomika Chowdary
K.S. Institute Of Technology Girls Hostel No.14, Raghuvanahalli, Kanakapura Main Road, Bengaluru - 56
Ksit,
Banglore-560109,
Karnataka.
Tel# -

Dear A N Bhoomika Chowdary,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218158912

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

Name: ADITHI S

Company Name: SIEMENS

ADITHI.S
IKS18EC003 OFFCAMPUS

SIEMENS

Siemens Technology and Services Pvt. Ltd.

Adithi Srinath
KS Institute of Technology,
Bangalore

Name	Trupti Dewoolkar
Department	Human Resources
E-mail	trupti.dewoolkar.ext@siemens.com
Date	18 April 2022

Internship Offer

Dear Adithi,

We are pleased to accept you as an intern for the period starting from 25 April 2022 to 30 September 2022. You will undergo internship in **Bangalore** in the **Technology** business unit of Siemens Technology and Services Pvt. Ltd. **Bangalore**

The address and contact details of our organization are as follows:

Siemens Technology and Services Pvt. Ltd.
First Main Road, 560100 Bengaluru

During this period of internship, we shall pay you Rs. **15000** p.m., monthly compensation.

We observe a policy of flexible office timings. Consequently, employees are given the benefit to choose one of the following timings with prior approval of the Department Head:

- 07:30 am to 04:30 pm
- 09:00 am to 06:00 pm
- 10:00 am to 07:00 pm

In case you need any further information, please feel free to contact us.

Yours faithfully,

For **Siemens Technology and Services Pvt. Ltd.**

Krishnaswamy Rajeshwari
Digitally signed by Krishnaswamy Rajeshwari
DN: cn=Krishnaswamy Rajeshwari, o=Siemens,
ou=Management Services, email=krishnaswamy.rajeshwari@siemens.com,
c=IN, ou=HR, ou=HR, ou=HR

Rajeshwari Krishnaswamy
Chief Manager – P&O

Accepted By: *Adithi S*
Adithi Srinath
Date: 21/04/2022

Siemens Technology and Services Private Limited
Management: Pankaj Vyas

Gold Hill, Excelsior Park, South Tower,
First Main Road, Electronic City Phase II,
Konappana Agrahara,
Bengaluru, Karnataka 560100

tel: +91 80 67113300
Web: www.siemens.com

Registered Office: Plot No. 2, Sector No. 2, Kharghar Node, Navi Mumbai – 410210, Telephone +91 22 39672000; Fax +91 22 27740138;
Corporate Identity Number: U69999MH1986PTC093854
Other Offices: Bengaluru, Chennai, Gurgaon, Mumbai, Noida, Pune.
Page 1 of 4

Name: AKASH R

Company Name: WIPRO

1K818FL006



OFF-CompuS

APPOINTMENT LETTER

April 12, 2022

Dear Akash R,

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:

Name: AYEESHA RUMAN

Company Name: SASKEN TECHNOLOGIES

1 KSI BELDII
off

Recruitment Process V18.0



Warm Welcome

28 June 2022

Name: Ayeesha Ruman

Applicant ID: 2860

Mailing Address: ayesharumana18@gmail.com

Sub: Letter of Appointment

Dear Ayeesha,

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: GT

Date of Joining: 03 August 2022

Location: Bangalore

You will be reporting to V Madhusudana D Rao

Total Compensation: Your Total Compensation will be Rs. 509,893.13 per annum. The salary structure is described in the Salary Stack Up Sheet (Annexure-1). For the relocation benefits you are entitled to refer Annexure-2.

Your Individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill 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.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage in other Mediclaim Insurance Policy or as per the Medical Insurance policy conditions. The insurance premium may vary each year and will be communicated to the employees during the renewal of the policy.
4. Participate in the company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

Name: CHARAN G

Company Name: BOSCH

Charan G
1KS18ECO15

CTC + 5 LPA



OFF Campus

*** Personal and Confidential ***

Mr. Charan G
KSIT, Bangalore,
Candidate Id: 6643985

Bosch Global Software Technolog
Private Limited, 123 Industrial Layout
Hosur Road, Koramangala, Bangalor
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.co

Our reference: TN/59140/2022

Date: 09-Jun-2022

Dear Mr. Charan G,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as **'Associate Software Engineer'** at BGSW in **"Level 50"** as detailed below.

1. Compensation

- Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- Please refer to **Annexure I** to know more details about your compensation package.
- The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Name: CHITHRITHA G R

Company Name: HCL

CHITHRITHA.G.R.

1KS18ECO17.

OFFCAMPUS.

★ (CTC: 6 LPA)

HCL || Final Confirmation Inbox



Madhumita Murali May 16

to me ▾



Hello Chithritha G R,

Thank you for participating in test and interviews on that mentioned schedule.

We are glad to confirm that you have been selected for the opportunity with HCL.

Our onboarding team will reach out to you once we start onboarding.

Important Points:

1. CTC offered: INR 6 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50K to the organization.

Name: DARSHAN V

Company Name: WIPRO

4/4/22, 8:05 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_Letter_Template_2022&user=24...

IKS18ECO18

Off - Campus

3.5LPA Package

wipro

APPOINTMENT LETTER

April 4, 2022

Dear Darshan v,

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 VI. 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:

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_Letter_Template_2022&user=24245837&item=63... 1/11

Name: DEEPTHI ANDANI

Company Name: TCS



IKS18EC021

OFF Campus

Offer: Computer Consultancy
Ref: TCSL/DT20218161786/Bangalore
Date: 08/10/2021

Ms. Deepthi Andani
#1Kanakapura Main Road,
Behind Siddaganga School,
Bengaluru-560062,
Karnataka.
Tel# 91-8762483517

Dear Deepthi Andani,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218161786

1

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

Name: DHANUSHREE C

Company Name: BOSCH

Dhanushree - C.

IKS/BECO22

off campus



*** Personal and Confidential ***

Ms. Dhanushree C

KSIT, Bangalore,

Candidate Id: 6642389

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 5404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/59146/2022

Date: 09-Jun-2022

Dear Ms. Dhanushree C,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Associate Software Engineer' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.5,00,000/- (Rupees Five Lakhs only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

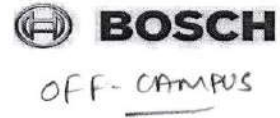
You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India
Managing Director: Mr. Datta Salagame
©Robert Bosch Engineering and Business Solutions Private Limited reserves all rights even in the event of industrial property. We reserve all rights of disposal such as copying and passing on to third parties.

Name: DHEERAJ M S

Company Name: BOSCH

Dheeraj M S
1KS18CC023
CTC - 5LPA



*** Personal and Confidential ***

Mr. Dheeraj M S
KSIT, Bangalore,
Candidate Id: 6643005

Bosch Global Software Technolog
Private Limited, 123 Industrial Layout
Hosur Road, Koramangala, Bengal
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.co

Our reference: TN/59127/2022

Date: 09-Jun-2022

Dear Mr. Dheeraj M S,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Associate Software Engineer' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.5,00,000/- (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

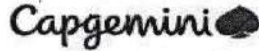
Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Name: DINESH KUMAR NAYAK

Company Name: CAPGEMINI



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

✓
IK518EC025
Dinesh Kumar Nayak
OFF CAMPUS

Superset ID: 2241477

Letter of Intent ("LOI")

Dear DINESH NAYAK,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

Name: DIVAKAR BABU Y
Company Name: CAPGEMINI

14518ECO26.
OFFCAMPUS.



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1679296

Letter of Intent ("LOI")

Dear Divakar Y,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Name: G J NITHIN

Company Name: SASKEN TECHNOLOGIES

1KS18ECO27

Warm Welcome



Mr GJ Nithin

Applicant ID : 287331

#52, HB Samaja road, Basavanagudi, Near Canara Bank Lalbagh West gate -

Sub: Letter of Appointment

Dear Mr GJ Nithin

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: Graduate Trainee

Date of Joining :01 Aug 2022

Location: Bangalore

You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

Total Compensation: Your Total Compensation will be **Rs. 509893.00** per annum. The salary structure is described in the Salary Stack Up Sheet (**Annexure-1**).For the relocation benefits you are entitled to refer Annexure-2..

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill 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.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Medclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

Name: GANESH P

Company Name: MINDTREE



Mindtree

A Larsen & Toubro Group Company

Date: 26-Apr-2022

To

Ganesh P
INDIA

IKS18ECO28

OFF Campus

Dear Ganesh P,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **C1** subject to the following terms and conditions.
 - 2.1. a) You should have completed/ complete the Degree which you pursued/ 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:
$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester),}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$
$$\text{Aggregate \%} = \text{Aggregate} * 100$$
 - 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. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Bangalore (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Bangalore will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.

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

Candidate No: TN/80035555/22

Name: HARSH SHARMA

Company Name: HCL



Dear Future HCLites,

Congratulations for your selection!

At HCL, we believe in maximizing human potential, and our employees remain one of our biggest assets. 'Employee First' philosophy is deeply embedded within our culture, where employees remain happy, satisfied and committed.

We are glad to confirm below two modifications to your offer.

- CTC is upgraded to INR 4.25 LPA (from INR 3.65 LPA)
- Service agreement is now reduced to 12 months (earlier 24 months). In case you leave in between, you shall be liable to pay INR 50K (earlier INR 1.25 L) to the organization

Please Note –

- You should be willing to work in any location within India, in a 24x7 operations setup & shifts, as assigned by HCL Technologies
- Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:
- Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com.

Best Regards
Garima Chawla
Lead-Campus Relations
HCL Technologies

HCL

www.hcl.com

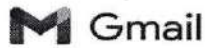
\$1.2 BILLION

100,000+ MINDS

52 COUNTRIES

1KS18EC030
CAK

Name: HARSH SHARMA
Company Name: CLARIVAT



1K 818EC030
(S/A)
shivu xerox <shivuxerox555@gmail.com>

Fwd: Clarivate - Salary Break up details

1 message

Harsh Sharma <harshblue9204@gmail.com>
To: shivuxerox555@gmail.com

Fri, Apr 8, 2022 at 1:55 PM

Hi Harsh,

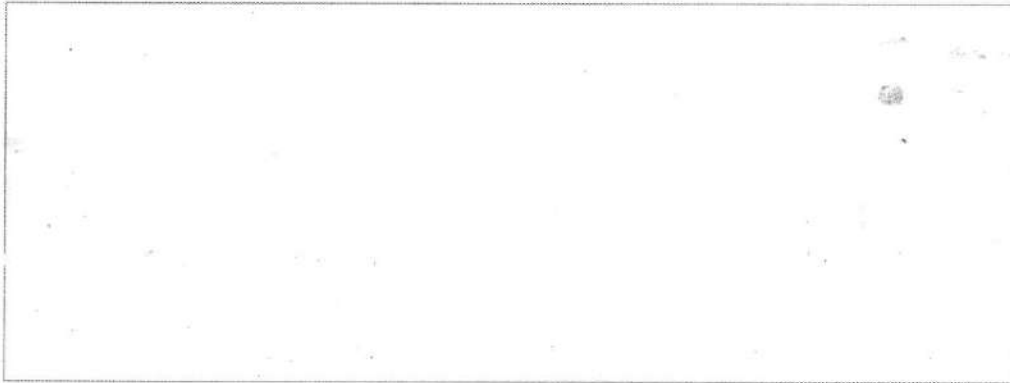
Greetings from Clarivate

Congratulations!

We are pleased to offer you the role of **Associate Software Engineer** at Clarivate, Bangalore. Your date of Joining would be post completing your final year examination (on or before 1 Aug 22).

Below are the details for your reference:

Total Compensation (Inc Annual Bonus): **INR 648,000 (Fixed 600,000 + Variable 48,000)**



The above offer break-up is inclusive of remote office set-up expense, such as Wi-Fi/ internet, office set up furniture (table and chair) and telephone expense.

Apart from the above, you will also be eligible for the benefits listed below:

Gratuity: You shall be eligible for Gratuity Payment based on terms and conditions and the limits set out in the Payment of Gratuity Act, 1972. Gratuity is extended over and above the Total Compensation (no deduction from the compensation offered)

Group Medical

Sum insured – INR 600,000 (including dependents)

- Policy covers: Colleague + spouse/domestic partner/same sex partner + 2 dependent children + 2 parent/in-law
- Cross combination allowed for opting parent/in-law

Name: JISHNU S
Company Name: WIPRO

ICS18EC035
off-campus

1/29/22, 12:41 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_Letter_Template_2022&user=231...



APPOINTMENT LETTER

January 29, 2022

Dear Jishnu S,

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 VI. 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

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_Letter_Template_2022&user=23159042&item=441036... 1/12

Name: JISHNU S

Company Name: WILEY EDGE



Name: NIHITHA YADAV MERALA

Company Name: TCS

Name: NIHITHA YADAV MERALA

Company Name: CAPGEMINI



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1534824

Letter of Intent ("LOI")

Dear Nihitha Merala,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

RESISTED
OFF CAMPUS

Name: MEGHANA GOWDA

Company Name: TOSS SOLUTIONS

1KS18ECO46



TOSS SOLUTIONS
Training | Outsourcing | Sales | Services

To,
Ms. Meghana Gowda
65, Krishnappa Layout,
Uttrahalli Main Road,
Bangalore-61
Phone -91081 14342

(10/11)

Sub: Letter of Appointment for the position of Data Analyst

Dear Meghana Gowda,

With reference to your acceptance of the offer letter sent to you on 3rd December 2021, we are pleased to appoint you as a "Data Analyst" at Bangalore location with effect from 15th December 2021.

1. Engagement of Services

You will be on probation for a period of 6 months. During the probation Period you shall not leave service without serving at least 1 month Notice Period or at Company's discretion, compensation equivalent to 1 month's basic salary in lieu thereof. On confirmation of your services, your notice period will be 2 months' as per the company's policy.

You agree to abide by the 'Work Standards and Code of Ethics' contained in the document in performance of your Services. TOSS SOLUTIONS shall, in case of failure by the Employee to comply with the 'Work Standards and Code of Ethics', have the right to take appropriate actions, including but not limited to immediate termination of their engagement as a Data Analyst

2. Compensation

Your appointment will commence from 15th December 2021 at an Annual Compensation of ₹ 4,10,000 (Four Lakh Ten Thousand Rupees) per annum, as detailed in the attached Annexure I, subject to tax deductions as applicable from time to time.

Your Salary will be based on minimum of 8 (excluding one hour break) hours of productive work per day. Whenever necessity arises or in case of any emergency or urgency or whenever you are requested by your Reporting manager/Senior Management of Flipkart, you will make yourself available for the work required to be done.

Working hours and breaks are subject to change and will be on discretion of your reporting manager at Flipkart

TOSS Solutions.
First Floor, Shivhare Complex, Mahanada, MadanMahal
Jabalpur, MP-482001

<https://www.tosssolution.com/>

Name: NAGA OMKAR NICHENAMETLA

Company Name: EPICOR

DocuSign Envelope ID: 38337B18-291E-746C-B618-A8BE1B22E2DF

N Naga Omkar

IKS18EC050

off

EPICOR

June 17, 2022

PERSONAL AND CONFIDENTIAL TO:

Naga Omkar
No 7, 1st Main, Sarvabomma Nagar, Chikkalasandra, Near Balaji theatre, Bangalore South
Bangalore
560061

Offer of Employment

Dear Naga,

We are pleased to offer you employment with Epicor Software India (P) Limited ("Epicor" Or "The Company") pursuant to the terms and conditions set out in this Employment Letter.

Terms & Conditions

Position and Commencement of Employment

You will be employed by the Company in the position of **Product Developer, Assoc** reporting to **Mgr, Product Development** or to such other position as Company Management may determine from time to time. Your first day of employment will be **August 01, 2022**(the "Start Date").

Your initial place of posting will be at Epicor's Bangalore office. However, your services are transferable, and you may be seconded or deputed by Epicor to any affiliate company (including its parent, subsidiaries and joint ventures) in India or abroad or to any customers of Epicor; whether existing as on date of your appointment / contract or to be established thereafter, at the discretion of Epicor.

You will be governed by the rules, regulations and other Company policies (together the "Company Policy") of Epicor as applicable, enforced, amended or altered from time to time during the course of your employment. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable from time to time.

Your employment with the Company is subject to the following documentation being signed electronically during your onboarding and obtained from you before or on the start date (or any other documentation as may be intimated to you by the Company from time to time).

- Worldwide Code of Business Conduct
- Proprietary Rights Agreement
- Proof of your stated qualifications

Your employment is effective from the start date.

Compensation

Starting from the date of hire, you will be paid an Annual CTC (cost to the company) of **INR 8,50,000** in accordance with Epicor's regular monthly payroll. Your annual CTC comprises of Fixed salary, Variable pay and appropriate employer PF contributions as summarized in attached Annexure "A".

Further, the payment of your salary, other allowances and reimbursements are subject to income tax, other taxes and such statutory deductions as required in accordance with the applicable legislations from time to time. Your salary will be credited on the second last working day of the month or a day earlier in case the payday happens to be a holiday.

All expenses incurred by you on behalf of the Company as permitted by an authorized officer of the Company, in connection with your duties will be reimbursed to you at actuals / as per the eligibility indicated in the Company policy, and if you present appropriate vouchers/documents as per the accounting policies of the Company.

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.

Epicor Incentive Bonus

You will be eligible to participate in the Epicor Incentive Bonus ("EIB"). Your participation in the EIB will begin the first full fiscal month following your date of hire. Participants with a start date during the last quarter of the fiscal year, on or after July 1, will be eligible to enter the plan at the beginning of the upcoming fiscal year. Your annualized target bonus will be 3 % of your base salary and payment will be subject to achievement of company financial measures. Your annualized payout will be prorated based on the number of full fiscal months for which you are a participant during the plan year. Payout percentages vary depending on the financial measures achieved and can range between 0% to uncapped. The payment will be subject to the terms of the EIB plan document and may change at the discretion of the Board of Directors at Epicor Software Corporation.

Benefits



ADP Private Limited
ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Ph: +91 40 6757 0000
adp.com

Nagashree A
IKS18ECOS1
CTC - 6LPA
off Campus

24 February, 2022

Ms. Nagashree A
D No.1706, 41st Cross Road, 18th Main, T-Block,
Jayanagar, 9th-Block, Sri Balaji Eletricals,
Bengaluru 560041.

Dear Nagashree,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position: Member Technical
Grade: G2 L1
Start date: On or Before 04 July, 2022
Compensation: Gross Compensation of INR 600,015 (Rupees Six Lakhs and Fifteen Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.
Probation & Notice Period: You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful completion of probation period, the notice period would be ninety days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
Place of work: Your initial place of work will be Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh
(Divisional Vice President & Head of HR)

Associate Signature: _____

The Square, Survey No. 35, Hissa No.9+10+11+12, Nagar Road, Wadgaonsheri, Pune-411014, Ph: +91 20 6757 5444

CIN: U72200TG2015PTC101168

Page 1 of 5

Name: SAI GOVARDHAN P

Company Name: EPICOR

DocuSign Envelope ID: 6C3C5F1A-29FD-4673-8EAA-18590100097F

EPICOR

December 15, 2021

PERSONAL AND CONFIDENTIAL TO:

Sai Govardhan P

Bangalore
560004

Appointment Letter for Internship

Dear Sai Govardhan,

We are pleased to offer you an internship opportunity with Epicor Software India (P) Limited ("Epicor" Or "The Company") pursuant to the terms and conditions set out in this Internship Letter.

Terms & Conditions

Position and Commencement of Employment

In your role as an "Intern", you will report to a designated Manager. We expect your first day of internship to be **January 03, 2022** (the "Start Date"). Your place of posting will be at Epicor's Bangalore office.

You will be governed by the rules, regulations and other Company policies (together the "Company Policy") of Epicor as applicable, enforced, amended or altered from time to time during the course of your internship. This offer of Internship is subject to the following documentation being signed and obtained from you before or on the day of joining (as outlined below you on or before the agreed upon start date.

- Worldwide Code of Business Conduct
- Proprietary Rights Agreement
- Proof of your stated qualifications

Please bring these documents with you on the day of Commencement of Internship.

1. Remuneration

Starting from the date of Internship, you will be paid a Fixed monthly stipend of **INR 25,000**. The remuneration will be taxable as per the existing income tax laws in India. As an intern you will be entitled to a Company sponsored lunch on business working Days.

2. Guidelines of internship

As an intern with Epicor, you will not have any lien or right on the regular job, either during the initial or the extended period of Internship even if there is a vacancy.

3. Internship tenure

The duration of your internship is for 6 Months from the date of joining. If the standards of performance during internship are not met, the Internship is liable to be terminated at the discretion of the management without stating further reasons. A certificate of completion will be issued at the end of your internship, provided all performance criteria as standardized by the respective business unit are met.

4. Duties

During the period of internship, you will participate in ensuing learning events and successfully complete all qualification criteria including submission of monthly reports based on agreed dates with your manager. This will also include reviews of your work, stating with your observations, learnings and suggestions.

5. Working Hours

Our regular business hours are between 9:30AM to 6:00 PM, Monday to Friday. Your working hours should not ordinarily exceed 40 hours a week irrespective of the shifts that you might be working in. Actual work schedules may also vary based upon business requirements.

6. Confidentiality

During your internship you might be required to deal with confidential information of Epicor and its customers from time to time. Hence, this offer is conditional upon you signing Proprietary Non-Disclosure Agreement and the terms and conditions stated therein are in addition to the terms and conditions stated hereunder:

You shall not disclose to any unauthorised person, either during or after your internship with Epicor, any information about the interest or business of Epicor or any of its affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Epicor except with the prior

Written consent of an Epicor Senior Executive Officer. Any invention, development, process, adaptation or improvement in procedure or other

1518E057
057

CTC - 8.5L
OFFCAMPUS

Name: PARIKSHITH S
Company Name: EPICOR

PARIKSHITH.S

IKS12EC058

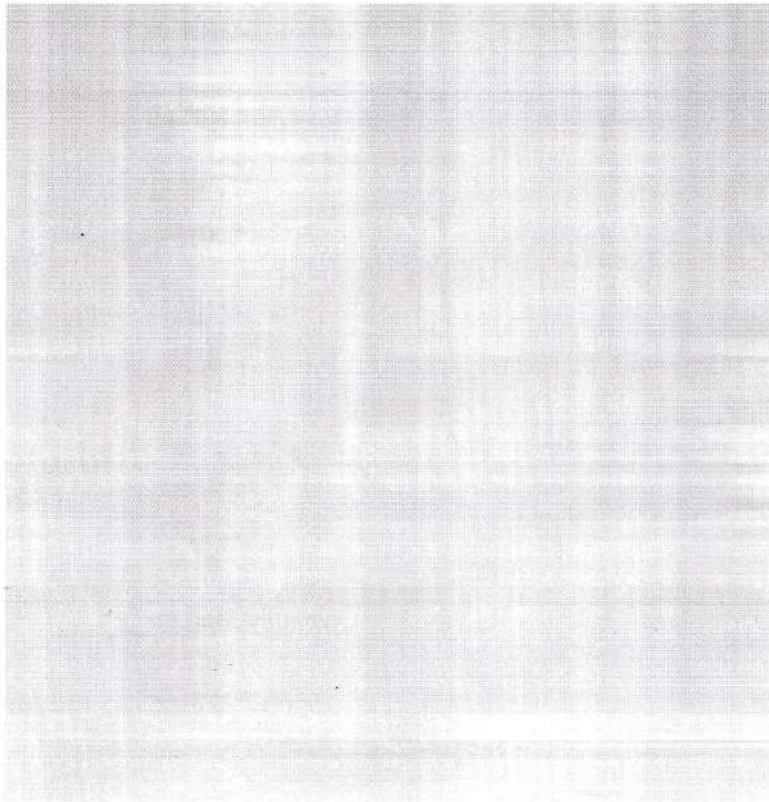
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OFF Campus OFF Campus

Epicor - Offer of employment - Product QA Developer, Associate

1 message

Epicor Talent Acquisition <recruiting@epicor.com>
To: parikshith200@gmail.com

Tue, May 17, 2022 at 17:11



Dear Parikshith,

Congratulations!
We are thrilled to
extend an offer
for the Product
QA Developer,
Associate role.

Click this link to
review the offer
details and to
make the
acceptance.

If you have any
questions, please
don't hesitate to
reach out. We
look forward to
having you on
our team!

Muralidharan,
Swetha

Epicor's Talent
Acquisition Team

If you are having
issues replying to this
email, please email
recruiting@epicor.com
and #teamepicor will
get you to the right
person!

EPICOR

Name: PRAKRUTHI S H

Company Name: HCL

Praakruthi SH
IKS18EC061
CTC - 4.2 lac
off campus



HCL || CTC offer upgrade - 4.25 LPA || Important Announcement

1 message

E-School Connect <E-SchoolConnect@hcl.com>
To: E-School Connect <E-SchoolConnect@hcl.com>

Thu, 3 Mar 2022 at 1:07 pm

Classification: Public



Dear Future HCLites,

Congratulations for your selection!

At HCL, we believe in maximizing human potential, and our employees remain one of our biggest assets. 'Employee First' philosophy is deeply embedded within our culture, where employees remain happy, satisfied and committed.

We are glad to confirm below two modifications to your offer.

- CTC is upgraded to INR 4.25 LPA (from INR 3.65 LPA)
- Service agreement is now reduced to 12 months (earlier 24 months). In case you leave in between, you shall be liable to pay INR 50K (earlier INR 1.25 L) to the organization

Please Note –

- You should be willing to work in any location within India, in a 24x7 operations setup & shifts, as assigned by HCL Technologies
- Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:
- Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com.

Best Regards
Garima Chawla
Lead-Campus Relations
HCL Technologies

HCL

www.hcl.com

\$11.2 BILLION

109,000+ MINDS

82 COUNTRIES

DISCLAIMER:

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e-mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

Name: PURUSHOTHAM V R

Company Name: TCS



IKS18 ECOG4
OFF CAMPUS

Offer: Computer Consultancy
Ref: TCSL/DT20218076065/Bangalore
Date: 08/10/2021

Mr. Purushotham V R
No.21, 'Sri Rama Nilaya', Muneshwara Nagar Kerekodi,
Hoskerehalli, Bsk 3rd Stage,
Bangalore-560085,
Karnataka.
Tel# -

Dear Purushotham V 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 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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218076065

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

Name: RAGHAVENDRA K P
Company Name: HEXAWARE

NAME - RAGHAVENDRA K.P
USN - IKSIBEC066



Letter of Intent

March 17, 2022
Raghavendra K P
KS Institute of Technology, Bangalore

Dear Raghavendra K P,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

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. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

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 campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

Name: RAGHU B T

Company Name: INFOSYS

Raghu.B.T
IKSIBEC057
3.6 Lpa
off-campus

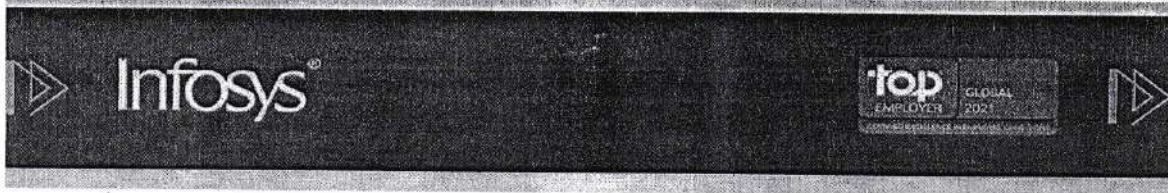


You have a job offer for Systems Engineer role at Infosys

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Fri, 22 Apr 2022 at 1:44 pm



Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

We are delighted to offer you the position of Systems Engineer at Infosys.

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com.

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition
Infosys

Name: RASETTY SANDEEP

Company Name: INFOSYS

You have a job offer for Systems Engineer role at Infosys ★

Inbox



Infosys Fresher... Apr 22
to Infosys ▾



Infosys



Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

We are delighted to offer you the position of Systems Engineer at Infosys.

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at TalentAcquisition@infosys.com.

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition
Infosys

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R. Sandeep
IKS:8E071
Off campus
Infosys
3-6

Name: RITHVIK P

Company Name: VITESCO

Vitesco Technologies India Private Limited



OFFER OF EMPLOYMENT

Ref. No: Vitesco/TCI/2022/460

Date: Mar 23rd, 2022

Rithvik P
Bangalore

Dear **Rithvik P**,

This is with respect to your application and the subsequent interviews you had with us. We are pleased to extend an offer of employment with **Vitesco Technologies India Pvt. Ltd.** (formerly known as "Emitec Emission Control Technologies India Pvt. Ltd., a Continental Automotive Group Company), as per the below terms and conditions:

Grade : Grade 8A
Designation : Engineer
Business Unit : VT- Engineering
Work Location : Bangalore

1. **Salary and Benefits:**

Your training duration will be for a period of one year. During this training period you will be paid with an annual compensation of **INR. 5,25,000 /- pa**

In addition to the above, you will be entitled to certain allowances/benefits as mentioned in the enclosed Annexure I. For details of allowances kindly refer Annexure II.

2. **Workplace:**

You are initially appointed to work in our Technical Center, Bangalore. 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.

3. **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.

4. **Probation:**

You will be on probation for a period of Six Months, which may be extended at the discretion of the Company after assessing your performance. During the probationary period, either party is at liberty to discontinue the appointment by affording the other party one month notice in writing or payment in lieu thereof, provided no notice is necessary in the event of termination by the Company on account of misconduct.

Name: S. MANOJ

Company Name: SASKEN TECHNOLOGIES

S. MANOJ
IKS18EC014
8th Sem, BSec

Recruitment Process V18.0



SASKEN

Warm Welcome

13 April 2022

Name: S MANOJ

Applicant ID: 4073

Mailing Address: manojsreeram2000@gmail.com

Sub: Letter of Appointment

Dear S,

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: GT

Date of Joining: 05 September 2022

Location: Bangalore

You will be reporting to V Madhusudana D Rao

Total Compensation: Your Total Compensation will be Rs. 509,893.00 per annum. The salary structure is described in the Salary Stack Up Sheet (Annexure-1). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill 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.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Medicaire Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy.
Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage in other Medicaire Insurance Policy or as per the Medical Insurance policy conditions. The Insurance premium may vary each year and will be communicated to the employees during the renewal of the policy.
4. Participate in the company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

Page 1 of 13

Name: S RAHUL

Company Name: HEXAWARE



campusconnect 10:05 AM
to me v



S. RAHUL
IKSISECOFE
8th, Bsc
Off campus
4 LPA

Dear S RAHUL,

Greetings from Hexaware Technologies!

Congratulations! We are delighted to inform you that you have been selected in our **GET - Virtual Open Hiring recruitment process – 2022.**

Superset ID: 2242012

CTC Offered	<u>4,00,000</u> Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidate strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – GET Virtual Campus recruitment process.

Name: TUSHAR HARINATH S

Company Name: SASKEN TECHNOLOGIES

S TUSHAR HARINATH
IKSIBEC076
8th Sem 'B' Sec

OFF campus

Recruitment Process V18.0



SASKEN

Warm Welcome

13 April 2022

Name: S TUSHAR HARINATH

Applicant ID: 4076

Mailing Address: tusharharinath@gmail.com

Sub: Letter of Appointment

Dear S TUSHAR,

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: GT

Date of Joining: 05 September 2022

Location: Bangalore

You will be reporting to V Madhusudana D Rao

Total Compensation: Your Total Compensation will be Rs. 509,893.00 per annum. The salary structure is described in the Salary Stack Up Sheet (Annexure-1). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill 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.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediciam Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage in other Mediciam Insurance Policy or as per the Medical Insurance policy conditions. The Insurance premium may vary each year and will be communicated to the employees during the renewal of the policy.
4. Participate in the company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

Name: SHEETAL N GOWDA

Company Name: TCS



DKS18EC081

offcampus

Offer: Computer Consultancy
Ref: TCSL/DT20218128017/Bangalore
Date: 08/10/2021

Ms. Sheetal N Gowda
#81Bsk 6th Stage,
Bhyravi Layout,
Bangalore-560109,
Karnataka.
Tel# -

Dear Sheetal N Gowda,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218128017

1

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 Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Name: SUPRIYA S

Company Name: INFOSYS

Supriya-S
IKS18EC093
(off)

Infosys Campus Recruitment Program: Congratulations, you have a job offer

Inbox



Infosys Freshers Recruitm...
to Infosys
28 Mar View details



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys

Name: SURAJ V GHORPADE

Company Name: TCS



IKS18ECO94
OFF-CAMPUS

Offer: Computer Consultancy
Ref: TCSL/DT20218340665/Bangalore
Date: 08/10/2021

Mr. Suraj V Ghorpade
Flat Nos 106, Ss Vruddhi Apartment, Before Nice Road, Beside Silk Institute Metro Station.Kanakpura Ro.
Silk Institute Metro Station,
Bangalore-560062,
Karnataka.
Tel# 91-9448415010

Dear Suraj V Ghorpade,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218340665

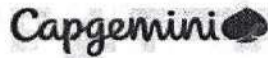
TATA CONSULTANCY SERVICES

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

Name: SUSHMITHA R

Company Name: CAPGEMINI

IKS18EC096
off-campus



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 2177539

Letter of Intent ("LOI")

Dear Sushmitha R,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Name: VARSHINI B M

Company Name: BOSCH

Varshini B.M
1KS18EC102
5 Lakhs
OFF-campus



* Personal and Confidential *

Ms. Varshini Bm
KSIT, Bangalore,
Candidate Id: 6643765

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/59168/2022

Date: 09-Jun-2022

Dear Ms. Varshini Bm,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.5,00,000/- (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Name: VISHAL M

Company Name: UNIFIED GLOBAL TECH



Vishal, M (KSIIEEC108)
UNIFIED GLOBAL TECH PVT LTD
3 Lakhs per annum
OFF-CAMPUS

Unified Global Tech Pvt Ltd

1 message

Pooja (UNIFIED) <pooja.s@unified.co.in>
To: vishalmadhusudan026@gmail.com
Cc: hr@unified.co.in, Swaroop@unified.co.in

Sat, 25 Jun, 2022 at 09:16

Dear Mr.Vishal Madhusudan ,

Cordial greetings from Unified!!!!

This is in reference to your participation in Unified selection process and the consecutive discussions. Congratulations for clearing the Unified selection process. We are happy to make an offer to you. The salary details are as attached in the Annexure I. We are sure that there will be a lot of mutual value adds with the beginning of your association with Unified !!!

Your Designation would be **Sales Engineer** Located at **Bangalore** . Your Total CTC is **3 Lakhs per annum**

Kindly let us know your acceptance to the Offer by EOD.

Steps after offer acceptance:

- You can collect your Appointment Letter any time after offer acceptance or the same will be provide on the day of joining
- Please keep Unified HR informed about your resignation & offer acceptance
- Please keep Unified HR informed about resignation acceptance and relieving date confirmation from current organization as and when the communication happens

Please bring the below listed documents on your day of joining:

- Academic & Professional Qualification Certificate from X Std.
- Pay slip in respect of last pay drawn
- Five passport size photographs
- Copy of the Passport or any ID proof

Do revert for any clarifications.

We look forward to your on boarding and we welcome you to Unified family!

Kind Regards

Name: KARTHIK B P

Company Name: PRESTO

IRSL9E401

off



Strictly Personal and Confidential

Ref. : PIPL/HR/21-22/63

Dated : 8th February 2022

Mr. Karthik B P
139/1, 1st Cross, 1st Main
KS Colony, BSK 2nd Stage
Tyagrajnagar
Banashankari II Stage
Bangalore - 560070
Karnataka

Sub : Letter of Appointment

Dear Karthik,

We are pleased to appoint you as "Engineer – Security" with effect from 10th February 2022. Your initial place of posting is Bangalore, Karnataka. You will be reporting to Mr. S Suresh, Associate Consultant – Security.

Your compensation and other benefits are as under:

1) Remuneration

Your Annual CTC will be **INR 2,40,000.00 (Rupees Two Lakh Forty Thousand Only)**. Salary Annexure is enclosed. Taxes shall be deducted as per applicable laws. The same shall undergo changes as and when implemented by the Government.

2) Benefits

Group Mediclaim Insurance: As per Company policy, the current value is 2 lakhs under family floater plan.

Group Personal Accident: As per Company policy, the current value is 4 lakhs for self.

3) Statutory Bonus

You will be entitled for statutory bonus as per the prevalent Minimum Wages Act.

4) Mobile bill & Conveyance expenses and Leave

Mobile bill and Conveyance expenses will be reimbursed as per company policy. You should have a smart phone and is always expected to be reachable at all times.

You shall be eligible to avail leave as per Company leave policy.

[Handwritten signature]

Presto Infosolutions Pvt. Ltd.



APPOINTMENT LETTER

January 26, 2022

Dear Lokesh 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.

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 VI. 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:

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

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- 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."

ANNEXURE III

SALARY OFFER SHEET

Name: Lokesh G

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
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	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.

- Onetime interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance: Coverage up to Rs 2lac per annum.

18/04/2022

To,
Harsha P
7760413568
Dept of MECHANICAL
K S Institute of Technology
Training and Placement under CSR

Dear Harsha P

We are pleased to inform you that you have been selected for **CSR-Incubation batch of Technology Training and Placement** which is of free of cost for merit students.

By Palle Technologies, Bangalore.

The program will begin on 09TH May 2022 Course Duration (3.5 month)

The Mode of Training will be Online – Using Zoom App.

The Training will be conducted every day between 6:30 PM to 8 PM.

During this Program you will be having Technology Training

1. Monday to Friday – Training, and Saturday Evaluation & interview preparation.

Program features:

1. Aptitude & reasoning training
2. Technology training on Java, OOPs, sql, Web Technologies, & Python
3. Assignments – coding & aptitude
4. System tests on regular basis
5. Coding interview preparation
6. Mock technical interviews
7. Mock HR interviews
8. We will schedule unlimited number of interviews with our esteemed clients with packages starting from 2.4 LPA to 6 LPA until student gets placed
9. Course Completion Certificate will be provided after the successful completion of the Technology training
10. If student misses any one class during training period, then student will be dropped from the program and will not be eligible for free training and placements.
11. If student has not attended any interview scheduled by Palle Technologies, then student will be disqualified from the program and will not be eligible for free training and placements.

18/04/2022

To,
S.N.Naga Nithesh
9019127217
Dept of MECHANICAL
K S SCHOOL OF ENGINEERING AND MANAGEMENT
Training and Placement under CSR

Dear S.N.Naga Nithesh

We are pleased to inform you that you have been selected for CSR-Incubation batch of Technology Training and Placement which is of free of cost for merit students.

By Palle Technologies, Bangalore.

The program will begin on 09th May 2022 Course Duration (3.5 month)

The Mode of Training will be Online – Using Zoom App.

The Training will be conducted every day between 6:30 PM to 8 PM.

During this Program you will be having Technology Training

1. Monday to Friday – Training, and Saturday Evaluation & interview preparation.

Program features:

1. Aptitude & reasoning training
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3. Assignments – coding & aptitude
4. System tests on regular basis
5. Coding interview preparation
6. Mock technical interviews
7. Mock HR interviews
8. We will schedule unlimited number of interviews with our esteemed clients with packages starting from 2.4 LPA to 6 LPA until student gets placed
9. Course Completion Certificate will be provided after the successful completion of the Technology training
10. If student misses any one class during training period, then student will be dropped from the program and will not be eligible for free training and placements.
11. If student has not attended any interview scheduled by Palle Technologies, then student will be disqualified from the program and will not be eligible for free training and placements.

18/04/2022

To,
PRERANA.A.M
6088486340
Dept. of MECHANICAL
K S Institute of Technology
Training and Placement under CSR

Dear PRERANA.A.M

We are pleased to inform you that you have been selected for CSR-Incubation batch of Technology Training and Placement which is of free of cost for merit students.

By Palle Technologies, Bangalore.

The program will begin on 09TH May 2022 Course Duration (3.5 month)

The Mode of Training will be Online – Using Zoom App.

The Training will be conducted every day between 6:30 PM to 8 PM.

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3. Assignments – coding & aptitude
4. System tests on regular basis
5. Coding interview preparation
6. Mock technical interviews
7. Mock HR interviews
8. We will schedule unlimited number of interviews with our esteemed clients with packages starting from 2.4 LPA to 6 LPA until student gets placed
9. Course Completion Certificate will be provided after the successful completion of the Technology training
10. If student misses any one class during training period, then student will be dropped from the program and will not be eligible for free training and placements.
11. If student has not attended any interview scheduled by Palle Technologies, then student will be disqualified from the program and will not be eligible for free training and placements.



January 23, 2022
Hyderabad, Telangana

Shrinidhi D
9148436975
srnidhid1500@gmail.com

Sub: "Employment with TuringMinds.ai"

Dear Shrinidhi D,

Congratulations! You have been selected as "Data Scientist" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,000 per month.

During the training period, you must fulfill the following conditions

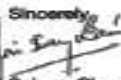
1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of INR 620,000 (Six Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

L-77, 315 Work Avenue,
15th Cross Road, Sector-6, HSR Layout,
Bengaluru- 560102, Karnataka

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is January 25, 2022. Your employment as Data Scientist will start from January 30, 2022. We look forward to having you onboard.

Sincerely,


Sairam Chavali
Associate Director – Human Resources

I, Shrinidhi D, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____

Date: _____

Full Name: Shrinidhi D



ANNEXURE – A

Details of the Gross Annual Remuneration on receiving letter of appointment

Designation	Data Scientist		
Salary Offered (In INR)	500,000		
	Salary Head	Yearly	Monthly
Basic		180,000	15,000
HRA		72,000	6,000
Food Coupons		26,400	2,200
Conveyance Allowance		19,200	1,600
Other Allowances		105,800	8,817
Performance Based Pay		75,000	6,250
Employer Contribution to PF		21,600	1,800
Total Salary (in INR)		500,000	41,667
Service Agreement Reimbursement		120,000	10,000
Gross Emoluments (in INR)		620,000	51,667

The above remuneration is subject to Income Tax and Other statutory deductions.



SERVICE AGREEMENT

You shall execute and honor the Employment Agreement/Appointment letter furnished to you if appointed by TuringMinds as forming part and parcel of this offer.

All employees must take a loan from our financial partner for an amount of INR 4,00,000. Employees must only go through our financial partner. No other form of payment will be accepted.

TuringMinds will reimburse the monthly EMI to the employee and clears it within 3 years of their confirmation as Data Scientist.

During your tenure of employment with the Company, you would be governed by the said Employment Agreement, Company manuals and any other agreement that you may execute with the Company from time to time. You are required to submit photocopies the following documents at the time of reporting for duty:

- a. Certificates in proof of your educational qualifications
- b. Certificate in proof of your Date of Birth
- e. Three passport size photographs
- f. Copy of PAN Card
- g. Copy of passport and
- h. Copy of Aadhaar Card, (if available)

Further, please note that your employment will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is suppressed, misrepresented, or fabricated, the Company shall have the right to terminate your appointment without any notice or compensation.

Complete details of the training program along with all the curriculum, duration, terms, and conditions shall be shared with you by the training provider before beginning of the training.



January 30, 2022
Hyderabad, Telangana

Suhas hj
8894695646
suhas123hj@gmail.com

Sub: "Employment with TuringMinds.ai"

Dear Suhas hj,

Congratulations! You have been selected as "Data Scientist" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10667 per month.

During the training period, you must fulfill the following conditions:

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of INR 620,000 (Six Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be:

L-77, 315 Work Avenue,
15th Cross Road, Sector-6, HSR Layout,
Bengaluru- 560102, Karnataka

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is January 30, 2022. Your employment as Data Scientist will start from January 30, 2022. We look forward to having you onboard.

Sincerely,


Saiyam Chavali
Associate Director – Human Resources

I, Suhas hj, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____

Date: _____

Full Name: Suhas hj

+91 81210 19111

www.TuringMinds.ai

info@turingminds.ai

Block A, 2nd Floor, Jyothi Imperial, Janardhana Hills, Gachibowli, Hyderabad - 500032



ANNEXURE – A

Details of the Gross Annual Remuneration on receiving letter of appointment

Designation	Data Scientist		
Salary Offered (in INR)	500,000		
	Salary Head	Yearly	Monthly
Basic		180,000	15,000
HRA		72,000	6,000
Food Coupons		26,400	2,200
Conveyance Allowance		19,200	1,600
Other Allowances		153,800	12,817
Performance Based Pay		27,000	2,250
Employer Contribution to PF		21,600	1,800
Total Salary (in INR)		500,000	41,667
Service Agreement Reimbursement		128,004	10667
Gross Emoluments (in INR)		628,004	52,334

The above remuneration is subject to Income Tax and Other statutory deductions.



TERMS AND CONDITIONS

Satisfactory Completion of the Training

1. You shall be undergoing a training for 9 months through a knowledge partner identified by TuringMinds.ai.
2. Completing the training satisfactorily means you must
 - i. Maintain a 90% attendance in the classes
 - ii. Write all 35 Tests
 - iii. Complete 7 Projects
 - iv. Participate in 2 Hackathons

Employment on completion of the Training

3. TuringMinds.ai will deploy you on projects / consulting assignments subject to the client's needs
4. TuringMinds.ai reserves the right to transfer you to one of its clients as a permanent/project-based employee based on the needs. At that point, TuringMinds will ensure that the CTC is protected.

Termination and Discontinuation

5. TuringMinds.ai will review your performance over the first 2 weeks and either party can discontinue the conditional employment. In such situations, the Service Agreement along with all liabilities will be cleared.
6. Any request for discontinuation or termination after the 2-week review would be considered as a breach of the service agreement and the reimbursement of education loan would cease from the last month of employment. In such cases, the liability of the education loan becomes the sole responsibility of the employee. TuringMinds.ai, in such cases, will provide complete assistance to the financial partner
7. Under extreme circumstances where the student is unable to attend the coursework due to a medical condition, an extension of not more than 90 Days can be provided at the discretion of the management.
8. If the information provided by the candidate is found to be incorrect or the candidate resorts to any unethical / objectionable behavior, TuringMinds.ai reserves the right to terminate the employment without any notice and liability on TuringMinds.ai thereof.

Repayment and Reimbursement of Expenses

9. It is the responsibility of the employee to repay the loan in case the employee in question drops out of the training, discontinues employment, or is terminated based on any policy violation.
10. TuringMinds.ai will not have any financial liability to the candidate or any bank / financial institution in case the candidate wants to quit the job for a better job.
11. TuringMinds.ai does not collect the fee and therefore will not be liable to a refund of any kind.

Disputes and Resolutions

12. If there is any discrepancy found in the documents/certificates furnished by you, TuringMinds will have the option of withdrawing this offer any time.
13. The terms of this offer shall be governed in accordance with the law of India and the competent courts in Hyderabad, Telangana shall have exclusive jurisdiction.



SERVICE AGREEMENT

You shall execute and honor the Employment Agreement/Appointment letter furnished to you if appointed by TuringMinds as forming part and parcel of this offer.

All employees must take a loan from our financial partner for an amount of INR 4,00,000. Employees must only go through our financial partner. No other form of payment will be accepted.

TuringMinds will reimburse the monthly EMI to the employee and clears it within 3 years of their confirmation as Data Scientist.

During your tenure of employment with the Company, you would be governed by the said Employment Agreement, Company manuals and any other agreement that you may execute with the Company from time to time. You are required to submit photocopies the following documents at the time of reporting for duty:

- a. Certificates in proof of your educational qualifications.
- b. Certificate in proof of your Date of Birth
- c. Three passport size photographs
- d. Copy of PAN Card
- e. Copy of passport and
- f. Copy of Aadhaar Card, (if available)

Further, please note that your employment will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is suppressed, misrepresented, or fabricated, the Company shall have the right to terminate your appointment without any notice or compensation.

Complete details of the training program along with all the curriculum, duration, terms, and conditions shall be shared with you by the training provider before beginning of the training.



Offer: Computer Consultancy
Ref: TCSL/DT20218402342/Bangalore
Date: 08/10/2021

Mr. Tejas Ab
#305Flat #305 Rangashree Pearl Apartment 5th Main Raghuvnhalli Kankapura Main Road,
Kanakpura Main Road,
Bangalore-560109,
Karnataka.
Tel# -

Dear Tejas Ab,

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 ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20218402342

1

TATA CONSULTANCY SERVICES

VYDEHI, RC-1 BLOCK, 82, EPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 5724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3113 Email: careers@tcs.com



Suprajit Engineering Limited

Registered & Corporate Office : # 100, Bommasandra Industrial Area, Bengaluru 560099.

Date : 30th June 2022

Mr. Varun M.
Ganga, #51/1 WAT Street Basavanagudi,
Bengaluru 560004
Phone: (+91) 9482993299.
E-mail: varunhahnur2000@gmail.com

Dear Varun,

Sub : Employment Offer.

This has reference to the various meeting and discussion you had with us. We are pleased to inform that you have been selected for the position of "Young Innovator - Mechanical" at Suprajit Technology Centre, #141, Bommasandra Jigani Link Road Village: Bandenallasandra, Bengaluru 560099. Your reporting officer will be Mr. Deepak Yogesh, Innovator Mechanical. You are requested to join the duty on or before 01 August 2022.

Your compensation and benefits will be as discussed and agreed upon during our meeting. A detailed appointment order confirming the compensation and benefits and other employment service terms and conditions will be issued to you at the time of your joining.

Please bring following documents (hard copy) at the time of reporting for duty.

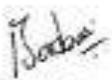
1. One copy of all your educational qualification certificates & marks sheets.
2. 3 Nos. of recent passport size photographs.
3. Identity Proof - Aadhar Card and PAN Card.
4. Relieving letter from your current employer.
5. Vaccination Certificate.


Kindly sign the duplicate copy of this letter for having accepted the offer.

We welcome you to "Suprajit Family" and wish you all the best.

Thank you.

Yours faithfully
For Suprajit Engineering Limited


H.R. Badarinarayana
Vice President - HR


1/7/2022

**Suprajit Engineering Limited**

Registered & Corporate Office : # 100, Bommasandra Industrial Area, Bengaluru 560095.

Confidential
Date: 30-06-2022Name : Varun M
Designation : Young Innovator
Department : Hardware
Work Location: STC, Bengaluru**CTC Details**

S.No	Particulars	Per Month	Per Annum
1	Gross Salary		
	Basic Salary	15,800	1,87,200
	House Rent Allowance	6,655	79,860
	Conveyance Allowance	6,655	79,860
	Special Allowance	2,400	28,800
	Washing Allowance	50	600
	Gross Salary Total	31,360	3,76,320
2	Annual Benefits		
	LTA	83	1,000
	Medical Reimbursement	83	1,000
	Pension	83	1,000
	Benefits Total	250	3,000
3	Statutory		
	Provident Fund @ 13% on basic salary	2,028	24,336
	Bonus / Ex-Gratia	3,120	37,440
	Gratuity	750	9,004
	Statutory Total	5,898	70,780
4	Total CTC (Cost to Company) (1+2+3)	37,598	4,50,100

Other Benefits:

1. Group Personal Accident Policy Coverage of Rs. 1,00,000/- per year.
2. Group Medisave Policy Coverage of Rs. 1,50,000/- per year.

Note:

- a. The gratuity will be paid as per payment of Gratuity Act, 1972.
- b. The tax will be computed and deducted as per Income Tax Act.
- c. The compensation and benefits are confidential matter between you and the company. It is advised to maintain strict confidentiality of the same. Please note that any breach of confidentiality shall be reviewed and dealt with utmost seriousness.
- d. The notice period is 3 months.

For Suprajit Engineering Limited


H R Badarinarayana
Vice President - HR
1/7/2022



Hudl India Pvt. Ltd.

Formerly known as Sportsec India Pvt. Ltd.

15th Floor Aston Building
Sundervan Complex Road
Sundervan Complex, Shastri Nagar
Andheri West, Mumbai - 400053

+91 22 42112218
hudl.com
Corporate Identification Number:
U74120MH2012PTC228574

Date: 2nd June, 2022

Akshay S A
Bangalore

Dear Akshay,

We are pleased to inform you that you have been selected for a one month period of traineeship with Hudl India Private Limited. During this period you will be trained to breakdown and analyze the game of American Football, Volleyball and other sports games using the Hudl solutions.

Your traineeship shall commence from 10th June 2022 and end on 9th July 2022. Upon successful completion of the same, you would be paid Rs.12,022/- (Rupees Twelve Thousand and Twenty Two only) which will be subject to statutory deductions. The working hours of your traineeship would be from 10:00am to 6:00pm, on all days from Friday to Wednesday.

This letter should not be construed as a temporary or permanent employment and you shall not be entitled to any other benefits.

By accepting this letter, you agree that throughout your association with us, you may have access to trade secrets and confidential business information belonging to the Company and you further acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your traineeship, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information and you will observe all policies and practices governing of the Company.

Please indicate your acceptance of this letter by signing below and return it to the Human Resource Department.

Yours Sincerely

A handwritten signature in black ink, appearing to be "S. A. Akshay", written over a horizontal line.

mPocket I Final Selection Confirmation

Inbox



Runa Chakraborty

to me, placement, Abhi...

Apr 9 [View details](#)



Dear Mohan,

Congratulations!

This email is to notify you for final selection with **mPocket** as a **Graduate Trainee**. We believe that your skills and expertise will help our Company to reach great heights.

You will receive a Pre-Offer

You will receive a Pre-Offer Documentation mail from us shortly for further proceedings.

Please feel free to reach out to us for any further queries in the following details:

Madhurima Das:- 70036
15278

- madhurima.das@mpokket.com

Runa Chakraborty:-
9836943763

- runa@mpokket.com

Abhishek Jain

- 9830339457 - abhishek.jain@mpokket.com



25th May 2022

Darshan G

University ID: 1KS18ME014

KS Institute of Technology

14, Kanakpura Road, Raghuvanahalli, Bangalore, Karnataka, 560109

Dear Mr Darshan

MarketXpander is pleased to offer you a position of **Sales Development Representative Intern** from **2nd June 2022**. During your internship, you will be working on the assignment from our Bangalore Office. You will be paid a stipend of **₹20,000 [Twenty Thousand]** per month. You will be on internship for a period of **6 months** from the date of your appointment. At the end of the internship, you will submit a copy of your report to the Company

Based on the evaluation of your project report, internship performance, mutual compatibility, and your potential, you will be offered full-time employment with a total annual cost to the company of **₹ 6,00,000 [Six Lakhs]** which includes **₹5,00,000 [Five Lakhs]** as fixed component and **₹1,00,000 [One Lakh]** of annual performance linked variable component. The variable component payout cycle will be as per company policy.

It is very important that you always keep the terms of this employment letter highly confidential. Please note that these terms are based on an individual's experience, background, and potential, and are unique for everyone.

You may contact **Mr. Namburi Manikanta** at **+91 9108444548** for further guidance on your project. Either party may terminate this internship assignment by giving the other party **30 (Thirty)** days prior written notice. The internship to the full-time conversion will solely be based on your performance and will be at the sole discretion of the company.

Information pertaining to Company operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of MarketXpander and act in accordance with the values and principles of the Company.

To confirm your acceptance of this internship assignment, you are required to:



On the day of joining, you are requested to be present at 10:30 AM for your on-boarding formalities at #2347, Vanganahalli, 1st Sector, HSR Layout, Bengaluru, Karnataka 560102

On your reporting date, please bring the following mandatory documents:

1. Copy of this letter duly signed and dated by you.
2. Three photographs (passport sized, colour photos with a white background).
3. Education degree certificate and all year mark sheets for latest graduation or post-graduation.
4. Photocopies should include both front and back sides of the certificate.
5. Proof of Identity, Bring two sets of photocopies of any one of the following documents:
 - Passport
 - Driving license
 - Voter's identification card
 - Aadhar Card.
6. PAN Card: If you do not have a PAN card, please apply for one immediately and carry the acknowledgement on the day of joining.
7. Bank Account details for stipend payments

MarketXpander is a dynamic, open environment where opportunities for learning exist in Sales and Sales development, Product support, Customer Success, Software development and various other advanced and in-demand domains.

We are delighted to have you as a part of the team and participate in a fast paced, vibrant and new age learning environment working with leaders in various specializations with global experience.

Sincerely,

@ V Sridharan

Director – Talent Acquisition

MarketXpander

MarketXpander Services Pvt. Ltd

#33, Sector 8, 14th Cross, 9th Main, HSR Layout, Bengaluru 560102, Karnataka, Phone: 080-67300113, (www.leadSquared.com)



APPOINTMENT LETTER

March 31, 2022

Dear Sachin Gharabude,

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:

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

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- 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."

ANNEXURE III

SALARY OFFER SHEET

Name: Sachin Gharabude

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below:

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,336
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,888
PF (Employer Contribution)	1,600
Gratuity (5.31% of Basic)	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	29,187
Total Cost to Company per annum	3,50,204

*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:

- Onetime interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

& 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.

Accept Decline

 Signature Sachin Gharabude 31/3/2022 8:07 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T: +91 (00) 2044 0011
Doddakannelli F: +91 (00) 2044 0054
Bajajpur Road E: info@wipro.com
Bengaluru W: wipro.com
560 035
India C: +321029A1949PL0022000

24208385



Satish Kumar B <satishkumarb@ksit.edu.in>

Fwd: Offer: KGPCo India Private Limited

1 message

Aishwarya MR <umaramakrishna2001@gmail.com>
To: Satish Kumar B <satishkumarb@ksit.edu.in>

Sat, Aug 20, 2022 at 10:36 AM

----- Forwarded message -----

From: **HR India** <hrindia@kgpco.com>

Date: Thu, May 19, 2022, 11:49 AM

Subject: Offer: KGPCo India Private Limited

To: **umaramakrishna2001@gmail.com** <umaramakrishna2001@gmail.com>

Cc: Sharma, Sridhar <Sridhar.Sharma@kgpco.com>

Dear **Aishwarya**,

Further to our discussion, we would be pleased to offer you a position of **Trainee Detail Engineer** with our company. Your compensation annexure will be as follows:

Compensation Components	Per Month	Per Annum
Basic Salary + DA	INR 14,999	INR 179,988
I. TOTAL FIXED COMPONENTS	INR 14,999	INR 179,988
Statutory Benefits		
Statutory Bonus	INR 1,248	INR 14,976
Provident Fund (Employer's Contribution @ 12% of Basic Salary)	INR 1,800	INR 21,600
ESI (Employer contribution @ 3.25% of Total Fixed Components)	INR 488	INR 5,856
II. TOTAL STATUTORY BENEFITS	INR 3,536	INR 42,432
Other Benefits		
Food Coupons @ Rs. 50 per day worked*	INR 1,100	INR 13,200
Gratuity (Paid as per Payment of Gratuity Act 1972)		INR 8,639

Performance Bonus Plan		INR 13,345
Insurance		INR 5,966
III. TOTAL OTHER BENEFITS		INR 41,150
IV. GROSS COMPENSATION (I+ II+ III)		INR 2,63,570


Please be informed that Food Coupons are given **only** to the employees who work from office in the 1:00 PM shift, 4:00 PM shift and 6:00 PM shift.

You are required to join us on **May 23, 2022 at 1:00 PM** failing which the offer will not be valid. You shall be required to come to office and collect the laptop.

A detailed Offer Letter shall be provided upon your joining subject to clearing background verification and signing the employment bond. Please feel free to contact me with any queries.

Looking forward to your acceptance and a mutually beneficial professional experience.


Regards,


 Logo Description
automatically generated

Shruthi Kalawatia

Senior Human Resource Executive
Office: 080.3014.8700 | Cell: 914.808.0600
www.kgpc.com

 Logo, icon Description
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 A picture containing text, gear, wheel
Description automatically generated

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5 attachments

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The Network Never Sleeps.™



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4K



The Network Never Sleeps.™

image001.png
19K

Appointment Letter

19 August 2022

Anudheep

Dear Anudheep,

We are pleased to appointment you as **“Software Engineer”** with effect from **1st September 2022** by way of this agreement (**“Appointment Letter”**). Please note that the employment conditions detailed in this letter are subject to the policies of Sakhatech Information Systems Private Limited (**“the Company”**), which may be modified or amended from time to time.

A. Appointment

1. Your appointment as an employee at the Company is subject to the successful completion of our document verification & background verification process.
2. You are required to sign the copy of this Appointment Letter and handover the same to the human resource representative.

B. Term of Employment and Training Programs

1. You shall begin your employment as of the Effective Date, for a period until the termination of your employment in accordance with the terms of this Appointment Letter. You will be subject to an initial probationary period of 3 (three) months from the Effective Date (**“Probation”**), which may be extended by the Company for up to 6 (six) months, at its sole discretion. Upon the Company’s sole discretion and on successful completion of probation, a confirmation letter shall be issued, confirming your appointment as a fulltime employee.
2. You shall participate in the **“COE – Fresher Recruitment Plan”** during your period of Probation, whereby you shall receive an intensive training and experience in designated technology. This shall include in-person trainings, work assignments, group programs and on-job trainings, skill enhancement and exclusive study materials and modules for a period of 6 (six) months or as separately communicated to you by the Company(**“Training and Evaluation Period”**)
3. During such Training and Evaluation Period, you shall be evaluated on specific parameters, basis which, your Annual CTC shall be revised after successful completion of training & evaluation as per the below merit-based salary increments, and as per the specific communication received by you.

Evaluation Rating after 6months	Salary
80% and above	₹ 6,00,000/-
70%-79%	₹ 5,00,000/-
60-69%	₹ 4,00,000/-

C. Duties and Functions

1. This is a position of continuous responsibility, and you shall devote all your business time, attention and energies to the business of the Company.
2. You will be based in Bengaluru or at such other place as the management may determine from time to time.
3. During your employment, the Company at its discretion may assign you to a location, department, function, establishment or branch of the Company or subsidiary, associate or any affiliate company based on the business expediencies. In such case, you will be governed by the terms and conditions of service applicable to your new assignment including compensation, working hours, holidays, leave, people policies etc.
4. The Company may depute you to go to any location to attend to its business requirements and will inform you to such travel in advance and you will be required to undertake such travel.
5. You must effectively, with highest level of integrity and diligence, and to the best of your ability perform all responsibilities, discharge your duties and ensure results. You may be required to work extra hours to achieve the above whenever the job assigned so requires, in accordance with applicable laws. You are restrained from engaging in activities that have or will have an adverse impact on the reputation and business of the Company, whether directly or indirectly.
6. Your appointment will be subject to the understanding that you will not engage yourself in any other work except with the prior written permission of the Company.
7. You will be responsible for safe keeping and return in good condition and order of all the properties of the Company which may be in your use, custody or charge. In the event of loss of any property of the Company in your possession, the Company will have the right to assess on its own basis and recover the damages of all such material from you and take such other action as it deems proper in the event of your failure to account for any such material or property towards the Company's satisfaction.
8. You will be required to comply with the rules, regulations, and policies of the Company as existing from time to time in regard to conduct, discipline, and retirement, medical and on other matter as though these rules and regulation were part of your terms of Appointment Letter and you agree to abide by the rules, regulations and the policies of the Company, and any change thereof which may be adopted by the Company, from time to time.

D. Compensation

1. You shall be entitled to an Annual Cost To Company ("**Annual CTC**") which is enclosed in the Annual CTC sheet with Salary Structure.
2. Any change in compensation structure as per the Company policy will be intimated to you from time to time.
3. You shall be reimbursed for your travel expenses as per the Company policy in case the Company deutes you to go to various locations within and outside India to attend to its business requirements.
4. Any bonus related to your performance will be paid in accordance with the applicable law and company policy.
5. Your salary will be reviewed periodically as per the Company's policy.
6. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period of employment and other relevant criteria.
7. You shall keep the salary details confidential at all times
8. You shall be entitled to leave and other benefits in accordance with the Company policy.

E. Employee Benefits

1. Group Medclaim Insurance will be applicable for you and your family (immediate dependents) at subsidised premium.
2. You are covered under Personal Accident policy at ₹10,00,000/- in case of any eventualities.
3. Gift Vouchers will be given during Birthday, Marriage, Wedding anniversary & New-baby arrival.
4. Service anniversary Gift Voucher will be given on completion of 5yrs, 10yrs, 15yrs with ₹25,000/-, ₹50,000/-, ₹75,000/- respectively.
5. Project Team incentive of ₹1500/- per year will be applicable upon Project Assignment.

F. Statutory Deductions, Withholding

1. Compensation or benefits paid to you shall be subject to all applicable statutory deductions including but not limited to deductions under the Income Tax Act, 1961 and Employees' Provident and Miscellaneous Provisions Act, 1952 which the Company shall pay to the government authority and any other deductions as may be required by the government authority. Along with all applicable statutory deductions, the compensation or benefits paid to you shall be subject to the deduction of training costs incurred by the company.
2. Notwithstanding anything contained in this Appointment Letter, you shall be solely responsible and liable for filing of personal income tax returns.

-
3. Notwithstanding anything to the contrary contained elsewhere, the Company shall be entitled at all times to set off any amount owing at any time from you against any amount payable at any time by the Company to you pursuant to this Appointment Letter.

G. Statutory Deductions, Withholding

1. Compensation or benefits paid to you shall be subject to all applicable statutory deductions including but not limited to deductions under the Income Tax Act, 1961 and Employees' Provident and Miscellaneous Provisions Act, 1952 which the Company shall pay to the government authority and any other deductions as may be required by the government authority. Along with all applicable statutory deductions, the compensation or benefits paid to you shall be subject to the deduction of training costs incurred by the company.
2. Notwithstanding anything contained in this Appointment Letter, you shall be solely responsible and liable for filing of personal income tax returns.
3. Notwithstanding anything to the contrary contained elsewhere, the Company shall be entitled at all times to set off any amount owing at any time from you against any amount payable at any time by the Company to you pursuant to this Appointment Letter.

H. Termination by the Company for Cause

1. The term "**Cause**" shall include (a) an act of dishonesty or other wilful misconduct by you including, without limitation, theft or misappropriation (or attempted theft or misappropriation) of property of the Company or the commission or omission of an act or acts by you constituting fraud against the Company, that is detrimental to the pecuniary interests, reputation or goodwill of the Company; (b) gross negligence in the performance of your duties; (c) habitual absenteeism, chronic alcoholism or any other form of addiction on your part that prevents you from performing the essential functions of your position; (d) your conviction of a crime, or the entering of any guilty plea in respect of such crime, for which the minimum punishment under applicable law is not less than one (1) year imprisonment, or any conviction for a crime involving fraud or the entering of any guilty plea in respect thereof; (e) you committing a breach of any of the terms of this Appointment Letter.
2. The Company may terminate your employment for Cause with immediate effect.
3. Any termination pursuant sub-clause 1 of Clause F above shall be made in form of a written notice to you setting forth in as reasonable detail as practicable, all acts or omissions upon which the Company is relying for such termination for Cause.
4. The Company shall have a right to suspend you and hold a disciplinary hearing, for such period as may be required, to investigate your conduct for any reason specified under sub-clause 1 of Clause F above.

I. Termination by the Company without Cause

1. The Company may in its sole discretion terminate your employment at any time, without Cause, by giving a 30 (Thirty) day notice.
2. Subject to Clause B, you may terminate your employment at any time without Cause by giving a 3 (three) months' notice.

J. Co-operation during Termination and return of the Company's property

1. On termination of your employment, and before you are relieved, you will give up all Company 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 and forthwith destroy copies, if any held.
2. Upon the Company's request at any time or upon termination of this Appointment Letter, you shall, based on the instructions of the Company, either return (in good condition) or destroy all materials and information including Confidential Information of the Company in your possession and certify your compliance with this clause in writing.
3. Upon the termination of employment in accordance with this Appointment Letter, you acknowledge and agree that you shall cooperate with the Company with respect to the completion of your pending employment duties and the orderly transition of such duties to such other employees as the Company may designate.
4. You further agree that during and following the termination of your employment, you shall cooperate fully with the Company as to any and all claims, controversies, disputes or complaints over which he has any knowledge or that may relate to you or your employment relationship with the Company. Such cooperation includes, but is not limited to, providing the Company with all information known to you related to such claims, controversies, disputes or complaints and appearing and giving testimony in any forum.

K. Superannuation Policy

Company follows a superannuation policy of 58 years.

L. Intellectual Property

1. All programs, system designs, manuals, literature, etc., all contingent and future intellectual property including, but not limited to, patents, trademarks, service marks, trade names and copyrights, and applications, licenses and rights with respect to the foregoing, and all trade secrets, including know-how, inventions, designs, processes, works of authorship, manuals, documentation, computer programs and technical data and information (whether registered or unregistered) and any applications or registrations for the protection of these rights and all renewals and extensions thereof existing in any part of the world whether now known or in the future created developed or accessed by you through the Company ("**Intellectual Property**"), while in the services of the Company will, at all times, be deemed to be the sole property of the Company.

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2. The Company will, at all times, have the sole proprietary right in any new Intellectual Property which you may develop either alone or jointly with others, during your employment, whether or not in the course of his employment, which relate to the business of the Company, or developed using any equipment, supplies, facilities or confidential information of the Company and whether or not such inventions are patentable, copyrightable or otherwise protectable, shall vest in the Company.
 3. Any and all copyrightable works that are prepared by you, within your scope of service, is "work for hire" under applicable law and the Company will be considered the first owner of such copyrightable works.
 4. You hereby waive any right to and agree that you shall not raise any objection or claims to the Indian Copyright Board with respect to the ownership of the works made during the course of employment, under the provisions of Section 19A of the Copyright Act, 1957. It is further agreed between the Parties that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, you hereby, without further consideration, perpetually transfers, assign and conveys all right, title and interest in such worldwide intellectual property rights (including, but not limited to, any moral rights) that you may have or be entitled to under any law or equity whatsoever or under the Company. The assignment of intellectual property rights under this Appointment Letter shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under this Appointment Letter within a period of 1 (one) year from the date the assignment becoming effective.
 5. You hereby represent and warrant that you shall not use or integrate any third-party materials or data that are not validly licensed to the Company unless previously authorized by the Company.
 6. To the extent that you have any rights in the results and proceeds of your services hereunder that cannot be assigned in the manner described above, you unconditionally and irrevocably waive the enforcement of such rights.
 7. You shall, at the Company's cost, from time to time, as may be reasonably requested by the Company, do any and all things which the Company may deem useful or desirable to establish or document the Company's exclusive ownership of any and all intellectual property rights in any such results and proceeds of your services hereunder, including, without limitation, the execution of appropriate copyright and / or patent applications or assignments.

M. Non-compete and non-solicitation

1. During the term of this Appointment Letter and for a period of *[insert]* year(s) after the effective date of termination of this Appointment Letter, you shall not, directly or indirectly, and whether as an individual, through a partnership or as a shareholder, joint
-

-
- venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director or in any similar manner, whether for profit or otherwise, engage in or be interested in a business that is similar to or that competes with the business of the Company.
2. During the term of this Appointment Letter and for a period of One year after the effective date of termination of this Appointment Letter, you shall not, without the prior written consent of the Company, directly or indirectly and whether for your own benefit or for the benefit of a third party, employ, solicit or otherwise engage any supplier, service provider, user, customer or employee of the Company. This clause shall not restrict you from employing an employee of the Company who responds to a public notice regarding a job opening posted by the Company.
 3. You agree and acknowledge that the restrictions contained in this Clause are reasonable for the legitimate protection of the business and goodwill of the Company. However, in the event that any restriction shall be found to be void, but would be valid if some parts thereof were deleted or the scope, period or area of application were reduced, then such restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in Clause valid and effective.
 4. You shall not, directly or indirectly, make any disparaging, denigrating, derogatory or other negative, misleading or false statement, orally or in writing to any person, including, without limitation, the investor in, competitors of and advisors to the Company, about the Company, their business, their management or any of their employees, people, business relations, related organizations. You shall not otherwise do or say anything that could be reasonably expected to disrupt the good morale of any employee or person of the Company or otherwise harm the Company's goodwill, business interest or reputation in any manner whatsoever.

N. Confidentiality

1. The Parties agree that information disclosed orally or in writing or made available by Company to you, including, but not limited to, information acquired from employees; trade secrets; strategic plans; invention plans and disclosures; customer information; computer programs; software codes; databases; suppliers; software; distribution channels; marketing studies; intellectual property; information relating to process and products, designs, business plans, business opportunities, marketing plans, finances, research, development, know-how or personnel; confidential information originally received from third parties; information relating to any type of technology, and all other material whether written or oral, tangible or intangible, shall be deemed confidential information ("**Confidential Information**"). You agree that any Confidential Information disclosed prior to the execution of this Appointment Letter employment was intended to be and shall be subject to the terms and conditions of this Appointment Letter.

-
2. You acknowledge and agree that during the course of your employment, you will have access to and possession of Confidential Information of the Company.
 3. You agree not to use any Confidential Information of the Company for any purpose other than in relation to the performance of your employment duties.
 4. You shall not disclose such Confidential Information to any third party without the prior written consent of the Company.
 5. You shall take a reasonable amount of care in ensuring the security of the Company's Confidential Information and preventing its unauthorized disclosure. You shall immediately notify the Company on obtaining knowledge of any such unauthorized disclosure or use of Confidential Information.
 6. You are required to sign a non-disclosure agreement on or before your Effective Date and a breach of any of the terms of the non-disclosure agreement shall be considered as a breach of this Appointment Letter as well.

O. Processing of your personal data

1. You acknowledge and give consent to the Company to collect, store and process your personal data including sensitive personal data in connection with your employment with the Company, in accordance with the applicable laws.
2. Such data or information may be collected, used, or disclosed for purposes such as administering the employment relationship, processing pay, conducting background checks, generally discharging all human resource management activities and legitimate interest of the Company.
3. Further, you irrevocably agree to execute any other or additional document(s) which the Company or any third - party agency acting on its behalf may require in order to better perfect its rights in this regard.
4. 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, you will be liable for severe disciplinary action, to the extent of termination from service without notice.

P. Governing law and dispute resolution

1. This Appointment Letter shall be governed by and construed in accordance with the laws of India.
2. The courts of Bengaluru shall have exclusive jurisdiction over disputes arising out of or in connection with this Appointment Letter.

Q. Miscellaneous

1. Notices.

- (a) All notices and communications required to be given by one Party to the other under this Appointment Letter, shall be in writing and shall be delivered either by: (i) hand with receipt acknowledged; (ii) electronic mail; or (iii) reputed courier service, using the following notice details:

The Company: Sakhatech Information Systems Private Limited

Address: #988, 2nd Floor, 13th Cross, Banashankari 2nd Stage, Bangalore 560070

Email: kumar.keshavamurthy@sakhaglobal.com

You:

Address:

[●]

Email:

[●]

- (b) Any notice sent in accordance with this clause shall be effective and deemed to have been duly delivered: (i) if sent by hand, upon delivery with receipt acknowledged; (ii) if sent by electronic mail, when the mail reflects as “sent” in the sender’s mailbox; and (iii) if sent by reputed courier service, upon delivery as per the courier’s records. The Parties shall keep each other informed of any change in the notice details specified in this Appointment Letter.

2. Assignment

The Company shall, at all times, be entitled to assign or transfer its rights, privileges or obligations under this Appointment Letter to any third party. You shall not be entitled to assign or transfer any rights, privileges or obligations under this Appointment Letter to any third party.

3. Waiver

The Company’s failure to require performance of any provision of this Appointment Letter shall not affect the Company’s right to full performance thereof at any time thereafter. A waiver by the Company of a breach of any provision of this Appointment Letter shall not constitute a waiver of a similar or any other breach in the future. No waiver shall be effective unless in writing and duly executed by the Company or its authorized representative(s).

4. Severability

Any provision of this Appointment Letter which is prohibited or held to be unenforceable by a court of competent jurisdiction, shall be ineffective to the extent of such prohibition or unenforceability without invalidating the remaining provisions of this Appointment Letter. The prohibited or unenforceable provision shall be substituted, by mutual consultation and agreement of the parties, with a provision that most closely reflects the original intent of the parties to the extent permitted by applicable law.

5. Survival

Except for rights, privileges or obligations that have accrued prior to the effective date of termination of this Appointment Letter, this Appointment Letter shall cease to be applicable to and binding on the parties after the effective date of its termination. Notwithstanding the foregoing, the provisions of Clause F (*Termination*), Clause G (*Intellectual Property*), Clause H (*Non-Compete and Non-Solicitation*), Clause I (*Confidentiality*), Clause K (*Governing Law and Dispute Resolution*) and Clause L (*Miscellaneous*) shall survive termination of this Appointment Letter and continue to be applicable to and binding on the parties.

6. Amendment

No amendment of this Appointment Letter shall be valid or legally binding on the parties unless made in writing and signed by the parties or their authorized representatives. Notwithstanding the foregoing, you acknowledge and agrees that the Company may update its policies from time to time in its sole and absolute discretion.

7. Further Assurances

The parties shall take all actions necessary to give effect to the terms of this Appointment Letter and to ensure that they fulfil their obligations under this appointment letter. Each party shall further provide all reasonable assistance to the other party in enforcing and defending its rights under this Appointment Letter.

Salary Structure

Name	Anudheep	
Designation	Software Engineer	
Date of Joining	1 st September 2022	
Total Annual Salary	₹ 2,56,110	
Retention Bonus (on completion of 1 year)	₹ 60,000	
Total Annual CTC	₹ 3,16,110	
Particulars	Yearly (₹)	Monthly (₹)
Basic	193320	16110
HRA	23484	1957
Provident Fund (“PF”) paid by the Company	23196	1933
Special allowance including statutory bonus	16110	1343
Total	256110	21343
Other statutory deductions		
Professional tax	2400	200
PF deductions	46392	3866
Net Salary	48792	4066
Net Payable	207318	17277

Note:

PF - The Company and your contribution is part of CTC.

TDS - Deductions will depend on the documents and investment proof provided.

Post Training Period:

Basis the ratings as provided in the 'COE - Fresher Recruitment Plan', you shall receive a salary increment/revision letter, outlining your Annual CTC, basis the ratings received by the Company, post the Probation Period.

Best Regards,
for **Sakhatech Information Systems Pvt. Ltd.**,

Kumar Keshavamurthy
Director & COO

You are requested to sign the same in acknowledgement of your having accepted the terms and conditions.

I have read, understood and accept the above terms and conditions of employment. As desired, I shall join service on **1st September 2022**.



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1502198

Letter of Intent ("LOI")

Dear Arfa Tasneem,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1502198**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1502198**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1502198**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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ANNEXURE 1

Arfa Tasneem
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

----- Forwarded message -----

From: **Shaila Banu Shaik**

<shailabanu@highpeaksw.com>

Date: Sun, Jan 16, 2022 at 5:20 PM

Subject: Selected Candidates for High Peak Software Pvt. Ltd.

To: KS School of Engineering & Management(KSSEM,Bangalore) Placements
<placement@kssem.edu.in>

Hi Harish,

Greeting from High Peak Software !!!

Please find the details of the **selected candidate** after the final round of interviews dated January 10, 2022

1. Chirag Shah - chiragshah1244@gmail.com - 9740475407

We would like to congratulate you on the Final selects. We look forward to them being a part of the High Peak Software team.



Regards
Shaila Banu Shaik
Human Resource
www.highpeaksw.com |

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Thanks and Regards,

Mrs. Preethi
Placement Executive,
Department of Training & Placement,
K S Institute of Technology,
No.14, Raghuvanahalli,
Kanakapura Main Road,
Bengaluru-560109, Karnataka, India.
Mob: +91 91487 12971



12th May 2022,

Ms. Dasha C Jain

EMPLOYMENT CONTRACT

Dear Dasha

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

- a. You will be appointed as an Intern for the first 6 (Six) months during the training period and upon completion of training period you will be confirmed as Associate Consultant (Career Level T1A).
- b. Your commencement will be not later than at 9.00 am on 16th May 2022.
- c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
- d. On joining, you shall report to Jaideep M S and in his absence any other person nominated by him.
- e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration

- a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
- b. You shall be paid a basic salary of INR 92,580 per annum.
- c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
- d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,64,500 per annum
- e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.



3. Acceptance and commencement:
- Based on our discussions, you have confirmed that you will be able to join the Company on 16th May 2022. By signing this offer letter, you confirm your commitment to honor this, unless otherwise agreed by the company in writing.
 - Any request for change in the date of joining must be sent to guruprasad.m@avaali.com at least 5 days prior to the joining date. If you do not join as per the joining date or send a mail requesting for date change at least five days prior to joining date, this offer will automatically lapse and will be deemed invalid.
 - This offer letter will be deemed invalid if we do not receive your signed acceptance within 5 calendar days from the date of offer.
 - At the time of joining, you agree to provide all documentation as detailed in Appendix B.
 - You are required to carry two hard copies of this letter, both signed by you. One will be retained by you and the second will be handed over / couriered to Avaali on the date of joining.
4. Variable Pay
- You will be eligible for performance variable for a full year's service or pro-rated as the case may be.
 - Variable pay will be calculated based on your performance rating and assessment at the end of each year
 - You will be entitled to variable pay only upon confirmation (i.e. At the end of probation period as per Clause 5 below). This will be based on your tenor in the company for the year and therefore will exclude any leave without pay that you may have availed during this period.
 - So long as your confirmation takes place before March 31st of the current financial year, your variable pay computation for the first year will be done from the date of joining until March 31st of that financial year.
 - Your variable pay will be computed based on your performance for the financial year. The pay-out will be made in May of the subsequent financial year. So for example the pay-out for the financial year April 2022 to March 2023, will be paid in May 2023.
 - You will need to be on the salary payroll of the company as of May of every financial year, to be eligible for variable pay. You will not be entitled to any variable payout if you are either serving notice period or if you are no longer in employment with or on the payroll of Avaali as of May.
5. Probation
- You will serve a probationary period of six months. Upon satisfactory completion of a formal appraisal, you shall be confirmed in the permanent establishment of the company
 - The company reserves the right to extend the probationary period or invoke Clause 12a of this contract in the event that your performance does not meet expectation.



6. Performance of Duties &

Conflict of Interest

- a. You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the company and shall faithfully and diligently perform these in compliance with established policies and procedures endeavouring to the best of your ability to project and promote the interests of the company
 - b. You shall not except with the written permission of the company engage directly or indirectly in any other business, occupation, or activity whether as principal-agent or otherwise which will be detrimental whether directly or indirectly to the company's interests
 - c. You shall keep strictly confidential details of your salary and employment benefits within and outside the company
 - d. You shall not disclose or divulge any confidential information related to the company's business or its customers which may come to your knowledge or possession during the tenor of your employment, and which should not be disclosed or made public save in the course of the proper execution of your duties
 - e. You undertake not to make copies or duplicates of confidential or sensitive property or material including but not limited to keys, access cards, diskettes, photograph or such other proprietary information relating to the company's business
 - f. You shall not for a period of 1 year after the termination of your employment directly or indirectly compete with the company and will not become an employee of any other entity (including client) which carries on or controls a business which is in competition with the business of the company (including any principal vendor of Avaali). Without prejudice to the generality of the foregoing, you will not directly or indirectly own, operate, manage, join, control or participate in the ownership, management, operation or control of such entity whether in corporate, proprietorship or partnership firm or otherwise
 - g. You shall at all times conduct yourself in an ethical, professional and honest manner. You or your immediate family member shall not use your position in Avaali for personal gain or take advantage of a business relationship which Avaali may have with the customer, partner or supplier. Should there be any instance of your family member or you using your position to threaten, coerce or cajole favours for personal gain from a customer, partner or supplier, you will be dismissed instantly and prosecuted to the full extent of the law
-
7. Annual Leave
 - a. Post completion of your probation period, you will be entitled to an Annual Leave of:
 - 15 days of Privilege Leave (PL) in a calendar year or pro-rated as the case may be from the date of confirmation. The employee will eligible for such PL calculated at 1.25 days leave for every month of service.
 - 10 days of sick leave as per company policy.
 - b. An employee on probation will be eligible for 5 days of Sick Leave or pro-rated as the case may be
 - c. All leave will be as per the company policy that will be enforced from time to time



8. **CHANGES TO POLICIES:** The company may at any time and in its sole and absolute discretion modify, vary, suspend and amend any policies from time to time.

9. **INTELLECTUAL PROPERTY RIGHTS**

The company retains ownership of the intellectual property rights relating to inventions, patents and copyrights concerning work undertaken while in the employment of the company and you shall co-operate fully in transferring, registering or in any way securing such rights for the benefits of the company and / or defending such rights as may be required of you by the company

10. **TRAVEL / TRANSPORT BENEFITS**

The company shall provide you with reimbursements or allowances for cost incurred in travelling on company's business in accordance with prevailing company policy

11. **TAXES**

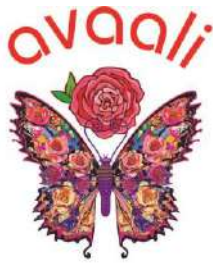
- a. The company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you

12. **WORKING HOURS**

Normal hours are determined by the company but you shall undertake to work outside of these hours, where necessary and reasonably required, in response to work exigencies. Our current standard working hours are 9:00 AM to 6:00 PM, Monday – Friday.

13. **TERMINATION OF EMPLOYMENT**

- a. Either the company or you may at any time terminate this agreement by giving in writing to the other party THREE months' notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have been accrued to you during the period or remaining period of notice. It is however the discretion of the company to consider accepting payment in lieu of notice period. Such decision ultimately rests with the company management.
- b. Accrued leave is not to be offset from the notice period except with the express written permission of the company
- c. For the avoidance of doubt, all service benefits associated with your employment will cease on your last day of work with the company whether or not there has been a waiver of the said notice period or payment of monies in lieu thereof by either party
- d. The company shall have the right to terminate your employment without notice or payment in lieu thereof if;
 - i. Your performance does not meet the company expectation
 - ii. You commit any material breach of any of your duties and responsibilities under this contract
 - iii. You are dismissed on grounds of misconduct which contravene the express or implied conditions of your employment



- iv. You become insolvent or bankrupt or are charged with any criminal offence which is prejudicial to the interests of the company
 - v. The company is restricted from continuing to employ you by reasons of any other legal incapability
- e. You undertake to return in good working condition save for normal wear and tear all property belonging to the company at the end of your employment and agree to reimburse to the company for all losses if the property is lost or damaged

14. BUSINESS ATTIRE

- a. While Avaali believes in comfort and flexibility in the work place, we also believe that it is important to create a professional and business like image. Our dress code for all male staff is long sleeved shirt with a tie, long trousers and co-ordinating shoes and socks. For staff who have customer contact, a suit, coat or jacket is recommended. Female staff members are required to be in formal Western or Indian business wear

15. RETIREMENT

- a. You shall retire on your 60th birthday or the last day before this if your birthday does not fall on a working day

16. ALTERATIONS

- a. The above terms may be modified by the company from time to time in writing and such variations shall be binding on you

17. JURISDICTION

- a. Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in Bangalore, India


18. CODE OF CONDUCT

- a. You shall dutifully observe the Company's Code of Conduct which forms an integral part of the employment contract

On behalf of Avaali Solutions, I'm delighted to extend this offer and ask that you confirm your acceptance by signing and returning the duplicate copy of this letter within 1 day of the date indicated above, beyond which the offer will automatically be lapsed.

Yours sincerely,

FOR AVAALI SOLUTIONS PVT LTD


SRIVIDYA KANNAN
FOUNDER, DIRECTOR

I accept the terms and conditions:

Date: _____



APPENDIX A
Salary Breakup

Avaali Solutions Private Limited
Annexure to offer letter

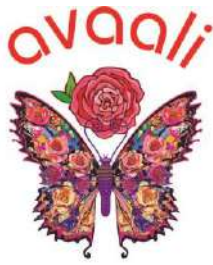
Career Level: T1A
Designation: Associate Consultant

Salary Break up

Payslip Components	Monthly (Rs.)	Annual (Rs.)	Remarks
Basic	7,715	92,580	
HRA	3,086	37,032	
Education allowance (Ref Note 1)	200	2,400	
Supplementary allowance (Ref Note 3 to 6)	10,115	1,21,378	
Total monthly (A)	21,116	2,53,390	
<u>Retiral Benefits:</u>			
Provident fund (12% of the basic salary)	926	11,110	The employer contribution of Provident Fund.
Total retirals(B)	926	11,110	
Total Fixed Pay (A+B)	22,042	2,64,500	
<u>Other benefits</u>			
Medical insurance		5,500	Please see the note section
Total benefits(C)	-	5,500	
Total Gross(A+B+C)	22,042	2,70,000	
<u>Variable pay</u>			
Performance linked variable pay (D)		30,000	
Compensation towards contribution (CTC) (A+B+C+D)		3,00,000	

Notes forming part of salary breakup

- 1. Education Allowance to meet the cost of children's education and it is not taxable to the extent of Rs.100 p.m. per child (for a maximum of 2 children).**
- 2. Supplementary Allowances includes LTA amount of Rs. 40,000 p.a. As and when you travel on leave and submit the expenses statement with supporting receipts, benefits can be availed as per Sec 10(5) of the IT Act.**
- 3. Supplementary Allowances may also include Gift Vouchers given on any occasion as decided by the Company, up to a maximum of Rs.5,000 p.a. for which an exemption is available as per Rule 3 of IT Act.**



4. Telephone reimbursement of Rs.24000 p.a. This amount will be taken out of Supplementary Allowances for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.
5. Supplementary Allowances also include food coupons amounts to Rs.13200. for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.
6. Note that applicable Income Tax and Professional Tax will be deducted every month from the monthly salary payable.
7. Note that employee PF contribution @ 12% of basic pay and this will be deducted every month from the monthly salary payable. Avaali opted under minimum basic wages as per PF Act i.e., Rs.15000

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, you will be eligible for medical Insurance for self, spouse and 2 dependent children up to **INR 100000 per annum** per life. Insurance Premium for this will be paid by the company. Post completion of probation Rs.200000 per annum per life will be covered.

You have the option of availing Avaali negotiated rates to cover your parents and any additional child under a separate Insurance plan up to below limits. The premium for this will have to be treated as below. This plan allows for coverage of pre-existing ailments. The policy will be valid so long as you are on employment with Avaali and will be renewed annually.

- Parents medical insurance coverage will be INR 2,00,000 per life.
 - You have the option of availing parental insurance premium at company negotiated rates and you will have to bear 100% of parental insurance premium. Premium will deduct in two equal instalments. However, this is completely optional.
 - Option to choose medical insurance policy as self or parental policy will be made only once. Changes are not allowed during middle of the policy term.
2. Personal Accident coverage for self, up-to Rs. 3,00,000
 3. Gratuity as per The Payment of Gratuity Act, 1972
 4. Internet expenses will be reimbursed as per company policy (This is applicable post completion of probation).

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the benefits above.



APPENDIX B

Below list of documents required to be submitted on the date of joining.

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Aadhar Card Copy.
- Signed hard copy of the offer letter (mandatory to be submitted on day 1)
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Passport copy, if available (if not please apply immediately)
- Bank Account details (Cancelled cheque)
- Temporary & Address address proof.

Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

All the above documents need to be self-attested.



APPOINTMENT LETTER

January 28, 2022

Dear Harshitha S,

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 VI. 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.
- 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.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

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 **at least 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 up to 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**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

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.

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

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Harshitha S

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
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	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. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross 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.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

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.

ANNEXURE – VI

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:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is 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 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

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.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

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

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

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary 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. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

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 depending on your marital/family status towards the base sum insured premium, 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.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

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 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. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined 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.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: 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 under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

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

Accept

Decline

Signature Harshitha S 28/1/2022 12:00 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

[23155865](#)

January 30, 2022
Hyderabad, Telangana

Jeevani B
8618733740
jeevanibhaskar14@gmail.com

Sub: "Employment with TuringMinds.ai".

Dear Jeevani B,

Congratulations! You have been selected as "**Data Scientist**" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

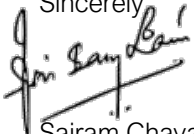
On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of **INR 620,000 (Six Lakh Twenty Thousand Only)**. The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

**L-77, 315 Work Avenue,
15th Cross Road, Sector-6, HSR Layout,
Bengaluru- 560102, Karnataka**

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is January 30, 2022. Your employment as Data Scientist will start from January 30, 2022. We look forward to having you onboard.

Sincerely



Sairam Chavali
Associate Director – Human Resources

I, Jeevani B, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____

Date: _____

Full Name: Jeevani B

ANNEXURE – A

Details of the Gross Annual Remuneration on receiving letter of appointment

Designation	Data Scientist	
Salary Offered (in INR)	500,000	
	Salary Head	Yearly
		Monthly
Basic	180,000	15,000
HRA	72,000	6,000
Food Coupons	26,400	2,200
Conveyance Allowance	19200	1,600
Other Allowances	153,800	12,817
Performance Based Pay	27,000	2,250
Employer Contribution to PF	21,600	1,800
Total Salary (in INR)	500,000	41,667
Service Agreement Reimbursement	128,004	10667
Gross Emoluments (in INR)	628,004	52,334

The above remuneration is subject to Income Tax and Other statutory deductions.

TERMS AND CONDITIONS

Satisfactory Completion of the Training

1. You shall be undergoing a training for 9 months through a knowledge partner identified by TuringMinds.ai.
2. Completing the training satisfactorily means you must
 - i. Maintain a 90% attendance in the classes
 - ii. Write all 35 Tests
 - iii. Complete 7 Projects
 - iv. Participate in 2 Hackathons

Employment on completion of the Training

3. TuringMinds.ai will deploy you on projects / consulting assignments subject to the client's needs
4. TuringMinds.ai reserves the right to transfer you to one of its clients as a permanent/project-based employee based on the needs. At that point, TuringMinds will ensure that the CTC is protected.

Termination and Discontinuation

5. TuringMinds.ai will review your performance over the first 2 weeks and either party can discontinue the conditional employment. In such situations, the Service Agreement along with all liabilities will be cleared.
6. Any request for discontinuation or termination after the 2-week review would be considered as a breach of the service agreement and the reimbursement of education loan would cease from the last month of employment. In such cases, the liability of the education loan becomes the sole responsibility of the employee. TuringMinds.ai, in such cases, will provide complete assistance to the financial partner
7. Under extreme circumstances where the student is unable to attend the coursework due to a medical condition, an extension of not more than 90 Days can be provided at the discretion of the management.
8. If the information provided by the candidate is found to be incorrect or the candidate resorts to any unethical / objectionable behavior, TuringMinds.ai reserves the right to terminate the employment without any notice and liability on TuringMinds.ai thereof.

Repayment and Reimbursement of Expenses

9. It is the responsibility of the employee to repay the loan in case the employee in question drops out of the training, discontinues employment, or is terminated based on any policy violation.
10. TuringMinds.ai will not have any financial liability to the candidate or any bank / financial institution in case the candidate wants to quit the job for a better job.
11. TuringMinds.ai does not collect the fee and therefore will not be liable to a refund of any kind.

Disputes and Resolutions

12. If there is any discrepancy found in the documents/certificates furnished by you, TuringMinds will have the option of withdrawing this offer any time.
13. The terms of this offer shall be governed in accordance with the law of India and the competent courts in Hyderabad, Telangana shall have exclusive jurisdiction.

SERVICE AGREEMENT

You shall execute and honor the Employment Agreement/Appointment letter furnished to you if appointed by TuringMinds as forming part and parcel of this offer.

All employees must take a loan from our financial partner for an amount of INR 4,00,000. Employees must only go through our financial partner. No other form of payment will be accepted.

TuringMinds will reimburse the monthly EMI to the employee and clears it within 3 years of their confirmation as Data Scientist.

During your tenure of employment with the Company, you would be governed by the said Employment Agreement, Company manuals and any other agreement that you may execute with the Company from time to time. You are required to submit photocopies the following documents at the time of reporting for duty:

- a. Certificates in proof of your educational qualifications
- b. Certificate in proof of your Date of Birth
- e. Three passport size photographs
- f. Copy of PAN Card
- g. Copy of passport and
- h. Copy of Aadhaar Card, [if available]

Further, please note that your employment will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is suppressed, misrepresented, or fabricated, the Company shall have the right to terminate your appointment without any notice or compensation.

Complete details of the training program along with all the curriculum, duration, terms, and conditions shall be shared with you by the training provider before beginning of the training.



12th May 2022,

Ms. Aishwarya S

EMPLOYMENT CONTRACT

Dear Aishwarya

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

- a. You will be appointed as an Intern for the first 6 (Six) months during the training period and upon completion of training period you will be confirmed as Associate Consultant (Career Level T1A).
- b. Your commencement will be not later than at 9.00 am on 16th May 2022.
- c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
- d. On joining, you shall report to Jaideep M S and in his absence any other person nominated by him.
- e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration

- a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
- b. You shall be paid a basic salary of INR 92,580 per annum.
- c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
- d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,64,500 per annum
- e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.



3. Acceptance and commencement:
- a. Based on our discussions, you have confirmed that you will be able to join the Company on 16th May 2022. By signing this offer letter, you confirm your commitment to honor this, unless otherwise agreed by the company in writing.
 - b. Any request for change in the date of joining must be sent to guruprasad.m@avaali.com at least 5 days prior to the joining date. If you do not join as per the joining date or send a mail requesting for date change at least five days prior to joining date, this offer will automatically lapse and will be deemed invalid.
 - c. This offer letter will be deemed invalid if we do not receive your signed acceptance within 5 calendar days from the date of offer.
 - d. At the time of joining, you agree to provide all documentation as detailed in Appendix B.
 - e. You are required to carry two hard copies of this letter, both signed by you. One will be retained by you and the second will be handed over / couriered to Avaali on the date of joining.
4. Variable Pay
- a. You will be eligible for performance variable for a full year's service or pro-rated as the case may be.
 - b. Variable pay will be calculated based on your performance rating and assessment at the end of each year
 - c. You will be entitled to variable pay only upon confirmation (i.e. At the end of probation period as per Clause 5 below). This will be based on your tenor in the company for the year and therefore will exclude any leave without pay that you may have availed during this period.
 - d. So long as your confirmation takes place before March 31st of the current financial year, your variable pay computation for the first year will be done from the date of joining until March 31st of that financial year.
 - e. Your variable pay will be computed based on your performance for the financial year. The pay-out will be made in May of the subsequent financial year. So for example the pay-out for the financial year April 2022 to March 2023, will be paid in May 2023.
 - f. You will need to be on the salary payroll of the company as of May of every financial year, to be eligible for variable pay. You will not be entitled to any variable payout if you are either serving notice period or if you are no longer in employment with or on the payroll of Avaali as of May.
5. Probation
- a. You will serve a probationary period of six months. Upon satisfactory completion of a formal appraisal, you shall be confirmed in the permanent establishment of the company
 - b. The company reserves the right to extend the probationary period or invoke Clause 12a of this contract in the event that your performance does not meet expectation.



6. Performance of Duties &

Conflict of Interest

- a. You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the company and shall faithfully and diligently perform these in compliance with established policies and procedures endeavouring to the best of your ability to project and promote the interests of the company
 - b. You shall not except with the written permission of the company engage directly or indirectly in any other business, occupation, or activity whether as principal-agent or otherwise which will be detrimental whether directly or indirectly to the company's interests
 - c. You shall keep strictly confidential details of your salary and employment benefits within and outside the company
 - d. You shall not disclose or divulge any confidential information related to the company's business or its customers which may come to your knowledge or possession during the tenor of your employment, and which should not be disclosed or made public save in the course of the proper execution of your duties
 - e. You undertake not to make copies or duplicates of confidential or sensitive property or material including but not limited to keys, access cards, diskettes, photograph or such other proprietary information relating to the company's business
 - f. You shall not for a period of 1 year after the termination of your employment directly or indirectly compete with the company and will not become an employee of any other entity (including client) which carries on or controls a business which is in competition with the business of the company (including any principal vendor of Avaali). Without prejudice to the generality of the foregoing, you will not directly or indirectly own, operate, manage, join, control or participate in the ownership, management, operation or control of such entity whether in corporate, proprietorship or partnership firm or otherwise
 - g. You shall at all times conduct yourself in an ethical, professional and honest manner. You or your immediate family member shall not use your position in Avaali for personal gain or take advantage of a business relationship which Avaali may have with the customer, partner or supplier. Should there be any instance of your family member or you using your position to threaten, coerce or cajole favours for personal gain from a customer, partner or supplier, you will be dismissed instantly and prosecuted to the full extent of the law
-
7. Annual Leave
 - a. Post completion of your probation period, you will be entitled to an Annual Leave of:
 - 15 days of Privilege Leave (PL) in a calendar year or pro-rated as the case may be from the date of confirmation. The employee will eligible for such PL calculated at 1.25 days leave for every month of service.
 - 10 days of sick leave as per company policy.
 - b. An employee on probation will be eligible for 5 days of Sick Leave or pro-rated as the case may be
 - c. All leave will be as per the company policy that will be enforced from time to time



8. **CHANGES TO POLICIES:** The company may at any time and in its sole and absolute discretion modify, vary, suspend and amend any policies from time to time.

9. **INTELLECTUAL PROPERTY RIGHTS**

The company retains ownership of the intellectual property rights relating to inventions, patents and copyrights concerning work undertaken while in the employment of the company and you shall co-operate fully in transferring, registering or in any way securing such rights for the benefits of the company and / or defending such rights as may be required of you by the company

10. **TRAVEL / TRANSPORT BENEFITS**

The company shall provide you with reimbursements or allowances for cost incurred in travelling on company's business in accordance with prevailing company policy

11. **TAXES**

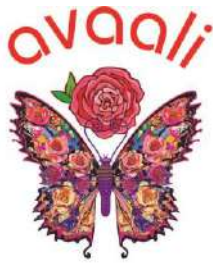
- a. The company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you

12. **WORKING HOURS**

Normal hours are determined by the company but you shall undertake to work outside of these hours, where necessary and reasonably required, in response to work exigencies. Our current standard working hours are 9:00 AM to 6:00 PM, Monday – Friday.

13. **TERMINATION OF EMPLOYMENT**

- a. Either the company or you may at any time terminate this agreement by giving in writing to the other party THREE months' notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have been accrued to you during the period or remaining period of notice. It is however the discretion of the company to consider accepting payment in lieu of notice period. Such decision ultimately rests with the company management.
- b. Accrued leave is not to be offset from the notice period except with the express written permission of the company
- c. For the avoidance of doubt, all service benefits associated with your employment will cease on your last day of work with the company whether or not there has been a waiver of the said notice period or payment of monies in lieu thereof by either party
- d. The company shall have the right to terminate your employment without notice or payment in lieu thereof if;
 - i. Your performance does not meet the company expectation
 - ii. You commit any material breach of any of your duties and responsibilities under this contract
 - iii. You are dismissed on grounds of misconduct which contravene the express or implied conditions of your employment



- iv. You become insolvent or bankrupt or are charged with any criminal offence which is prejudicial to the interests of the company
 - v. The company is restricted from continuing to employ you by reasons of any other legal incapability
- e. You undertake to return in good working condition save for normal wear and tear all property belonging to the company at the end of your employment and agree to reimburse to the company for all losses if the property is lost or damaged

14. BUSINESS ATTIRE

- a. While Avaali believes in comfort and flexibility in the work place, we also believe that it is important to create a professional and business like image. Our dress code for all male staff is long sleeved shirt with a tie, long trousers and co-ordinating shoes and socks. For staff who have customer contact, a suit, coat or jacket is recommended. Female staff members are required to be in formal Western or Indian business wear

15. RETIREMENT

- a. You shall retire on your 60th birthday or the last day before this if your birthday does not fall on a working day

16. ALTERATIONS

- a. The above terms may be modified by the company from time to time in writing and such variations shall be binding on you

17. JURISDICTION

- a. Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in Bangalore, India


18. CODE OF CONDUCT

- a. You shall dutifully observe the Company's Code of Conduct which forms an integral part of the employment contract

On behalf of Avaali Solutions, I'm delighted to extend this offer and ask that you confirm your acceptance by signing and returning the duplicate copy of this letter within 1 day of the date indicated above, beyond which the offer will automatically be lapsed.

Yours sincerely,

FOR AVAALI SOLUTIONS PVT LTD


SRIVIDYA KANNAN
FOUNDER, DIRECTOR

I accept the terms and conditions:

Date: _____



APPENDIX A
Salary Breakup

Avaali Solutions Private Limited
Annexure to offer letter

Career Level: T1A
Designation: Associate Consultant

Salary Break up

Payslip Components	Monthly (Rs.)	Annual (Rs.)	Remarks
Basic	7,715	92,580	
HRA	3,086	37,032	
Education allowance (Ref Note 1)	200	2,400	
Supplementary allowance (Ref Note 3 to 6)	10,115	1,21,378	
Total monthly (A)	21,116	2,53,390	
<u>Retiral Benefits:</u>			
Provident fund (12% of the basic salary)	926	11,110	The employer contribution of Provident Fund.
Total retirals(B)	926	11,110	
Total Fixed Pay (A+B)	22,042	2,64,500	
<u>Other benefits</u>			
Medical insurance		5,500	Please see the note section
Total benefits(C)	-	5,500	
Total Gross(A+B+C)	22,042	2,70,000	
<u>Variable pay</u>			
Performance linked variable pay (D)		30,000	
Compensation towards contribution (CTC) (A+B+C+D)		3,00,000	

Notes forming part of salary breakup

1. Education Allowance to meet the cost of children's education and it is not taxable to the extent of Rs.100 p.m. per child (for a maximum of 2 children).
2. Supplementary Allowances includes LTA amount of Rs. 40,000 p.a. As and when you travel on leave and submit the expenses statement with supporting receipts, benefits can be availed as per Sec 10(5) of the IT Act.
3. Supplementary Allowances may also include Gift Vouchers given on any occasion as decided by the Company, up to a maximum of Rs.5,000 p.a. for which an exemption is available as per Rule 3 of IT Act.



4. Telephone reimbursement of Rs.24000 p.a. This amount will be taken out of Supplementary Allowances for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.
5. Supplementary Allowances also include food coupons amounts to Rs.13200. for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.
6. Note that applicable Income Tax and Professional Tax will be deducted every month from the monthly salary payable.
7. Note that employee PF contribution @ 12% of basic pay and this will be deducted every month from the monthly salary payable. Avaali opted under minimum basic wages as per PF Act i.e., Rs.15000

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, you will be eligible for medical Insurance for self, spouse and 2 dependent children up to **INR 100000 per annum** per life. Insurance Premium for this will be paid by the company. Post completion of probation Rs.200000 per annum per life will be covered.

You have the option of availing Avaali negotiated rates to cover your parents and any additional child under a separate Insurance plan up to below limits. The premium for this will have to be treated as below. This plan allows for coverage of pre-existing ailments. The policy will be valid so long as you are on employment with Avaali and will be renewed annually.

- Parents medical insurance coverage will be INR 2,00,000 per life.
 - You have the option of availing parental insurance premium at company negotiated rates and you will have to bear 100% of parental insurance premium. Premium will deduct in two equal instalments. However, this is completely optional.
 - Option to choose medical insurance policy as self or parental policy will be made only once. Changes are not allowed during middle of the policy term.
2. Personal Accident coverage for self, up-to Rs. 3,00,000
 3. Gratuity as per The Payment of Gratuity Act, 1972
 4. Internet expenses will be reimbursed as per company policy (This is applicable post completion of probation).

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the benefits above.



APPENDIX B

Below list of documents required to be submitted on the date of joining.

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Aadhar Card Copy.
- Signed hard copy of the offer letter (mandatory to be submitted on day 1)
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Passport copy, if available (if not please apply immediately)
- Bank Account details (Cancelled cheque)
- Temporary & Address address proof.

Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

All the above documents need to be self-attested.



12th May 2022,

Ms. Ashitha S N A

EMPLOYMENT CONTRACT

Dear Ashitha

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

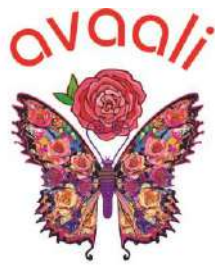
- a. You will be appointed as an Intern for the first 6 (Six) months during the training period and upon completion of training period you will be confirmed as Associate Consultant (Career Level T1A).
- b. Your commencement will be not later than at 9.00 am on 16th May 2022.
- c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India
- d. On joining, you shall report to Jaideep M S and in his absence any other person nominated by him.
- e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Remuneration

- a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
- b. You shall be paid a basic salary of INR 92,580 per annum.
- c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A
- d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,64,500 per annum
- e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.



3. Acceptance and commencement:
- a. Based on our discussions, you have confirmed that you will be able to join the Company on 16th May 2022. By signing this offer letter, you confirm your commitment to honor this, unless otherwise agreed by the company in writing.
 - b. Any request for change in the date of joining must be sent to guruprasad.m@avaali.com at least 5 days prior to the joining date. If you do not join as per the joining date or send a mail requesting for date change at least five days prior to joining date, this offer will automatically lapse and will be deemed invalid.
 - c. This offer letter will be deemed invalid if we do not receive your signed acceptance within 5 calendar days from the date of offer.
 - d. At the time of joining, you agree to provide all documentation as detailed in Appendix B.
 - e. You are required to carry two hard copies of this letter, both signed by you. One will be retained by you and the second will be handed over / couriered to Avaali on the date of joining.
4. Variable Pay
- a. You will be eligible for performance variable for a full year's service or pro-rated as the case may be.
 - b. Variable pay will be calculated based on your performance rating and assessment at the end of each year
 - c. You will be entitled to variable pay only upon confirmation (i.e. At the end of probation period as per Clause 5 below). This will be based on your tenor in the company for the year and therefore will exclude any leave without pay that you may have availed during this period.
 - d. So long as your confirmation takes place before March 31st of the current financial year, your variable pay computation for the first year will be done from the date of joining until March 31st of that financial year.
 - e. Your variable pay will be computed based on your performance for the financial year. The pay-out will be made in May of the subsequent financial year. So for example the pay-out for the financial year April 2022 to March 2023, will be paid in May 2023.
 - f. You will need to be on the salary payroll of the company as of May of every financial year, to be eligible for variable pay. You will not be entitled to any variable payout if you are either serving notice period or if you are no longer in employment with or on the payroll of Avaali as of May.
5. Probation
- a. You will serve a probationary period of six months. Upon satisfactory completion of a formal appraisal, you shall be confirmed in the permanent establishment of the company
 - b. The company reserves the right to extend the probationary period or invoke Clause 12a of this contract in the event that your performance does not meet expectation.



6. Performance of Duties &

Conflict of Interest

- a. You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the company and shall faithfully and diligently perform these in compliance with established policies and procedures endeavouring to the best of your ability to project and promote the interests of the company
 - b. You shall not except with the written permission of the company engage directly or indirectly in any other business, occupation, or activity whether as principal-agent or otherwise which will be detrimental whether directly or indirectly to the company's interests
 - c. You shall keep strictly confidential details of your salary and employment benefits within and outside the company
 - d. You shall not disclose or divulge any confidential information related to the company's business or its customers which may come to your knowledge or possession during the tenor of your employment, and which should not be disclosed or made public save in the course of the proper execution of your duties
 - e. You undertake not to make copies or duplicates of confidential or sensitive property or material including but not limited to keys, access cards, diskettes, photograph or such other proprietary information relating to the company's business
 - f. You shall not for a period of 1 year after the termination of your employment directly or indirectly compete with the company and will not become an employee of any other entity (including client) which carries on or controls a business which is in competition with the business of the company (including any principal vendor of Avaali). Without prejudice to the generality of the foregoing, you will not directly or indirectly own, operate, manage, join, control or participate in the ownership, management, operation or control of such entity whether in corporate, proprietorship or partnership firm or otherwise
 - g. You shall at all times conduct yourself in an ethical, professional and honest manner. You or your immediate family member shall not use your position in Avaali for personal gain or take advantage of a business relationship which Avaali may have with the customer, partner or supplier. Should there be any instance of your family member or you using your position to threaten, coerce or cajole favours for personal gain from a customer, partner or supplier, you will be dismissed instantly and prosecuted to the full extent of the law
-
7. Annual Leave
 - a. Post completion of your probation period, you will be entitled to an Annual Leave of:
 - 15 days of Privilege Leave (PL) in a calendar year or pro-rated as the case may be from the date of confirmation. The employee will eligible for such PL calculated at 1.25 days leave for every month of service.
 - 10 days of sick leave as per company policy.
 - b. An employee on probation will be eligible for 5 days of Sick Leave or pro-rated as the case may be
 - c. All leave will be as per the company policy that will be enforced from time to time



8. **CHANGES TO POLICIES:** The company may at any time and in its sole and absolute discretion modify, vary, suspend and amend any policies from time to time.

9. **INTELLECTUAL PROPERTY RIGHTS**

The company retains ownership of the intellectual property rights relating to inventions, patents and copyrights concerning work undertaken while in the employment of the company and you shall co-operate fully in transferring, registering or in any way securing such rights for the benefits of the company and / or defending such rights as may be required of you by the company

10. **TRAVEL / TRANSPORT BENEFITS**

The company shall provide you with reimbursements or allowances for cost incurred in travelling on company's business in accordance with prevailing company policy

11. **TAXES**

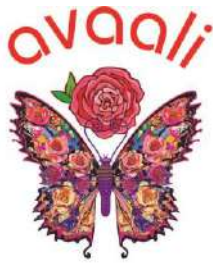
- a. The company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you

12. **WORKING HOURS**

Normal hours are determined by the company but you shall undertake to work outside of these hours, where necessary and reasonably required, in response to work exigencies. Our current standard working hours are 9:00 AM to 6:00 PM, Monday – Friday.

13. **TERMINATION OF EMPLOYMENT**

- a. Either the company or you may at any time terminate this agreement by giving in writing to the other party THREE months' notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have been accrued to you during the period or remaining period of notice. It is however the discretion of the company to consider accepting payment in lieu of notice period. Such decision ultimately rests with the company management.
- b. Accrued leave is not to be offset from the notice period except with the express written permission of the company
- c. For the avoidance of doubt, all service benefits associated with your employment will cease on your last day of work with the company whether or not there has been a waiver of the said notice period or payment of monies in lieu thereof by either party
- d. The company shall have the right to terminate your employment without notice or payment in lieu thereof if;
 - i. Your performance does not meet the company expectation
 - ii. You commit any material breach of any of your duties and responsibilities under this contract
 - iii. You are dismissed on grounds of misconduct which contravene the express or implied conditions of your employment



- iv. You become insolvent or bankrupt or are charged with any criminal offence which is prejudicial to the interests of the company
 - v. The company is restricted from continuing to employ you by reasons of any other legal incapability
- e. You undertake to return in good working condition save for normal wear and tear all property belonging to the company at the end of your employment and agree to reimburse to the company for all losses if the property is lost or damaged

14. BUSINESS ATTIRE

- a. While Avaali believes in comfort and flexibility in the work place, we also believe that it is important to create a professional and business like image. Our dress code for all male staff is long sleeved shirt with a tie, long trousers and co-ordinating shoes and socks. For staff who have customer contact, a suit, coat or jacket is recommended. Female staff members are required to be in formal Western or Indian business wear

15. RETIREMENT

- a. You shall retire on your 60th birthday or the last day before this if your birthday does not fall on a working day

16. ALTERATIONS

- a. The above terms may be modified by the company from time to time in writing and such variations shall be binding on you

17. JURISDICTION

- a. Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in Bangalore, India


18. CODE OF CONDUCT

- a. You shall dutifully observe the Company's Code of Conduct which forms an integral part of the employment contract

On behalf of Avaali Solutions, I'm delighted to extend this offer and ask that you confirm your acceptance by signing and returning the duplicate copy of this letter within 1 day of the date indicated above, beyond which the offer will automatically be lapsed.

Yours sincerely,

FOR AVAALI SOLUTIONS PVT LTD


SRIVIDYA KANNAN
FOUNDER, DIRECTOR

I accept the terms and conditions:

Date: _____



APPENDIX A
Salary Breakup

Avaali Solutions Private Limited
Annexure to offer letter

Career Level: T1A
Designation: Associate Consultant

Salary Break up

Payslip Components	Monthly (Rs.)	Annual (Rs.)	Remarks
Basic	7,715	92,580	
HRA	3,086	37,032	
Education allowance (Ref Note 1)	200	2,400	
Supplementary allowance (Ref Note 3 to 6)	10,115	1,21,378	
Total monthly (A)	21,116	2,53,390	
<u>Retiral Benefits:</u>			
Provident fund (12% of the basic salary)	926	11,110	The employer contribution of Provident Fund.
Total retirals(B)	926	11,110	
Total Fixed Pay (A+B)	22,042	2,64,500	
<u>Other benefits</u>			
Medical insurance		5,500	Please see the note section
Total benefits(C)	-	5,500	
Total Gross(A+B+C)	22,042	2,70,000	
<u>Variable pay</u>			
Performance linked variable pay (D)		30,000	
Compensation towards contribution (CTC) (A+B+C+D)		3,00,000	

Notes forming part of salary breakup

1. Education Allowance to meet the cost of children's education and it is not taxable to the extent of Rs.100 p.m. per child (for a maximum of 2 children).
2. Supplementary Allowances includes LTA amount of Rs. 40,000 p.a. As and when you travel on leave and submit the expenses statement with supporting receipts, benefits can be availed as per Sec 10(5) of the IT Act.
3. Supplementary Allowances may also include Gift Vouchers given on any occasion as decided by the Company, up to a maximum of Rs.5,000 p.a. for which an exemption is available as per Rule 3 of IT Act.



4. Telephone reimbursement of Rs.24000 p.a. This amount will be taken out of Supplementary Allowances for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.
5. Supplementary Allowances also include food coupons amounts to Rs.13200. for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.
6. Note that applicable Income Tax and Professional Tax will be deducted every month from the monthly salary payable.
7. Note that employee PF contribution @ 12% of basic pay and this will be deducted every month from the monthly salary payable. Avaali opted under minimum basic wages as per PF Act i.e., Rs.15000

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, you will be eligible for medical Insurance for self, spouse and 2 dependent children up to **INR 100000 per annum** per life. Insurance Premium for this will be paid by the company. Post completion of probation Rs.200000 per annum per life will be covered.

You have the option of availing Avaali negotiated rates to cover your parents and any additional child under a separate Insurance plan up to below limits. The premium for this will have to be treated as below. This plan allows for coverage of pre-existing ailments. The policy will be valid so long as you are on employment with Avaali and will be renewed annually.

- Parents medical insurance coverage will be INR 2,00,000 per life.
 - You have the option of availing parental insurance premium at company negotiated rates and you will have to bear 100% of parental insurance premium. Premium will deduct in two equal instalments. However, this is completely optional.
 - Option to choose medical insurance policy as self or parental policy will be made only once. Changes are not allowed during middle of the policy term.
2. Personal Accident coverage for self, up-to Rs. 3,00,000
 3. Gratuity as per The Payment of Gratuity Act, 1972
 4. Internet expenses will be reimbursed as per company policy (This is applicable post completion of probation).

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the benefits above.



APPENDIX B

Below list of documents required to be submitted on the date of joining.

- Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
- PAN card copy (mandatory to be submitted on day 1)
- Aadhar Card Copy.
- Signed hard copy of the offer letter (mandatory to be submitted on day 1)
- Copy of Degree/PG/Diploma (wherever applicable) certificates
- Copy of all semester mark sheets (last semester mandatory)
- Passport copy, if available (if not please apply immediately)
- Bank Account details (Cancelled cheque)
- Temporary & Address address proof.

Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

All the above documents need to be self-attested.



Satish Kumar B <satishkumarb@ksit.edu.in>

Fwd: mPokket - 'Graduate Engineer Trainee' (GET) Program.

1 message

Pragathi J Reddy <pragathijr27@gmail.com>
To: Satish Kumar B <satishkumarb@ksit.edu.in>

Tue, Aug 30, 2022 at 12:08 PM

----- Forwarded message -----

From: **mPokket Careers** <careers@mpokket.com>
Date: Fri, 10 Jun 2022, 18:25
Subject: mPokket - 'Graduate Engineer Trainee' (GET) Program.
To:
Cc: <rakesh.p@jyothyit.ac.in>, Rekha KV <rekha.kv.placements@jyothyit.ac.in>

Dear GET's,

mPokket had held an interview a few months ago to hire Graduate Engineer Trainees (GET) for placement in some of our coveted programs. We firstly wish to acknowledge that your candidature was much liked and valued, which is why we considered the potential of you being part of our program.

Due to change in business priorities, the company has postponed GET hiring. We will surely contact you in future when the program is restarted.

This is wishing you success in your careers ahead !

Best regards,
HR Team | mPokket





APPOINTMENT LETTER

January 24, 2022

Dear Prathibha Kannan,

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 VI. 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.
- 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.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

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 **at least 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 up to 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**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

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.

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

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Prathibha Kannan

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
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	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. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross 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.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

- I. The special bonus is subject to:
 - a. you being "active" in the services of the company through to retention date as applicable
 - b. your employment has not been terminated for poor performance or for cause prior to retention date
 - c. you have not resigned voluntarily or abandoned your job as of the retention date
- II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
- IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- VI. You shall keep the contents of this letter confidential

ANNEXURE – V

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.

ANNEXURE – VI

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:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is 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 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

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.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

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

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

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary 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. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

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 depending on your marital/family status towards the base sum insured premium, 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.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

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 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. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined 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.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: 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 under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

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

Accept Decline

Signature Prathibha Kannan 24/1/2022 9:13 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 2297229

Letter of Intent ("LOI")

Dear Sai Spoorthi N,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited**. , (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this Lol, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

ANNEXURE 1

Sai Spoorthi N Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



Suprajit Engineering Limited

Registered & Corporate Office : # 100, Bommasandra Industrial Area, Bengaluru 560099.

Date : 30th June 2022

Ms. Thoshitha S N,
#961, 4th block, Banashankari 6th stage,
Behind RV architecture college,
Bangalore - 560109

E-mail: snthoshitha@gmail.com

Phone: (+91) 7829121214,

Dear Thoshitha,

Sub : Employment Offer.

This has reference to the various meeting and discussion you had with us. We are pleased to inform that you have been selected for the position of "Young Innovator - Software" at Suprajit Technology Centre, #141, Bommasandra Jigani Link Road Village: Bandenallasandra, Bengaluru 560099. Your reporting officer will be Mr. Janahi Raman E, Head – Electronics. You are requested to join the duty on or before 19th July 2022.

Your compensation and benefits will be as discussed and agreed upon during our meeting. A detailed appointment order confirming the compensation and benefits and other employment service terms and conditions will be issued to you at the time of your joining.

Please bring following documents (hard copy) at the time of reporting for duty.

1. One copy of all your educational qualification certificates & marks sheets.
2. 3 Nos. of recent passport size photographs.
3. Identity Proof – Aadhar Card and PAN Card.
4. Relieving letter from your current employer.
5. Vaccination Certificate.

Kindly sign the duplicate copy of this letter for having accepted the offer.

We welcome you to "Suprajit Family" and wish you all the best.

Thank you.

Yours faithfully

For **Suprajit Engineering Limited**


H.R. Badarinarayana
Vice President – HR



Suprajit Engineering Limited

Registered & Corporate Office : # 100, Bommasandra Industrial Area, Bengaluru 560099.

Confidential

Date: 30-06-2022

Name : Thoshita S N

Designation : Young Innovator

Department : Software

Work Location: STC, Bengaluru

CTC Details

Sl.No.	Particulars	Per Month	Per Annum
1	Gross Salary		
	Basic Salary	17,500	2,10,000
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	7,000	84,000
	Special Allowance	3,250	39,000
	Washing Allowance	50	600
	Gross Salary Total	34,800	4,17,600
2	Annual Benefits		
	LTA	83	1000
	Medical Reimbursement	83	1000
	Pension	83	1000
	Benefits Total	250	3,000
3	Statutory		
	Provident Fund @ 13% on basic salary	2,275	27,300
	Bonus / Ex.Gratia	3,500	42,000
	Gratuity	842	10,101
	Statutory Total	6,617	79,401
4	Total CTC (Cost to Company) (1+2+3)	41,667	5,00,001

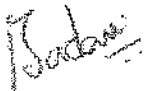
Other Benefits:

- 1 Group Personal Accident Policy Coverage of Rs. 1,00,000/= per year.
- 2 Group Mediclaim Policy Coverage of Rs. 1,50,000/= per year.

Note:

- a.*The gratuity will be paid as per payment of Gratuity Act, 1972.
- b. The tax will be computed and deducted as per Income Tax Act
- c. The compensation and benefits are confidential matter between you and the company. It is advised to maintain strict confidentiality of the same. Please note that any breach of confidentiality shall be reviewed and dealt with utmost seriousness.
- d. The notice period is 3 months.

For Suprajit Engineering Limited


H R Badarinarayana
Vice President - HR



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 2386046

Letter of Intent ("LOI")

Dear H.M. Vishal Sharma,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2386046**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2386046**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2386046**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

H.M. Vishal Sharma
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

2021-22

NAME: SAHANA V
USN: 1KS19CS413

QUALITEST

Confidential

Tuesday, Oct 25 2022

Sahana V

Bangalore

Dear Sahana,

With reference to your application and the subsequent interview you had with us for a suitable career opportunity with our company, we are pleased to offer you a position with Qualitest India Pvt. Ltd. as Graduate Engineer at Bangalore.

Your annual fixed compensation is INR 400,000.00 per year, Four Lakh Rupees only.

This includes allowances and statutory benefits and will be structured in accordance with the company's policy.

This offer letter is contingent on us working together to determine an appropriate start date for your employment.

This offer is valid for One (1) days from the date of this letter and shall lapse automatically unless you confirm your acceptance of it by signing.

Acknowledged and Agreed by Sahana V in acceptance of Employment Offer.



Sahana V

Tuesday, Oct 25 2022

NAME: NITISH KUMAR M R
USN: 1KS18CS063

प्रगत संगणन विकास केंद्र
CENTRE FOR DEVELOPMENT OF ADVANCED COMPUTING

इलेक्ट्रॉनिक्स और सूचना प्रौद्योगिकी विभाग की वैज्ञानिक संस्था, भारत सरकार
A Scientific Society of Ministry of Electronics and Information Technology, Government of India



"टाइडल पार्क", अंदली बिल्डिंग 'डी' ब्लॉक,
(उत्तर और दक्षिण) नं: 4 राजीव गांधी पार्क,
तरावणी, चेन्नई - 600 113, भारत.
फोन /Tel : 91-44-22542226/27.
फैक्स / Fax : 91-44-22542294.
"TIDEL Park", 8th Floor, "D" Block,
(North & South), No.4, Rajiv Gandhi Salai,
Taramani, Chennai - 600 113, India.
www.cdac.in

Ref : C-DAC/CHN/02/Recruitment_June2023/105
26 Sep 2023

To:
MR. NITISH KUMAR M R

**Sub: Offer of appointment on contract on consolidated salary basis as
Project Associate (NHM Project)**

Dear MR NITISH KUMAR M R,

This has reference to your application for the position of Project Associate in C-DAC and the Personal interview you had with us on 10/11 Aug 2023 through CDAC VC. We are pleased to appoint you as **Project Associate** purely on contract basis for a period of 1 (One) year on consolidated salary. This contractual appointment is against NHM Project undertaken by C-DAC. The terms and conditions of your appointment are as under:

- 1) You shall be paid a Consolidated Salary of Rs.34,000/- per month (Rupees Thirty Four Thousand only) (all inclusive) without any other allowances. In addition, you shall be eligible for medical reimbursement, Contributory Provident Fund (CPF), Leave and TA/DA for official Tours as per the rules or guidelines as applicable from time to time for appointments made on contract on consolidated salary in C-DAC.
- 2) Your appointment on contract basis on consolidated salary will be for a period of 1 (One) year.
- 3) Your first place of posting will be C-DAC, Chennai. However, C-DAC reserves the right to assign duties to you in any location (anywhere in India) where C-DAC has its centre or project site.
- 4) This letter does not imply renewal of contract automatically unless explicitly renewed or extended by a formal written communication. Your services shall stand automatically terminated on expiry of the period of current contract.
- 5) C-DAC reserves the right to end the contract and terminate your services by giving 45 days' notice or 45 days' salary in lieu thereof without assigning any reason.

Name: Bhavani K G
USN: 1KS19CS403



ಕೆ.ಎಸ್. ಪಾಲಿಟೆಕ್ನಿಕ್
K.S. POLYTECHNIC

Recognised by Govt. of Karnataka & Approved by (A.I.C.T.E)

Kammavari Sangham (R)1952
14, Raghuvanahalli, Kanakapura Road, Bengaluru - 560 109.
E-mail : principlksp@gmail.com

Phone : 080 28435254
28435724
28435068
Fax : 080 28435723

Ref: KSP/EST/101670/2022-23

Date:01.02.2023

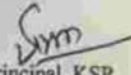
To
Ms. BHAVANI K G
4, Vaibhav sunuka layout,
Mallasandra, Bayanpalya Bus stop,
Kanakapura road, Bangalore – 560109.

Appointment Order

With reference to your application and subsequent interview you had with us, we, on behalf of the Management, Kammavari Sangham Group of Institutions have the pleasure to appoint you as Lecturer in the Department of Computer Science & Engg. at K S Polytechnic, Bangalore, with the following terms and conditions:

1. Your appointment will be on probation for a period of TWO YEARS from the date of reporting to duty in the Institution. On the basis of your overall performance in the Institution, personal relations, attitude for a period of two year and recommendations of Head of the Department, your appointment will be confirmed or may be extended further period for observation for a period of 6 months to one year.
2. Your appointment as a probationer is liable to be terminated at any time during the period of probation or before confirmation in writing, without notice and without assigning any reason whatsoever.
3. Your appointment is on a FULL TIME basis in the Institution. You are not permitted to undertake any gainful and unlawful activities. For pursuing any course of study during your employment, you are required to obtain prior permission from the appropriate authority.
4. This appointment order is issued on the basis of the information furnished by you in your application/resume with supporting certificates. This order shall become null and void, if any misrepresentation or false information or suppression of any relevant material facts or declaration error is discovered at any subsequent time in the future. For the proof of your age, the Management considers your SSLC marks card or School Leaving Certificate.
5. You are required to take up additional responsibilities allotted by the Head of the Department, Principal and Management from time to time, as deemed necessary. Your professional behavior and performance in executing the responsibilities should enhance the reputation of the Institution and your own self. You are expected to maintain high standards, discipline, efficiency and integrity.
6. After the completion of your probationary period, the appointment could be terminated with one-month notice or payment of one month's salary in lieu thereof on either side except dismissal, discharge or termination on the grounds of misconduct, where you will not be entitled to any such notice or salary. One-month notice is applicable to the employee only at the end of the semester. Your resignation should not disturb your academic responsibilities and you should have completely discharged your teaching and other responsibilities in your department.

7. Contravening the above provisions 3, 4, 5 and 6, the Management reserves the right to take decision on your resignation with conditions or terminate your services without any notice and without liability for any compensation.
8. Your appointment and continuation in employment will be subject to your remaining medically fit. You are required to subject yourself for a medical examination before the medical officer, specified by the Management as and when called upon to do so.
9. You will be paid a consolidated salary of Rs.15,000/- per month with prevailing allowances as per the Institutional norms.
10. During the probationary period, you are eligible to avail one day casual leave after completion of every month of service. Thereafter, you are eligible to avail all other of leaves / vacation facilities as per the Institutional norms.
11. You shall agree to confidentiality or non-disclosure policy of the institute as a requirement.
12. You shall agree that any intellectual property developed by you or you as a member of a team in the institute, will be the property of the institute.
13. You shall engage E-communication with full responsibility and in compliance to E-policy of the institute;
14. If these terms and conditions of service are acceptable to you, please sign the duplicate copy of this offer and submit to the Institution immediately. In the event of any change in your communication / permanent address, update the same in the office records.
15. You are required to report for duty to the Principal, submitting all the original certificates related to your appointment for verification along with two latest passport size photographs.


Principal, KSP
(Endorsed by)


Secretary
Kammavari Sangham


President
Kammavari Sangham

I Ms. BHAVANI K G have read the above mentioned terms and conditions and hereby accept the same and will take up the appointment on 01.02.2023.

For the purpose of communication during my employment in the Institution, my contact address and telephone number/s are as follows:

Date: 01.02.2023

Signature: Bhavani K.G

Received.

NAME: SHASHANK MISHRA

USN:1KS18CS091

#GT Bharat
SHAPING VIBRANT INDIA



Offer Letter

Dear Shashank,

Congratulations!

This is to inform you, that we have accepted your candidature with us at **Grant Thornton Bharat LLP**. A letter confirming the same will be handed over post your joining.

Expertise	Cyber IT Risk (Cyber)
Designation	Associate
Grade	GT1
Location	Mumbai
CoSuperCoach	Pradeep Dhanaji Mahangare
Start Date	16-Jan-23
Office Working Hours	9:30 AM - 6 PM
CTC	INR 600,000 per annum

Submission of Documents: At the time of your joining, photocopy of the following documents should be submitted. Request you to share the scanned copy of the below mentioned documents on Day 1 to the Induction

- Resume
- Passport size photograph
- KYC Documents
- Aadhar Card
- PAN Card
- Driving License
- Voter ID Card
- Experience Documents
- Educational Documents

NAME: RAHUL P
USN: 1KS18CS078



SonicWALL Technology Systems India Private Limited
CIN : U72900MH2006PTC165248
Registered and Corp
Block-F, Deverabisanahalli, Varthur Hobli, Bengaluru - 560103,
Karnataka
Ph: +91 80 +91 80 46593821; Fax: +91 80-46593808;

February 22, 2024

Rahul P
#00, Kempanagegowda Nilayam, Kallahalli post,
Kanakapura Taluk, Ramanagar Dist - 562117

rahulgowdarg1@gmail.com
+91 9739601531

Subject: Letter of Offer and Employment Agreement

Dear Rahul,

Congratulations! We are pleased to extend an offer to you in the position of Technical Support Engineer in India reporting to Alan Walsh, Director, Technical Support and this offer is valid only until February 24, 2024. We expect you to join the company on or before March 25, 2024. You will be a part of the SonicWall Technology Systems India Private Ltd ("SonicWall" or the "Company") legal entity. Your work location will be Embassy Tech Village Floor 3 and 4, Block F Devarabisanahalli, Bengaluru, Karnataka 560103. It is expected that you will work from this location, except as requested to travel for meetings on behalf of the Company from time-to-time. We confirm that all employment remittances and benefits will be accrued based on this location.

SonicWall believes in a work culture that encourages "Winning with Integrity", performance and transparency. Winning is in our DNA. Whether it is delighting customers, innovating products or engineering a new tomorrow, you will find SonicWall is the place for a successful career.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best work environment and facilities that allows them to deliver results to their full potential. You can look forward to the same when you join us!

The other terms & conditions of your service are provided in the attached employment agreement.

Subject to satisfactory completion of the conditions mentioned below, your employment with the Company shall commence on the March 25, 2024:

- (a) you having validly terminated any pre-existing employment before joining the Company and having submitted appropriate release letters or such other documentation from the previous employers as may be requested by the Company;
- (b) you having executed the employment agreement (annexed to this offer letter) with the Company on or before the start date; and
- (c) you declaring that you have completed the verification of UAN-Aadhaar as required by the regulatory authorities or agreeing to complete the verification as required by the regulatory authorities within [7] days of joining the Company. If you do not have an existing UAN, you agree to either (a) submit your Aadhaar details for the Company to generate a UAN on your behalf for the purpose for making contributions under the Employees Provident Funds and Miscellaneous Provisions Act, 1952; or (b) generate your own UAN within [7] days of joining the Company.

SonicWall Technology Systems India Private Limited
(Formerly known as Dell Software India Private Limited)
CIN U72900MH2006PTC165248

Registered Office: Level 7, The Capital, Plot No. C-70, G Block, Bandra Kurla Complex, Bandra (East), Mumbai 400051, India; Phone: +91 22 49055847

Please note that this position is time sensitive. This offer is made to you on the additional condition that you will commence employment on the March 25, 2024. If you fail to do so, the Company will have the right to unilaterally rescind this offer. You undertake to fulfill these conditions promptly and in good faith to be able to commence employment with the Company by the date of joining.

This letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between the Company and yourself. Any employer-employee relationship is only meant to arise upon execution of an employment agreement with the Company.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential. Please sign the duplicate copy of this letter and employment agreement and return it to us as a token of your acceptance of the terms and conditions of employment offered to you. You can hand this over to the relevant authority on the day of joining.

Regards,

Nikhila R
Talent Acquisition Advisor - HR
From SonicWall Technology Systems India Pvt Ltd.

NAME: ANANYA ANANTH
USN: 1KS18EC006

1KS18EC009 OFF

7

Goodrich Aerospace Services Pvt. Ltd.
#14/1&15/1, Marul Industrial Estate
Phase 2, Hoody Village, Whitefield Road
K R Puram Hobli, Bengaluru-560048
Karnataka, India.
Tel (Board) : +91 80 67370000
Fax: +91 80 67370005/6
www.collinsaeoservices.com
CIN: U85110KA1999PTC021327



Collins Aerospace
A United Technologies Company

Aug 26, 2022

Ananya Ananth
Bangalore.

WELCOME, Ananya!

We are pleased to offer you a position with Collins Aerospace in Bangalore. Your annual salary (CTC) for this position will be **6,25,000 INR**. This letter confirms our offer to you as **Graduate Engineer Trainee**, with a proposed tentative start date of **10th Sep 2022**.

JOINING A GREAT COMPANY!

You are joining a Company built on the tradition of employee excellence and innovation. Here at Collins Aerospace we align as one team and collaborate to best serve our customers. We are better together. We also set big goals, rise to achieve them, and win as a team. We strive to be the best. During your time at Collins Aerospace, you will also find that we truly believe that the greatest ideas come from diverse teams of thinkers with different points of view. We are many voices. In joining the Collins Aerospace team, you will feel empowered through your team's support, autonomy, and trust imparted. Finally, we are fully committed to a vision of a definitive global leader in the industry. Every day we encourage new thinking and smart risk-taking that leads to innovation. We celebrate imagination. We are excited to welcome you to the team!

AMAZING BENEFITS

In addition to the cash compensation outlined above, you will be eligible for our comprehensive benefits program.


CONGRATULATIONS ON YOUR OFFER.

We wish you success in your new role. If you have any questions about matters covered in this letter or information in the candidate portal, please contact your recruiter. Please note your acceptance of our offer by **27th Aug 2022** by officially accepting our offer within the candidate portal.

Following your acceptance, we will send across a comprehensive document that will illustrate the benefits program and the salary structure.

NAME: CHANDAN Y C
USN: 1KS18EC014

OFF CAMPUS 1KS18EC014 (11)

 **TEACHNOOK**

#592, 3rd Block, Koramangala,
Bengaluru, Karnataka 560068.

OL No: TN4837 Date : 19 July 2022

Dear Chandan Y C,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as a **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 20 July 2022

Training Period : 20 July 2022 to 29 July 2022
OJT Start Date: 30 July 2022
OJT End Date: 29 October 2022

Location of Training: Bangalore
Stipend: INR 15000 Per Month
Incentives : INR 10000
Target: 220000 INR per month.
Pre - Placement Offer :- 4 to 6 LPA (After Completion of Training)

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **20 July 2022**.

SIGNATURE: _____ DATE: _____
(Candidate's Signature)

HR@teachnook.com
support : 6360093009
Human Resources : 9731592051

NAME: RAJATH S BHUSHAN
USN: 1KS18EC069

21-22
13
1KS18EC069
OFF CAMPUS

ACL Digital
an ALLEN group company

APPOINTMENT ORDER

31/Oct/2023

Mr Rajath S Bhushan
S/O S Shashi Bhushan
Flat No 305 3rd floor 10 Shabari Elite Apartment
Shashidara Layout 6th main Dwarakanagar 2nd stage
Rajarajeshwarinagar Bengaluru Karnataka - 560098.

Dear Rajath S Bhushan

With reference to your application and the subsequent interview you had with Allen Calsoft Labs India. We have great pleasure in offering you an employment under the following terms and conditions:

TERMS AND CONDITIONS OF APPOINTMENT

1. Employment Details:

a) Designation	: Software Engineer
b) Base Location	: Bengaluru
c) Work Location	: Bengaluru
d) Date of Joining	: 31/Oct/2023

2. Salary:

Your annual salary will be **INR 7,50,000/- (Seven Lakhs Fifty Thousand only)** and will be structured as per the attached Annexure 1- Compensation Structure and Benefits. Perquisites & Benefits:


- Company's PF contribution is 12% of basic or maximum 1800 per month whichever is lower.
- VPF contribution facilities is enabled for employees & the same can be opted during the onboarding formalities to increase employee PF contribution only.
- You will be eligible for Gratuity under the Payment of Gratuity Act, 1972.
- You will be covered under Personal Accident Insurance for a sum insured of 1 year's Annual CTC or INR 10 lakhs whichever is higher.
- You will be covered under Group Health Insurance for a sum of INR 5 lakhs.
- You will be covered under Group Term Life Insurance as per the below terms
 - 1 Time of Annual CTC (or) INR 10 lakhs whichever is higher for Employees aged less than or equal to 39 Years.
 - 2 Times of Annual CTC (or) INR 15 lakhs whichever is higher for Employees aged above or equal to 40 Years.
- The Company's leave policies shall apply to your employment and may be modified by the Company at any time at its absolute discretion.

Signed
By: waidyanathan
P. Date:
2023.10.31
14:18:28 +05:30

31-10-23

ALLEN Calsoft Labs (India) Private Limited
7th Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru, Karnataka 560029, India.
Tel +91 80 40343000 | Fax +91 80 40343111 | CIN U72200KA2011PTC056492 | GST 29AAECC2705R1Z9

www.acldigital.com



NAME: HARSH SHARMA


USN: 1KS18EC030

1KS18EC030 (off) 25


KAMMAVARI SANGHAM (R) - 1952
K S GROUP OF INSTITUTIONS
K S INSTITUTE OF TECHNOLOGY
#14, Raghuvanahalli, Kanakapura Road, Bengaluru - 560109
Tel: 080-28435722 / 24 Web : www.ksit.ac.in

Congratulations

For Getting Placed In



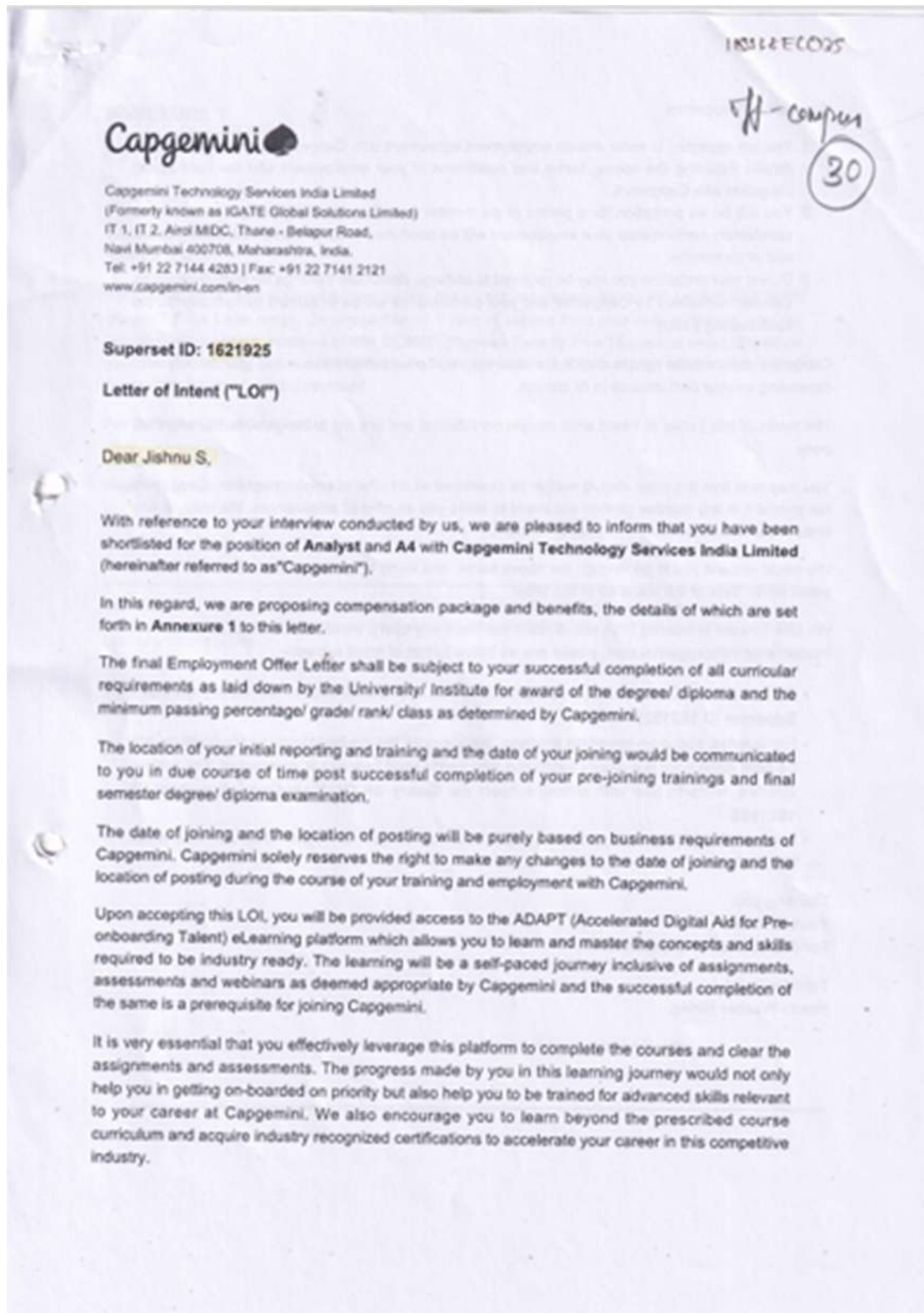
Mercedes-Benz



HARSH SHARMA
1KS18EC030

With Highest Package of
10.00 LPA

NAME: JISHNU S
USN: 1KS18EC025




NAME: NAVEEN
USN: 1KS19EC403

21-22

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1KS19EC403
OFF CAMPUS

 **exicom**

NAVEEN G 08-06-2023





Sub: Appointment Letter

Dear NAVEEN,

We, Exicom Limited, are pleased to appoint you in our Company as, on the terms and conditions stated herein and in the attached Annexures (collectively "Appointment Letter").

1. **Designation & Posting**
Your designation is Graduate Engineer Trainee in Research and Development. Your initial place of posting shall be Bangalore, Karnataka, India, Research and Development.
2. **Start Date & Reporting Manager**
Start date of your employment with the Company is. At present, your reporting manager is Narayan Surendra Mahipati and his role is Assistant General Manager.
3. **Duties**
 - 3.1. You will carry out responsibilities and functions assigned to you by the Company from time to time.
 - 3.2. You will devote all of your professional time, attention and energies exclusively for furthering the business objectives of the Company, as per the Company's directions.
 - 3.3. Your employment is on full-time basis. During your employment, you shall not engage in any other work or activity for remuneration (part time or otherwise) or be interested (directly or indirectly) in any other competing trade or business, without the prior written permission of the Company.
 - 3.4. You are under a general obligation of good faith towards the Company, and you are therefore, required to use your best endeavor to promote and serve the interests of the Company. You shall not post, share, or promote any content on social media platform/website that may negatively affect Company's image or reputation.

Exicom Energy Systems Private Limited | Regd. Office : 4th Floor, P. No. 38, Institutional Area, Sector-32, Gurugram, Haryana-122001
Corporate Identification Number : U31909HR2022PTC101342

 +91 124 6615200  contact@exicom.in  www.exicom-ps.com 

NAME: PARIKSHITH S

USN: 1KS18EC058

Name - PARIKSHITH S
USN - 1KS18EC058
CTC - 3.5L
M ONCAMPUS

47

Wipro Offer Letter
1 message

Wipro offer letter <wipro+email+369cr-4d51d550d0@talent.icims.com> Mon, Jan 24, 2022 at 10:40
Reply-to: Wipro offer letter <wipro+email+369cr-4d51d550d0@talent.icims.com>
To: parikshith200@gmail.com

January 24, 2022

Dear Parikshith S,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **Desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the ICIMS Offer Letter within **15 days** from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, click on **Accept** -> click on **signature check box** -> Click on **"Submit and Print"** -> Click on **"web browser"** -> **ctrl+P** -> **save as pdf** -> **save** -> **select destination on your system to download.**

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your offer letter at the earliest using a **Desktop/laptop**
Click to Complete

Your Login Information:
Login Name: parikshith200@gmail.com
(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
{Global Campus Hiring Team} Wipro Limited}

This message was sent to parikshith200@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=OCBA23262871&contactid=17497892>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

NAME: SUSHMA A V
USN: 1KS18EC095

1KS18EC095
OFF CAMPUS
72

Continental

Date: 15th Sept 2022
Ref. No: Continental/TC/2022/
Sushma A V
Bangalore

Offer Cum Appointment Letter

Dear Ms. Sushma A V,

This is with respect to your application and the subsequent interviews you had with us. We are pleased to extend an offer of employment with Continental Automotive Components (India) Private Limited, as per the below terms and conditions

Grade : CG 8T
Designation : Trainee (GCT)
Work Location : Bangalore
BU : AM CE ENG

- 1. Salary and Benefits**
Your training duration will be for a period of one year. During this training period you will be paid with an annual compensation of INR 6,00,000 /- pa
In addition to the above, you will be entitled to certain allowances/benefits as mentioned in the enclosed Annexure I. For details of allowances kindly refer Annexure II.
- 2. Work Place**
You are initially appointed to work in our Technical Center, Bangalore. 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.
- 3. Service Agreement**
This employment offer is based on your consent to stay in service of Continental for a minimum period of 3 years, considering the substantial efforts management is offering to invest in you for your GYT program and beyond. Therefore, as a Graduate Engineer Trainee, you are required to sign a Service Agreement for 3 years with us on the date of joining. The details of the same have already been communicated to you.
- 4. 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.

Continental Automotive Components (India) Private Limited
Technical Center India, Galle Road South Gate Tech Park
Plot No 27, Heemavathi Industrial Area, Ty No. 17, 18, 19 & 20
Heemavathi Road, Heemavathi, Aravali Taluk, Bangalore 560021


Phone: +91 80 6613 1300
Corporate Identity No: U72900KA2015PTC040148
www.continental-corporation.com

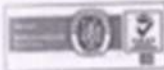
Page: Offer/Plot No. 27/28, Heemavathi Industrial Area, Heemavathi, Aravali Taluk, Bangalore - 560021, In. In

Scanned by TapScanner

NAME: SUSHMITHA R
USN:1KS18EC096

1KS18EC096
4 LPA
ON-CAMP
73


SONATA SOFTWARE LIMITED


CMMI DEV/5

13-06-2022

Ref: SSL/HR /APPT

Sushmitha R
No 9, 19th cross
Krishnaiah layout, itamadu main road, BSK 3rd stage
KA*NATAKA, Bangalore, 560085

Dear Sushmitha R

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Digital Engineer Trainee
2. **Grade:** ETG
3. **Date of Commencement:** Will be informed later
4. **Salary:** As per the salary Annexure.
5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.
6. You will be governed by the Leave Rules of the Company.
7. You will execute a service 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 at the time of 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 Trainee Service Agreement.
10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.
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.

SEZ UNIT-2, PRODUCTION BLOCK-2, SV, NO. 12/3, MYLAKANDRA VILLAGE, SEZ GLOBAL VILLAGE, OFF BANGSORE ROAD, RVCE POST, BANGALORE-560085
CIN: L72300MH2009PL0087139
REGD. OFF: 208, T.Y. INDUSTRIAL ESTATE, S. K. AHIRE MARG, WORLI, MUMBAI - 400010, INDIA
WEBSITE: WWW.SONATA-SOFTWARE.COM | EMAIL: HR@SONATA-SOFTWARE.COM

NAME: KRISHNA PRASAD B
USN: 1KS19EC402

21-22

(83) 1KS19EC402 (83)

SHABARI ENTERPRISES OFF CAMPUS
MANPOWER CONSULTANT & CONTRACTOR
REGD : KRP/CE/90-94-95
e-mail : info@shabari.co.in, admin@shabari.co.in

Date: 03/05/2023

To,

Mr. KRISHNAPRASAD.B
S/O BABU B,
1/1, VISHNU ROAD,
BSK 2ND STAGE,
KADIRENAHALLI,
BSK 2ND STAGE, BANGALORE
KARNATAKA-560070

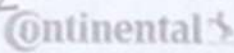
APPOINTMENT ORDER

With reference to the interview had with us we are pleased to offer you the position of **Trainee-ITS-Engineering** in our company.

1. You shall be paid a salary as per Annexure -A (Salary Structure) enclosed 'we shall be the sole decision maker to modify / revise your remuneration structure at any time without adversely affecting your annual salary.
2. Since your appointment is in SHABARI Enterprises, you will be governed by the specific Terms and Conditions of SHABARI Enterprises.
3. You will be covered under *Provident Fund Act. and ESIC Act*
4. We are a service oriented company; your service will be required in various clients' locations.
5. You shall not claim to be the employee of any of our client's Organization, where we may depute you from time to time.
6. Your services shall be liable to be transferred from one place to another and/or from one Department, Organization, to another and / or from one post to another/ One Region to another Region purely at the discretion of the Management and or account of exigencies of work.
7. The company operates on 6 days a week i.e. from Monday to Saturday. Working hours are subject to company's need. You shall be willing to work in various shifts, if need arises. Similarly the client organization may change the working hours, if the work exigencies so require.
8. Your contract of employment shall be valid for a period of Eight months from the date of Appointment. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co terminate with the aforementioned project / work. This Contract may be extended as per the client's requirements and needs. At the end of the above-referred period the contract will stand terminated automatically without any notice or communication to you unless they are explicitly extended by us by a letter in writing.

No. 30, Main Road Kodi Circle, Whitefield Post, Bangalore - 560 066

NAME: GOKUL G
USN: 1KS18EC029

21-22 Continental  1KS18EC029 (86)

Date: 19th July 2022

Ref. No: Continental/TCI/2022/

Gokul G
Bangalore

Offer Cum Appointment Letter

Dear Mr. Gokul G,

This is with respect to your application and the subsequent interviews you had with us. We are pleased to extend an offer of employment with Continental Automotive Components (India) Private Limited, as per the below terms and conditions

Grade : CG BT
Designation : Trainee (GET)
Work Location : Bangalore
BU : AM CE ENG

- 1. Salary and Benefits**
Your training duration will be for a period of one year. During this training period you will be paid with an annual compensation of **INR 6,00,000 /- pa**

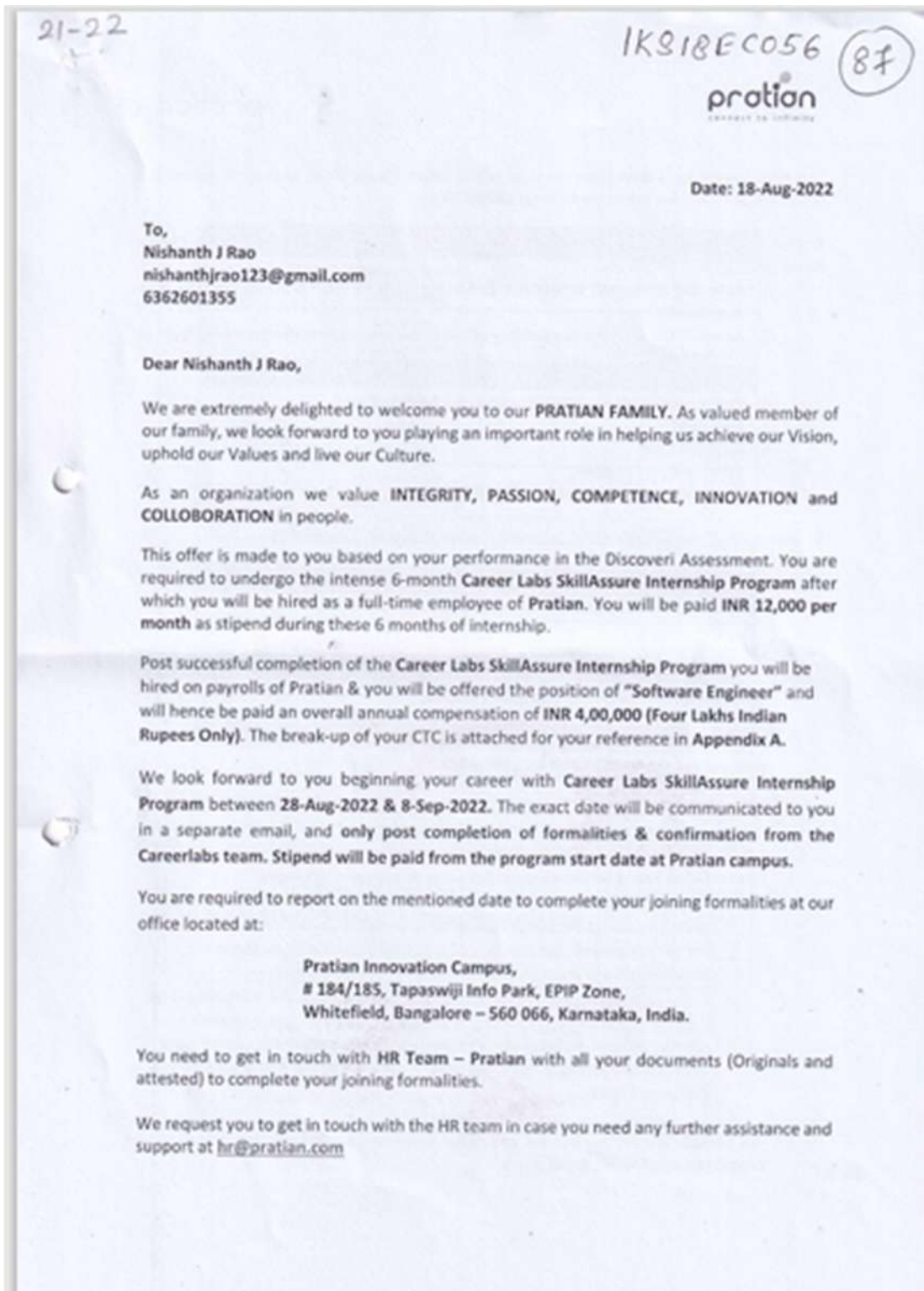
In addition to the above, you will be entitled to certain allowances/benefits as mentioned in the enclosed Annexure I. For details of allowances kindly refer Annexure II.
- 2. Work Place**
You are initially appointed to work in our Technical Center, Bangalore. However, you are liable to be transferred to any department or establishment forming part of the Company, or associate companies or business associate anywhere in India or overseas, temporarily or permanently.
- 3. Service Agreement**
This employment offer is based on your consent to stay in service of Continental for a minimum period of 3 years, considering the substantial efforts management is offering to invest in you for your GYT program and beyond. Therefore, as a Graduate Engineer Trainee, you are required to sign a Service Agreement for 3 years with us on the date of joining. The details of the same have already been communicated to you.
- 4. 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.

Continental Automotive Components (India) Private Limited
Technical Center India, Sahakar South Gate, Tool Park,
Plot No E1, Bommasandra Industrial Area, By No. 17, HE, 19 & 20
Hosur Main Road, AHSide H&A, Ankal Taluk,
Bangalore 560 100

Phone +91 80 6679 1300
Corporate Identity No. U72900KA2007PTC000146
www.continental-corporation.com

Regd. Office Plot No E18, Bommasandra Industrial Area, Hosur Road, AHSide H&A, Ankal Taluk, Bangalore - 560100, India

NAME: NISHANTH RAO J
USN: 1KS18EC056




NAME: RAJ KRISHNA

USN: 1KS18EC068

21-22

1KS18EC068

 **BOSCH**

*** Personal and Confidential ***
Mr. Raj Krishna
7172303, Candidate Id: Raj Krishna,

Bosch Global Software Technologies Private Limited, 123 Industrial Layout Hosur Road, Karamangala, Bangalore 560 095, India. Tel: +91 80 8857 1757 Fax: +91 80 8857 1454 CN: U71400KA1987PTC023164 www.bosch-softwaretechnologies.co

Our reference: TN/65963/2022

Date: 18-Aug-2022

Dear Mr. Raj Krishna,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as **'Associate Software Engineer'** at BGSW in **"Level 50"** as detailed below.

1. Compensation

- Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- Please refer to **Annexure I** to know more details about your compensation package.
- The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Karamangala, Bangalore - 560095, India
Managing Director: Mr. Dutta Sathagame
© Robert Bosch Engineering and Business Solutions Private Limited reserves all rights even in the event of industrial property. We reserve all rights of disposed such as copying and passing on to third parties.

NAME: SANKETH B
USN: 1KS18EC079

21-22
ACL Digital
an ALLEN group company

1KS18EC079

7th Floor, Tower D, IBC Knowledge Park,
4/1 Bannerghatta Main Road, Bengaluru,
Karnataka 560029, India. (89)
Tel +91 80 40343000 | Fax +91 80 40343111

14-Sep-2022
Mr. Sanket B Paschapuri,
#28, Shivanaga nilaya, 9/4 th cross, shastri nagar, Belagavi

Dear Sanket B Paschapuri,

With reference to your application and the subsequent interview you had with Alten Calsoft Labs India. We have great pleasure in offering you an employment under the following terms and conditions:

TERMS AND CONDITIONS OF APPOINTMENT

1. **Employment Details:**

a) Designation	: Software Engineer
b) Base Location	: Bengaluru
c) Work Location	: Bengaluru
d) Date of Joining	: 15-Sep-2022

2. **Salary:**
Your annual salary will be ₹ 3,00,000/- (Three Lakhs only) and will be structured as per the attached Annexure 1- Compensation Structure and Benefits. Perquisites & Benefits

a) Company's PF contribution would be restricted to Rs.1800.
I. In case you want to contribute at 12% of your basic – you can do this by opting for voluntary provident fund contribution.
II. The employer's contribution will be restricted to 12% or INR 1800/- per month whichever is lower.
III. This request has to be explicitly given in writing at the time of onboarding.


b) You will be eligible for Gratuity under the Payment of Gratuity Act, 1972.

c) You will be covered under Personal Accident Insurance for a sum insured of 1 year's Annual CTC or ₹ 5 lakhs whichever is higher.

d) You will be covered under Group Health Insurance for a sum of ₹ 3 lakhs.

e) You will be covered under Group term Life Insurance for a sum insured of 1 year's Annual CTC or ₹ 5 lakhs whichever is higher.

f) The Company's leave policies shall apply to your employment and may be modified by the Company at any time at its absolute discretion.

 Signed
by: Chandra
Sekhar
Mohanpatra
Date:
2022.09.14
14:29:09 +05:30

Accepted and Acknowledged

Signature

NAME: VIVEK GOWDA
USN: 1KS18EC110

21-22.

TuringMinds.ai (90)
a Soothsayer Analytics Company

May 26, 2022
Hyderabad, Telangana

Vivek Gowda
vivekvenarasa@gmail.com
6361797147

Sub: "Employment with TuringMinds.ai"

Dear Vivek Gowda,

Congratulations! You have been selected as "Data Scientist" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR "10000" per month.

During the training period, you must fulfill the following conditions

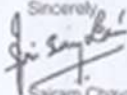
1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of INR 628000 (Six Lakh Twenty Eight Thousand). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

L-77, 315 Work Avenue,
15th Cross Road, Sector-6, HSR Layout,
Bengaluru- 560102, Karnataka

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is **May 27, 2022**. Your employment as "Data Scientist" will start from **May 28, 2022**. We look forward to having you onboard.

Sincerely,

Sairam Chavali
Associate Director - Human Resources

I, Vivek Gowda, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____ Date: _____

Full Name: Vivek Gowda

+91 81210 19111 www.TuringMinds.ai info@turingminds.ai

Block A, 2nd Floor, Jvothi Imperial, Janardhana Hills, Gachibowli, Hyderabad - 500032

Name: SubramanyaUdupa GR
USN: 1KS18TE021



Offer: Computer Consultancy
Ref: TCSL/DT20206811986/Bangalore
Date: 08/10/2021

Mr. Subramanya Udupa Gr
Ks Boys Hostel # 15 Mallasandra Off Kanakapura Road BangaloreHoliday Village Road,
Inside Kssem College,
Bangalore-560109,
Karnataka.
Tel# -

Dear Subramanya Udupa Gr,

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 ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. 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 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 (detailed under Terms &

TCS Confidential
TCSL/DT20206811986

1

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

Name: NABEELA SAYEEDA
USN: 1KS18TE016



WOLVES India No. 43, Residency Road |
Bengaluru 560025

WOLVES USA 1317 Edgewater Dr #938 |
Orlando FL 32804

WOLVES



23 Sep 2022

Ms. Nabeela Sayeeda
#4078, 2nd Cross Kumaraswamy Layout
South Bangalore - 560078
India

LETTER OF OFFER

Dear Nabeela Sayeeda,

Congratulations!

Further to our meetings and discussions, we are extremely pleased to offer you the position of a "Recruitment Consultant - L1" with WOLVES. Your employment will commence on or before 26 Sep 2022 or such other date as may be mutually agreed. Your principal place of appointment and base location, at all points of time during your employment with WOLVES, shall be 43, We Work Galaxy, Residence Road, Bengaluru - 560025

Your annual compensation is ₹.3,60,000/- (INR Three Lakh(s) and Sixty Thousand Only). The details of the compensation are presented in **Annexure B**.

Your employment with us will be governed by the terms and conditions as detailed in **Annexure A** and on successful clearance of all requisite background verifications conducted as per policies.

We extend a very warm welcome into the Wolves pack.

We look forward to your confirmation to join us and be part of our success!

For WOLVES

RAGHU S
Director's Name & Signature



TALENT SOLUTIONS
www.wolves.solutions



COMMUNITY
www.coderpack



OFFSHORE



QUASARA
www.quasara.com

NAME: ASHISH VILAS JADHAV
USN: 1KS18ME009

TOYOTA

NANDI TOYOTA
MOTOR WORLD PRIVATE LIMITED
463A, Kodlu Gate, 7th Mile,
Hosur Road, Bangalore - 560048
Ph: 980-46431111
Website: www.nanditoyota.com

October 10, 2022
Private & Confidential

Nandi/HRD/OL/017

To,
Mr. Ashish Vilas Jadhav
#84, 02nd Floor, Raj Residency,
01st Main, Srinidhi Layout,
Bangalore-560062

Sub: Offer of Employment at Motor World Private Limited (Nandi Toyota)

Dear Ashish,


It was a pleasure interacting with you to consider you for an employment with Nandi Toyota. Based on the interview and the subsequent discussion we had with you, we are pleased to offer you the position of **Service Engineer-Trainee** in our company as per the terms and conditions discussed with you in the meeting. The detail of your salary and Cost to Company (CTC) is mentioned in the enclosed annexure.

This offer will remain valid till October 10th, 2022. You are requested to produce all necessary documents which is mentioned in the enclosed annexure and should report at 9.00 A.M on date of joining. Please sign and return the duplicate copy of this letter to us as a token of your acceptance of this offer.

We look forward to having you on board!

Sincerely,

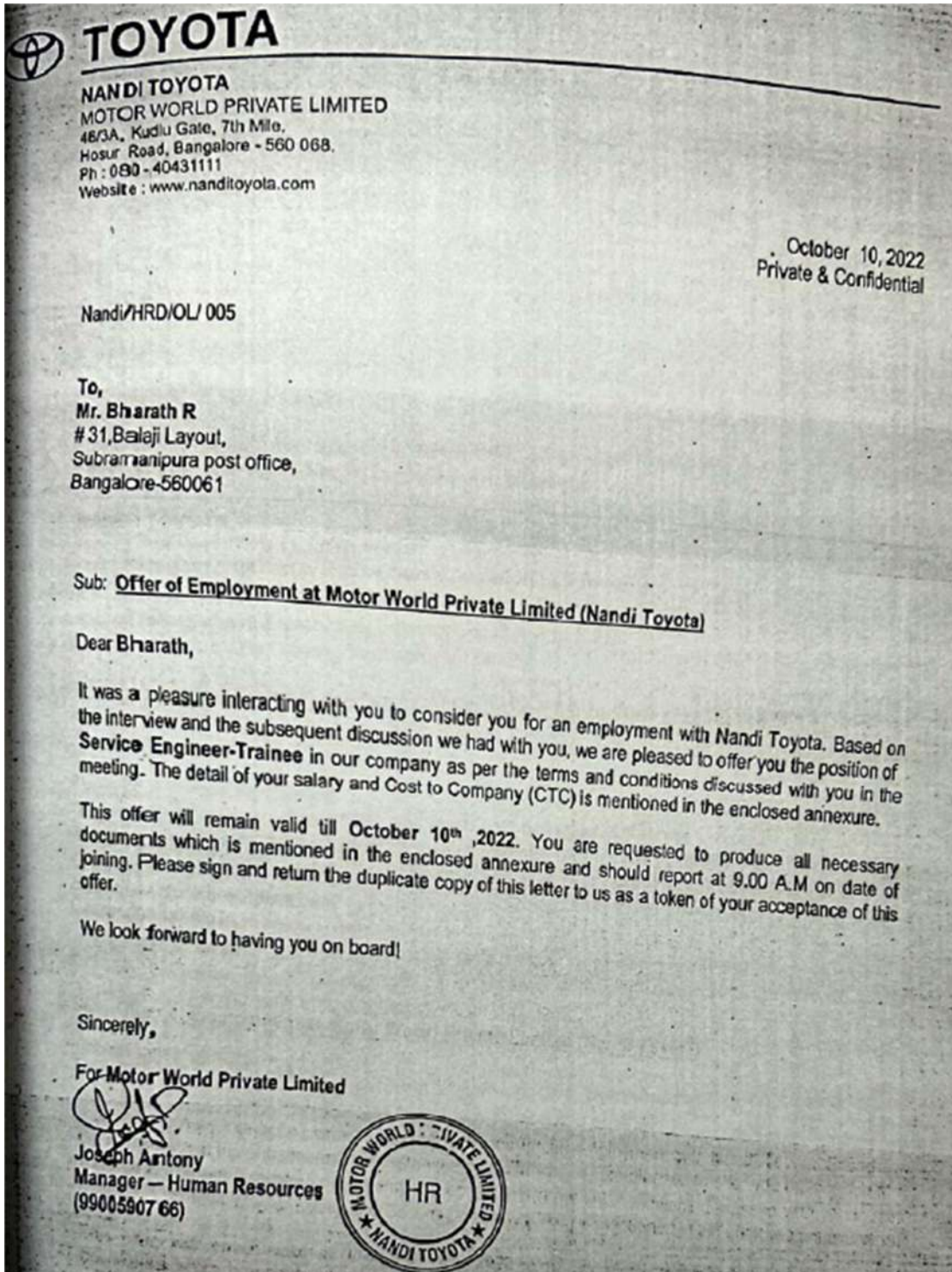
For Motor World Private Limited


Joseph Antony
Manager - Human Resources
(9900590766)



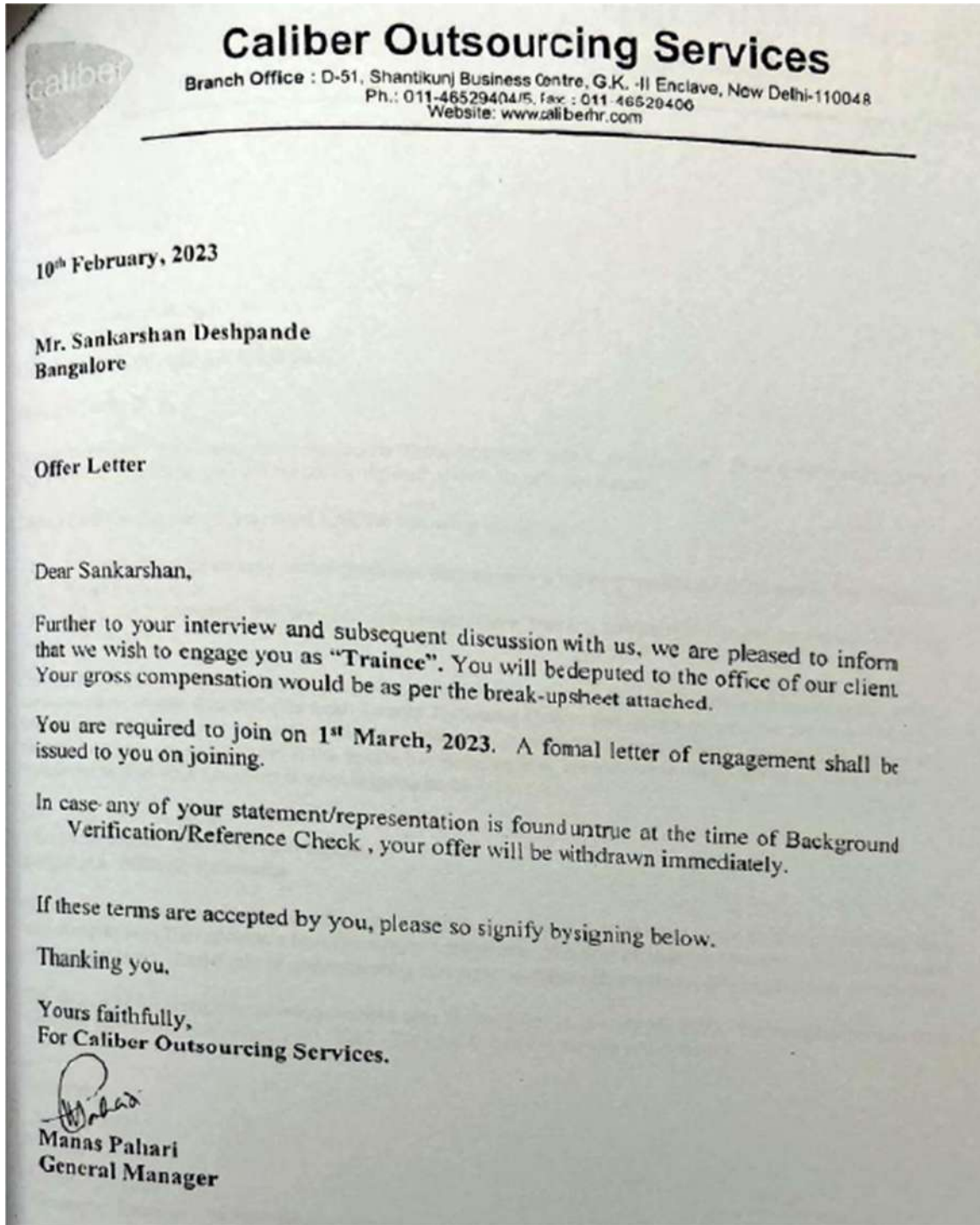
NAME: BHARATH R

USN: 1KS18ME011



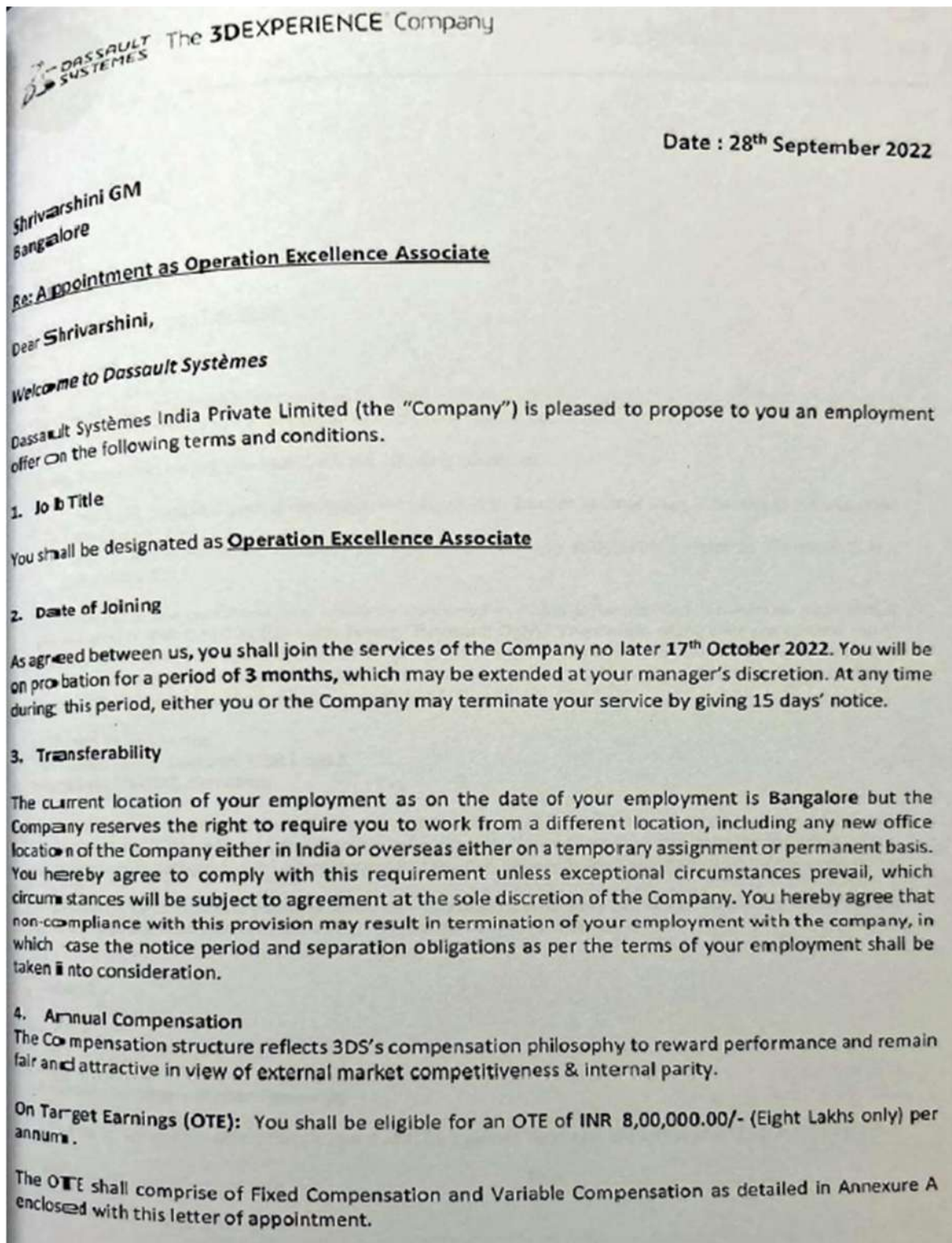
NAME: SHANKARSHAN DESHPANDE

USN: 1KS18ME061

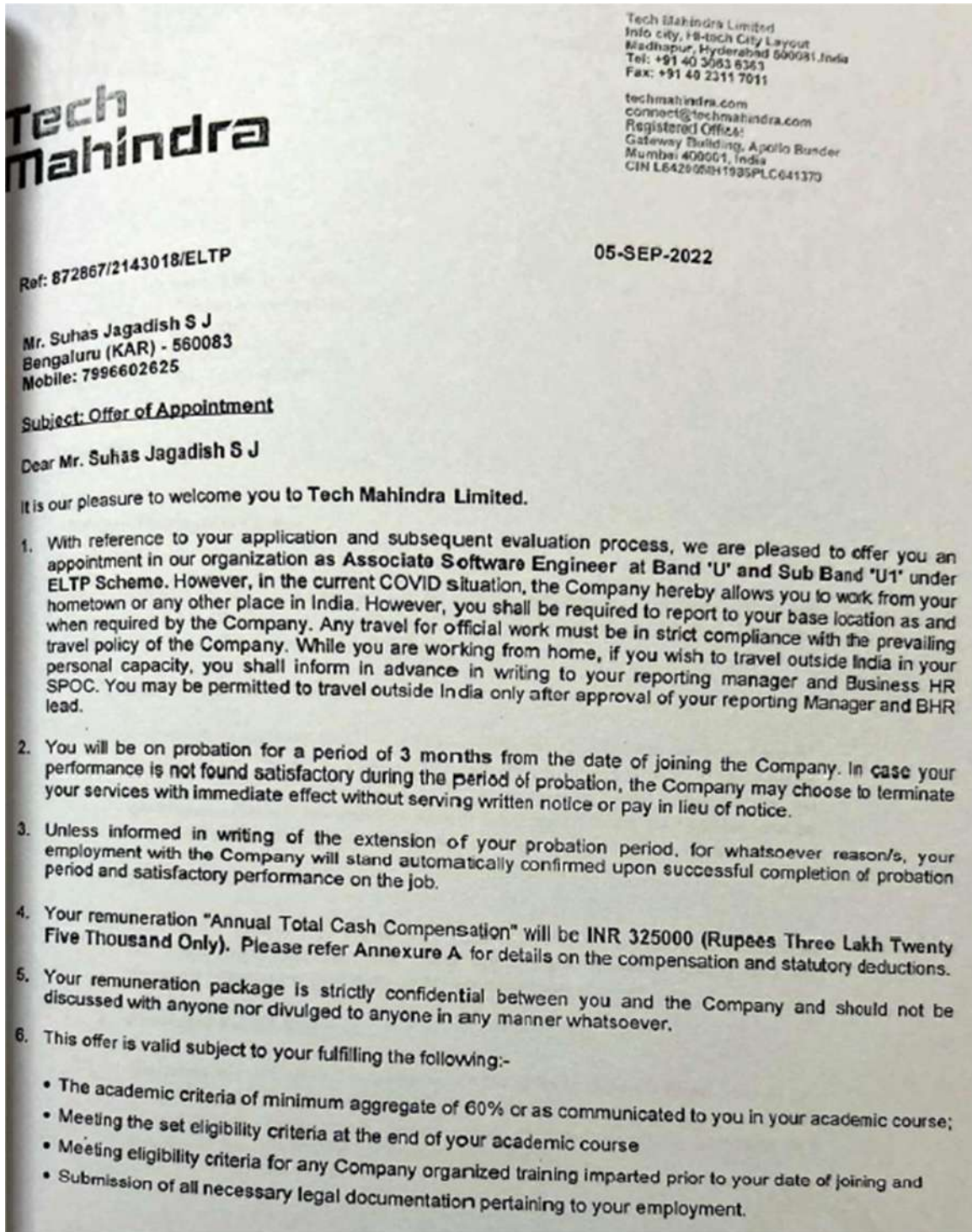


NAME: SHRIVARSHINI G M

USN: 1KS18ME067

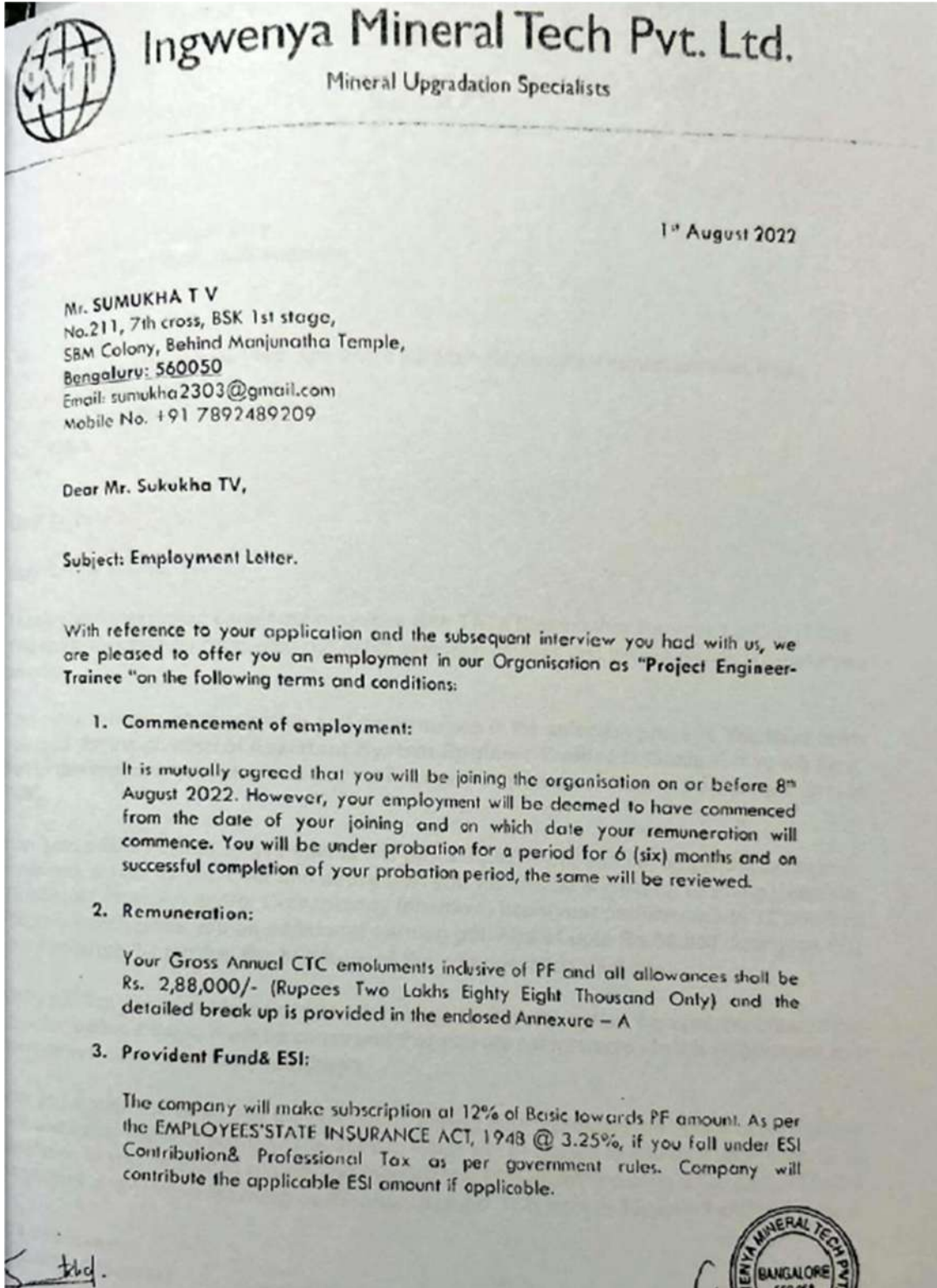


NAME: SUHAS JAGADISH S J
USN: 1KS18ME071



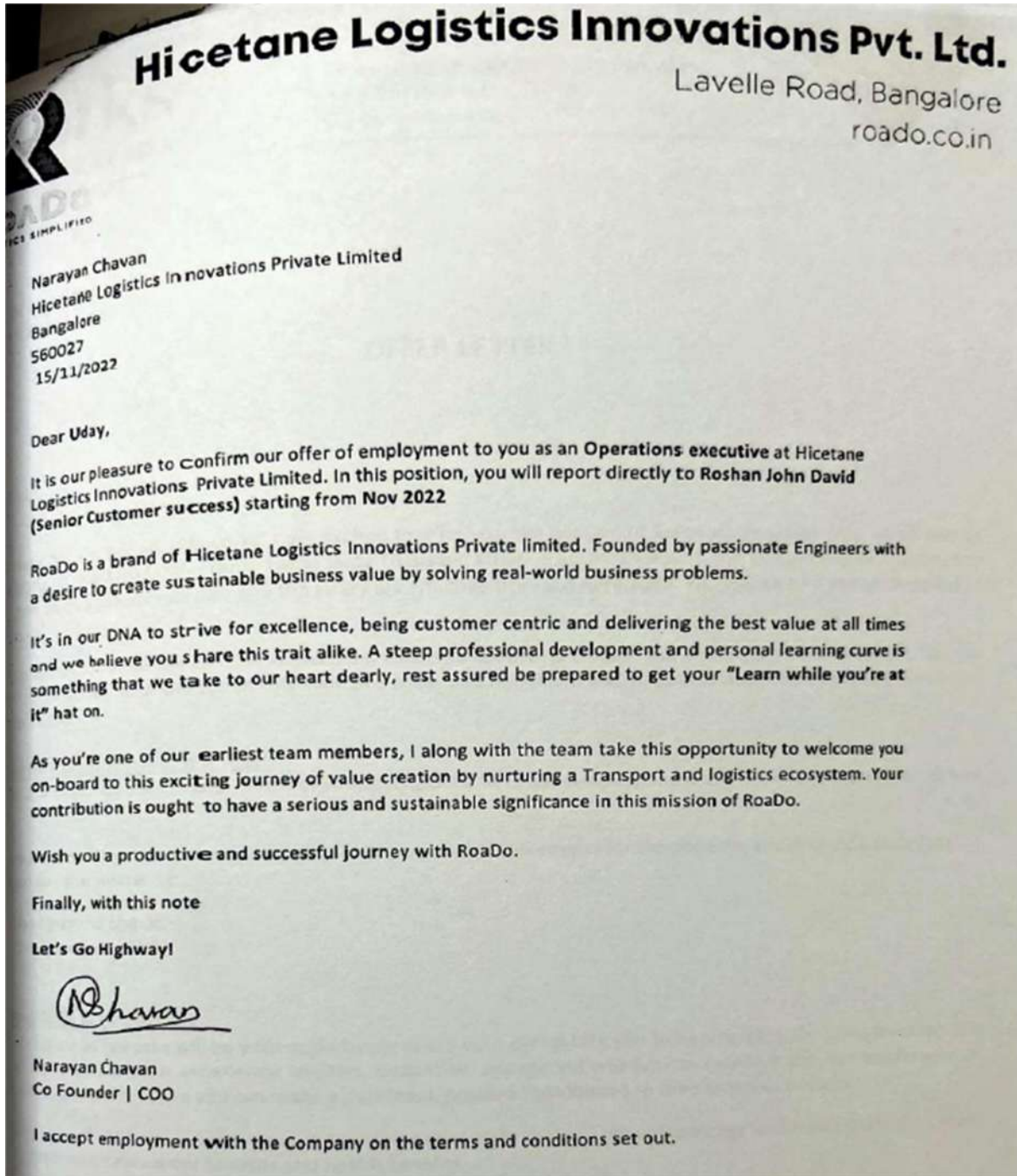
NAME: SUMUKHA T V

USN: 1KS18ME072

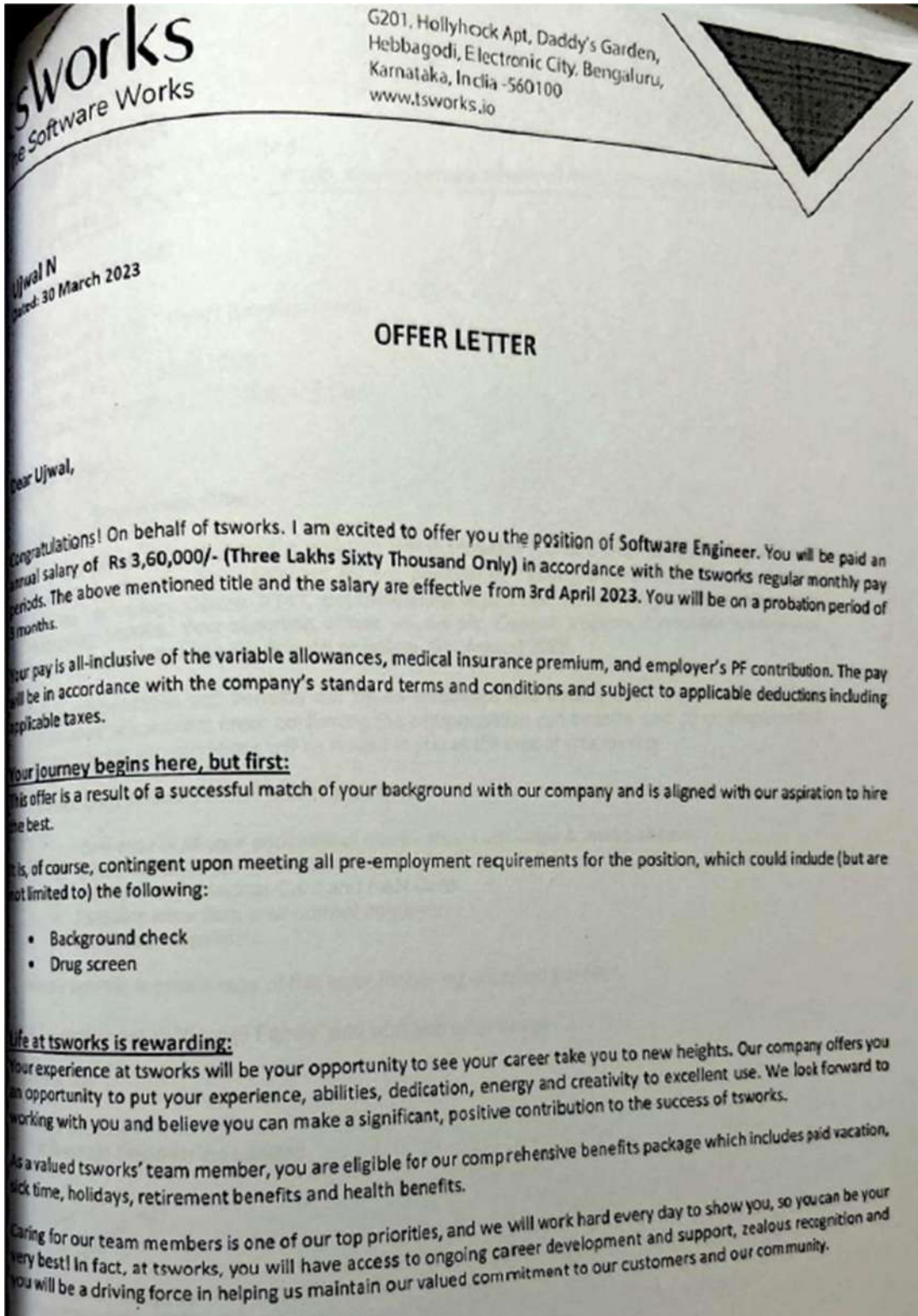


NAME: UDAY KIRAN P

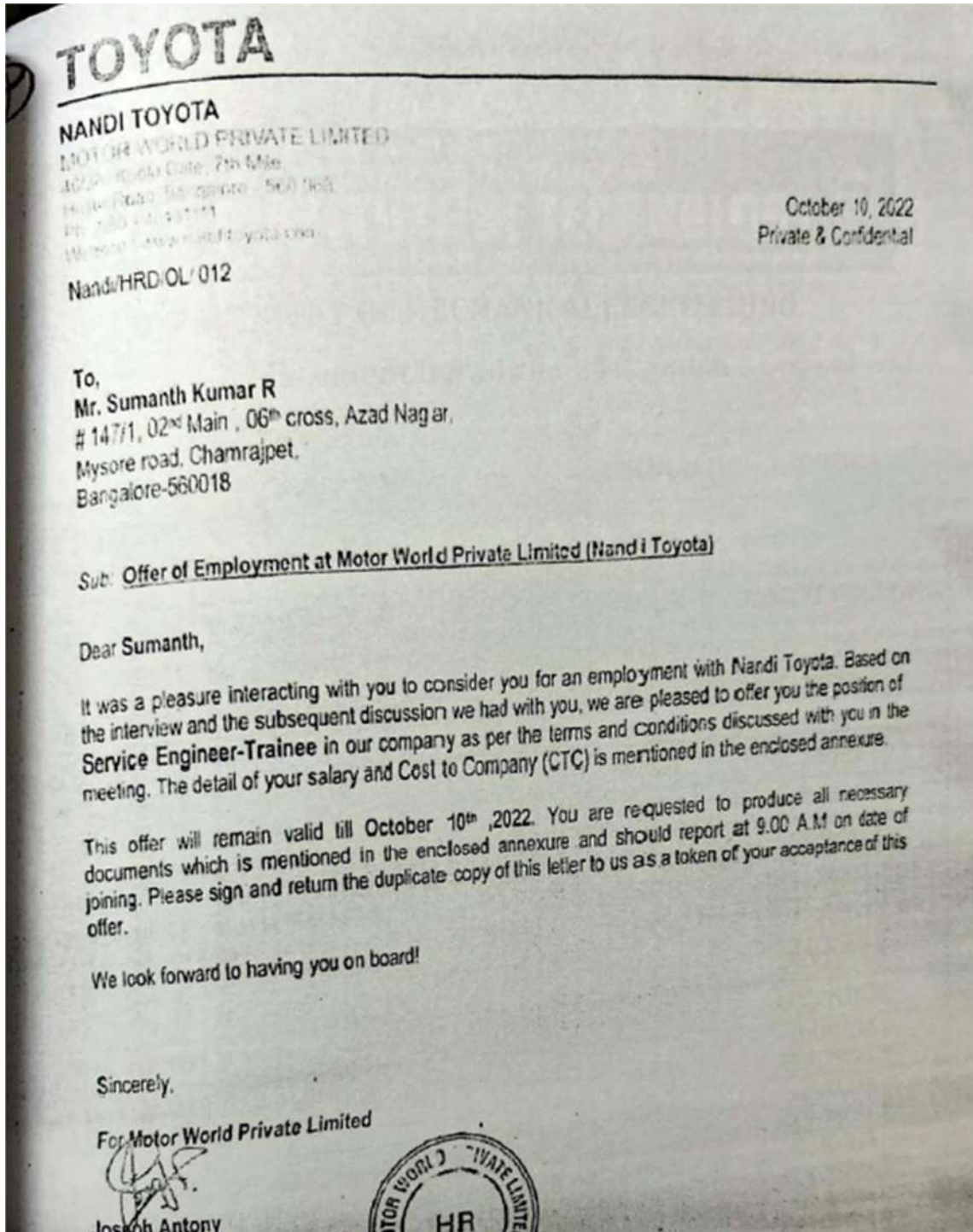
USN: 1KS18ME077




NAME: UJWAL N
USN: 1KS18ME078



NAME: SUMANTH KUMAR R
USN: 1KS19ME413



NAME: SANJAY P
USN: 1KS18ME060

motherson  **Motherson Sumi Wiring India Ltd.**
Head Office: C-14 A & B, Sector 1, Noida - 201301, Distt. Gautam Budh Nagar, U.P., India
Tel: +91-120-675 2100, 675 2278, Fax: +91-120-252 1566, 252 1960, Website: www.mewil.motherson.com

WORKS: 31-B Industrial Area, Phase - 1, Kumbalgotu, Bangalore - Mysore Road - 560074

16th March 2023 (21)

Mr. Sanjay P
#59 6th Cross 2nd block APK rode
Thyagarajagar Bangalore 560028

LETTER OF OFFER

Dear Mr. Sanjay

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as "Graduate Engineer Trainee" on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before 20th March 2023 at 9.00 AM.

You are requested to bring the following documents at the time of joining:

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport Size Photographs in formal attire with white background.

The offer has been made based on information furnished by you. However, if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on 1st April every year on prorate basis.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

Thanking you,
For Motherson Sumi Wiring India LTD

NAME: MANOJ A
USN: 1KS18ME033

Letter for MANOJ A

Sat, 16 Sept, 2023 at 2:49 pm

squareyards <offers@squareyards.com>
squareyards@squareyards.com
gimanu2692000@gmail.com
ntap.chowdhury@squareyards.co.in, nikhil.s6@squareyards.co.in, arpith.susarla@squareyards.co.in,
ellahi@squareyards.co.in

23

Dear MANOJ A,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Investment Manager** in our Company. Your beginning annual remuneration will be **INR 320,000/- (Enclosed: CTC break-up)**.

In addition you will be eligible to participate in:

- The candidate will also be entitled to a variable incentive earned as a percentage of the revenue generated by the candidate on achieving the minimum required revenue target. The percentage will be determined in the incentive model which will be shared with the employee along with the Job Description. The incentive percentage and slabs will be subject to change from time to time at the sole discretion of the Company.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be
Reporting Date & Time:

Bangalore (Smartworks)
20-Sep-2023, 9:30 AM

Venue Detail:

Smart Works Coworking Pvt Ltd, Squareyards Consulting Pvt Ltd,
Second Floor, Raja Ram Mohan Roy Rd, Sampangi Rama Nagar,
Bangalore 560001

Contact Person:

Nikhil J S

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.

NAME: CHETAN M
USN: 1KS18ME409



24

Appointment Letter

Mindorigin Technologies Private Limited
4th block, Jayanagar, Bangalore.
Date: 26/12/2022

Dear Chethan M,

We are pleased to offer you the position of **Full-Stack Developer** at **Mindorigin Technologies Private Limited**. We were impressed with your qualifications and believe that your skills and experience will be valuable to our team.

Terms of Employment:

1. Position: Full-Stack Developer
2. Department: Development Team
3. Reporting To: Management Team
4. Location: Jayanagar, Bangalore
5. Start Date: 26/12/2022

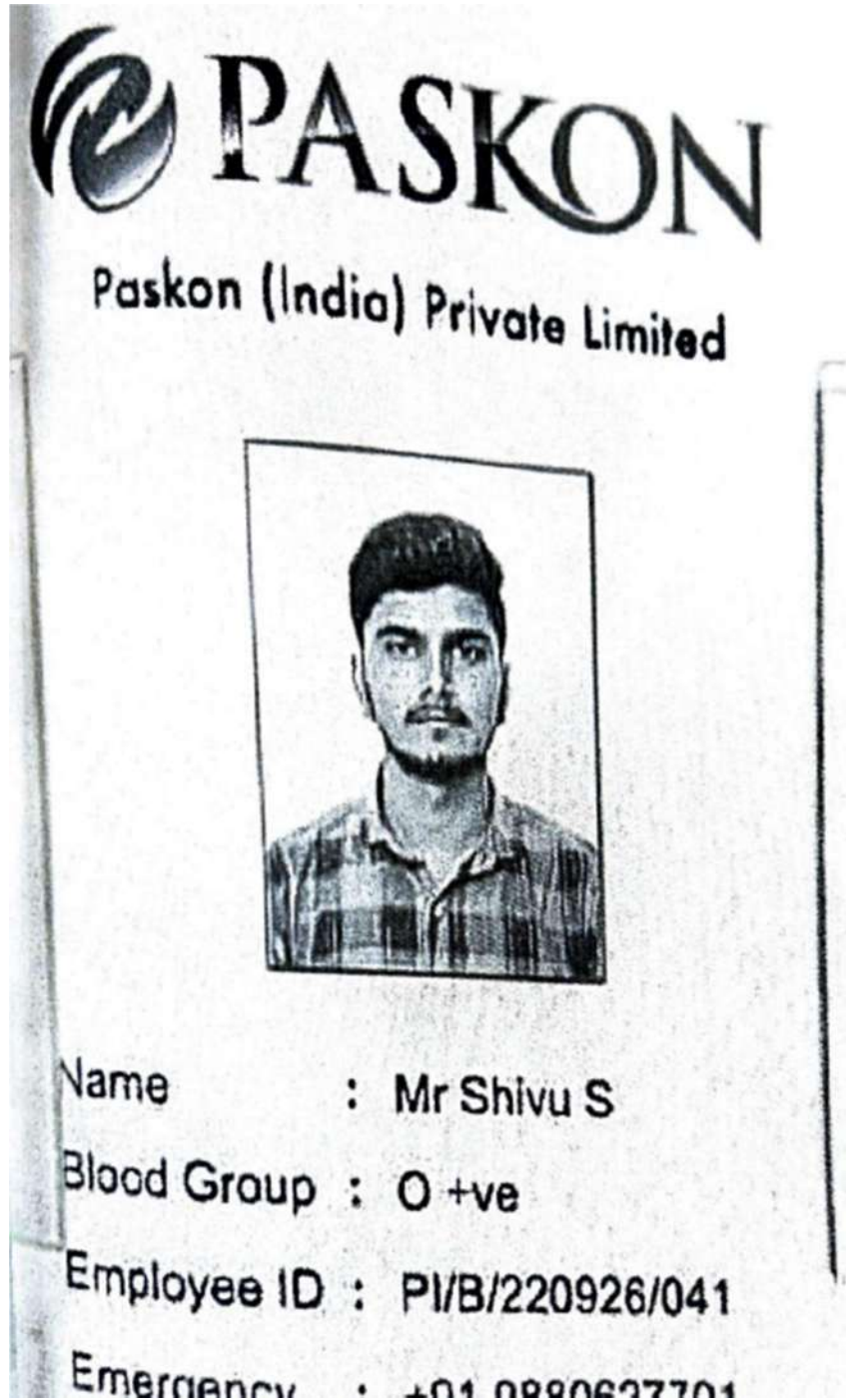
Compensation:

Your starting salary will be **₹ 4,20,000**, paid annually, starting from 26/12/2022.

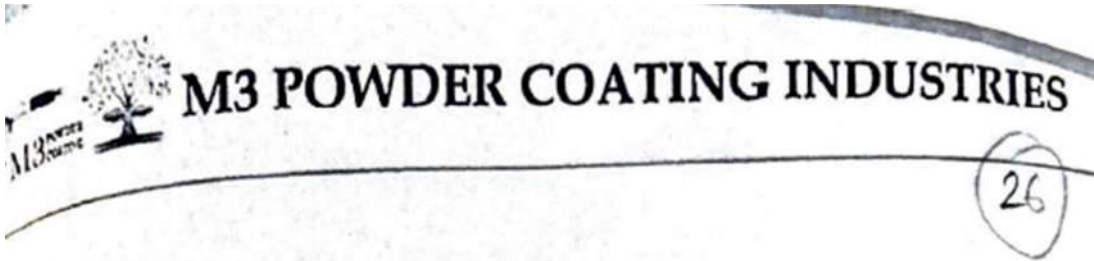
Work Schedule:

Your regular working hours will be 9:30 am to 6:30 pm, on all weekdays and in addition with 10:30 am to 4 pm, with breaks as per the company policy.

NAME: SHIVU S
USN: 1KS18ME433



NAME: HEMPRASAD Y
USN: 1KS18ME416



OFFER LETTER

Date: 25th OCTOBER 2021

Dear Mr. HEMPRASAD Y
Insequent to the face to face interview you had with us, we are pleased to offer you the position of
COMPANY SUPERVISOR.

our Date of Joining will be 1st NOVEMBER 2021.

our Monthly take home salary will be Rs. 20,000/- (Twenty thousand only).

you shall be under the probation period for 3 months from the date of joining. During the probation period, if you choose
resign or terminate your employment with us you must serve a notice for 30 days failing which you will be required to
reimburse the training cost spent on you.

The company reserves the right to terminate you at any point without notice if found in violation of any of the company
policies.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of
documents or certificates given by you as a proof we retain the right to review our offer of employment.


Please sign the duplicate copy of this letter as a taken of acceptance of the same.

We look forward to a long and fruitful association with you.

For, M3 POWDER COATING INDUSTRIES

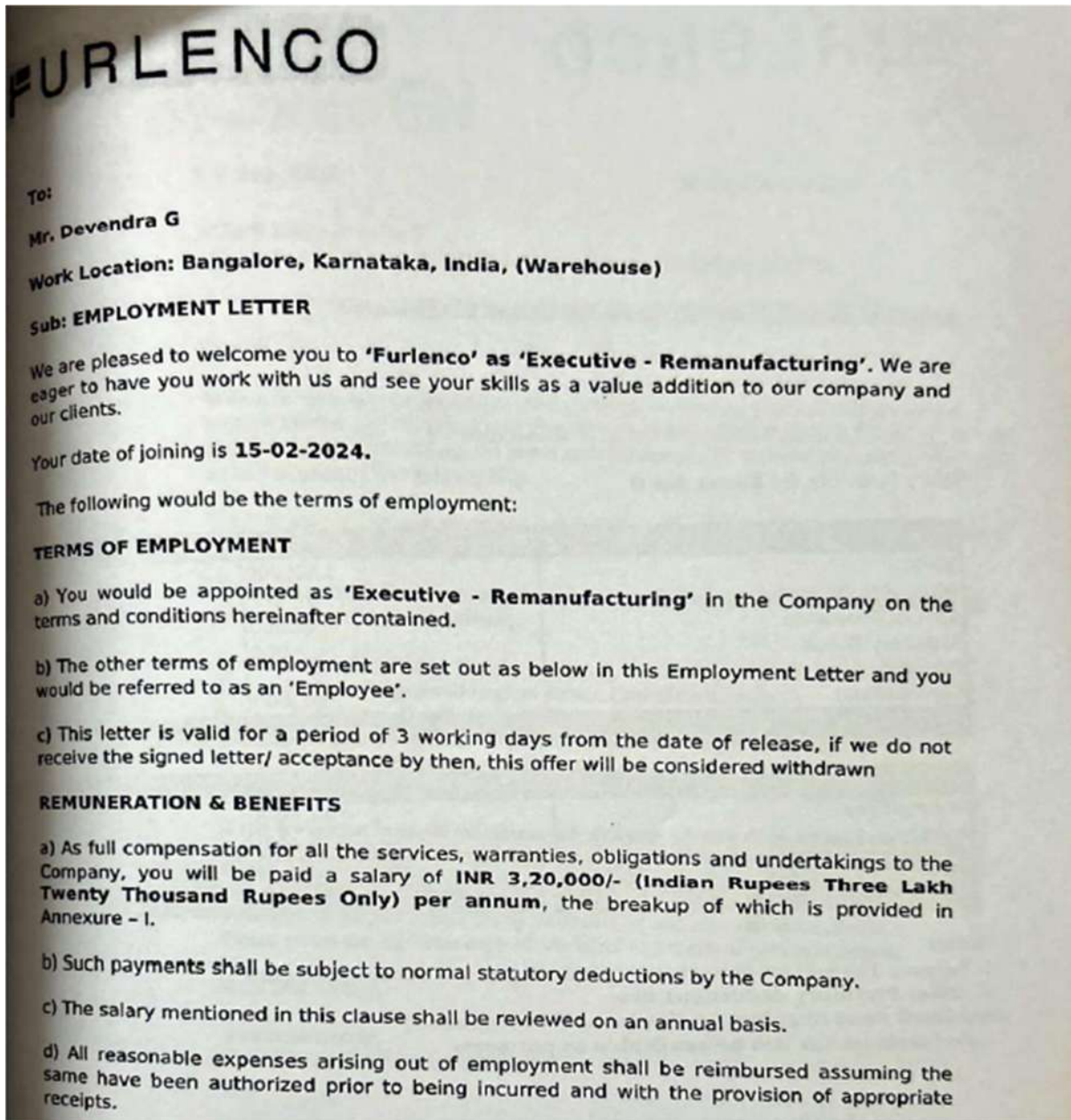
Name: HEMPRASAD Y

Designation: SUPERVISOR



NAME: DEVENDRA G

USN: 1KS18ME017



NAME: NIKHIL BARADWAJ V
USN: 1KS18ME040

MOREPEN



Jan, 31st, 2023

Medipath Division

Nikhil Bhardwaja V

#70 1st floor, 18th Main Road, Padmanabhanagar, Bangalore-560070

Sub: Letter of offer for the position of "Business Executive" Home Health Division"

Dear Sir,

With reference to your application and subsequent meeting you had with us we are pleased to offer you the position of "Business Executive"- Home Health Division" in our organization on mutually agreed terms and conditions. Your initial place of posting will be at **Bangalore (Karnataka) HQ**.

We look forward to your joining us immediately. The detailed letter of appointment will be issued to you after you join the organization.

You are requested to bring along the following original testimonials (returnable) with photocopies at the time of joining:

1. Copy of SSC/ Age Proof certificates.
2. Copy of Degree and Highest Exam. Passed certificates.
3. Acceptance of resignation/relieving letter of previous employer, if any.
4. Last salary slip/Form 16 from your previous employer, if any.
5. Passport size photographs (2 copies).
6. Photocopy of PAN card & PF's SSN card & ESI card, if available.

If you are currently employed, please submit a copy of your resignation to the present employer immediately and send us a copy of their acceptance / acknowledgement within 7 days.

This offer is subject to your being medically fit and your reference checks. Please return the duplicate copy of this letter as a token of your acceptance.

With best wishes,

Yours Sincerely,
For Morepen Laboratories Limited

for [Signature]

Name: DHANUSH B M
USN: 1KS18ME016



Ref: AIPL/HQ/HR/015/2023-24
Date: 31/07/2023

Mr.Dhanush B M,
No-482, 49th cross, BSK 6th stage,
9th block, behind Chinmaya Vidyalaya,
Bengaluru - 560060

Dear Mr.Dhanush B M,

Subject: Offer of Appointment

This letter dated as above outlines our offer of employment with AUMA India Private Ltd as Graduate Engineer Trainee - Marketing.

This appointment offer is subject to verification of all the information provided by you in your application form.

You are requested to join on or before 16/08/2023. It may be noted that, if you do not report on or before the date specified above at our Corporate Office in Bangalore, this offer of appointment stands automatically withdrawn with effect from the said date.

The formal employment letter will be handed over at the time of joining the company. The offer is contingent upon your acceptance of this offer on or before 01/08/2023 or earlier, satisfactory reference checks and verification of all supporting documents on your previous experience and education that includes professional training and projects undertaken.

Meanwhile, if you have any questions, you can call upon the undersigned +91 98802 20209.

For Auma India Private Limited,

Sd/-
Vinay.M.S

Head - Human Resources

Enclosures:- Annexure - 1(CTC details) (Confidential)

Ref: AIPL/HQ/HR/015/2023-24

Date: 31/07/2023

Name: Mr.Dhanush B M

Designation: Graduate Engineer Trainee - Marketing

Subject: Compensation Package

Your compensation package has been mentioned below:

Particulars	Monthly(In Rs)	Annual(In Rs)
Basic & DA	18,000/-	2,16,000/-
HRA	7,200/-	86,400/-
LTA	1,500/-	18,000/-
Special Allowance	9,200/-	1,10,400/-
Gross Salary	35,900/-	4,30,800/-
Bonus/Exgratia ** (As per the policy and applicable laws)	3,600/-	43,200/-
PF	2,160/-	25,920/-
Gratuity(As per Act not a part of direct Salary)	864/-	10,368/-
Total (CTC)	42,524/-	5,10,288/-

Other Benefits:

1. You shall be entitled for 2 days leave per month.
2. Medical Insurance applicable for "self" only till the completion of training period.
3. **One Time Reward of Rs. 50,000/- will be paid on completion of 12 months of service and is applicable only once. In the subsequent years the incentive/reward shall be applicable as per the company policy.
4. Subsidized Canteen Facility
5. **Bonus/Exgratia is subject to employee on the rolls of the organization on the date of declaration of the bonus/Exgratia (Refer Employee hand Book and Service Rules)**.

**One time Reward shall be paid as mentioned above on satisfactory assessments and completion of the above mentioned training periods. Continuous service means service with physical presence from the date of joining, discipline, work performance and excludes the notice period arising in view of resignation. The above said reward is only one time and is not part of fixed salary or adjustments within the salary in future.

Please carry relevant documents with copies of education testimonials, work experience certificates on the date of joining. The list of documents to be submitted while joining is as following:

- | | |
|------------------------|-------------------------|
| 1) SSLC MARKS CARD | 5) PUC MARKS CARD |
| 2) DEGREE CERTIFICATES | 6) EXPERIENCE LETTERS |
| 3) 4 PHOTOGRAPHS | 7) ID PROOF |
| 4) ADDRESS PROOF | 8) BANK ACCOUNT DETAILS |

Please do carry the originals as well as the photocopies of the above. You are hereby advised to treat the aforesaid offer and emoluments as "strictly confidential".

For Auma India Private Limited,

Sd/-

Vinay M S

Head - Human Resources

Name: Hemanth R
USN : 1KS18ME022



SONIA ORGANICS

"Manufacturer's of Pharmaceutical active substances and Nutraceuticals"
(ISO 9001 : 2015 CERTIFIED COMPANY)



REF:SO/OL-HR/2023-24/024
DATE: 25th Nov 2023

OFFER OF APPOINTMENT

Mr. Hemant
Harohalli
Kanakapura

Dear Mr. Hemant,

This has reference to your application and the subsequent discussions we had with you on **29th Nov 2023**. We take great pleasure in offering you the Position of "**Production - Supervisor**" at Unit II, Harohalli, Kanakapura. This is subject to the following terms & Conditions.

1. You are required to join us on or before **29th Nov 2023**, or another mutually agreed-upon date and you would report to **AGM**.
2. Your emoluments, on the cost to company basis, will be fixed as per the discussion and as agreed.
3. You will be under a probation period for six months from the date of joining and a probationary period, may be extended or terminated based on the discretion of the management.
4. During the probationary period of 6 months, the notice period will be 1 month. Upon successful completion of the probationary period, your notice period will be 2 months.
5. A formal appointment with all terms and conditions will be issued to you at the time of joining.
6. While you are employed at this Company, you will not engage in any other employment, consulting, or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.
7. If employee failed to serve notice period, the FFS will not be processed.

Document Submission: Please bring the following documents original + Xerox copy

1. Educational certificates
2. Age proof / 10th mark list
3. Four colored passport-size photographs for personnel file
4. Physical fitness certificate from any Doctor (As per the attached Annexure)
5. Experience certificate / copies of previous employment
6. Relieving letter by the immediate previous employer
7. Latest payment slips for three months.

We welcome you to the Sonia Organics Family.

Sincerely,
For SONIA ORGANICS



AUTHORISED SIGNATORY
HR & ADMIN

I have read and understood the above terms and conditions & accept the same.
(Mr. Hemant) _____

Factory : # 11/2, Attibete Industrial Area, Balagaranahalli Village, Anekal Taluk, Bengaluru - 562 107.
Phone : 080-26607568, E-mail : admin@soniaorganic.com
Office : #71, Ajay Arcade, 2nd Floor, Vanivilas Road, Basavanagudi, Bengaluru - 560 004, Karnataka, India, Tel. Phone : 080 - 26607597

Name: Kushal S
USN: 1KS18ME025

APPOINTMENT LETTER

Dear **KAUSHAL S,**

#59, Shivam, 1st Main Sagar Layout, D.C. Halli, Bangalore – 560076

Dear Kaushal S,

We take great pleasure in inviting you to be an integral part of Design Roots. Congratulations! On being selected for the position of Graphic and Web Designer and Developer at Design Roots. We are enclosing here with your letter of appointment, which may kindly be sent to us with your signature in each page as a token of acceptance.

We welcome you to Design Roots and are confident that you will build a long and mutually rewarding career with us. We believe that it is individuals like you who can along with all of us build a Niche Organization. The guiding principle behind our endeavour to succeed emanates from "Passion to succeed" "Expertise" transactions. & "Winning together". In addition, our Mission, Vision & Core values guide all our business Design Roots provides long-term career opportunities for every employee. We sincerely hope that, you will grow with us and together we will build a memorable Institution.

As a part of the joining process, you are requested to bring the following documents on the day of joining.

- SSLC (X Std) Marks Card / Birth certificate.
- *Degree / Diploma/ Highest qualification certificate along with marks cards (all semesters).
- *Any other technical training and certifications.
- *Relieving letter/Accepted Resignation letter along with an Experience letter from all the previous organization
- *Passport size photo and Form 16 (income Tax) from previous employer (if applicable)

Photocopies of

"Aadhaar and PAN card

We look forward to you having a long and fruitful relationship with Design Roots. Enclosed please find your employment letter and other relevant details.

Thanking You.

Yours truly,

EMPLOYMENT CONTRACT

This Employment Contract establishes a Fixed Term agreement between the Design Roots and Kaushal K for a duration of 1 year.

1. POSITION AND RESPONSIBILITIES

Design Roots hereby employee Kaushal K as a Graphic and Web Developer. In this role, Kaushal K is responsible for

1. Conducting graphic and web developer for designing and training sessions to employees and students.
2. Developing training material and resources.
3. Assessing the training needs of employees and students and adjusting training programs accordingly.
4. Monitoring and evaluating trainee progress.
5. Fulfilling other dues as assigned by Design Roots.

2. SALARY

Kaushal K will be compensated at a monthly salary of Rs. 20,000/- Payment will be made on a monthly basis.

3. WORK HOURS

Kaushal K standard work hours will be 10am- to 7pm Monday to Saturday 9 hours per day, as mutually agreed upon between Kaushal K and Design Roots.

4. CONTRACT DURATION

This Contract shall commence on April 1st of 2024, and ends on April 1st of 2025, If the employee willing to continue can extend the contract.

5. TERMINATION

Either party may terminate this Contract with written notice of 30 days. In case of termination, Kaushal k shall be entitled to any unpaid salary earned to the termination date.

6. CONFIDENTIALITY

Kaushal K agrees to uphold the confidentiality of any proprietary, confidential, or sensitive information acquired during his employment with Design roots

Name: Keerthana M
USN: 1KS18ME026



Keerthana M

#103, Srivari Enclave and Shelters, KEB Main Road, 2nd Main
Ittamadu, Banashankari 3rd stage, Bengaluru, Karnataka-560085

20-Sep-2023

Personal Email. mkeerthana229@gmail.com
Mobile No. 9740155318
Home Phone No. 9740155318
Emergency contact details: 9538359026

Dear Keerthana M,

We are pleased to appoint you as a Associate Analyst in the Role Level **Expert 1** in the **EF-IT-AMA DevOps Manufacturing** division at **Sigma Aldrich Chemicals Private Limited, Bangalore** on or about **04-Oct-2023** on the following terms and conditions:

1. You shall join the service of the Company no later than **04-Oct-2023** and you shall report to **Manager**.
2. Your agreed compensation and benefit plan is attached at Annexure "A". Any payment to you will be subject to deduction of tax, if any applicable to such payment.
3. There are no fixed annual increments in this role. The Company follows a system of annual appraisal of performance in the job, and salary adjustments each year depend on such assessments.
4. This Offer, and consequently your employment, are contingent on the results of the pre-employment medical-checks, the reference checks and the background checks. After your acceptance of the Appointment Letter, Merck will conduct a series of background checks either by itself or through third parties. For this purpose, a written consent is required from you in the format that will be provided to you. In case you do not provide such consents or if the background checks reveal that you have provided false information, Merck shall have the right to immediately terminate your employment and take appropriate action.
5. It is a general condition of service in the Company that all employees are liable to serve in any part of India as the Management may decide from time to time. In such a case, you shall be governed by the service conditions, rules and regulations prevailing at the place of transfer.
6. You may have to travel anywhere in India or abroad during your employment as may be determined by the Management from time to time.



Sigma-Aldrich Chemicals Private Limited

Registered Office- #Plot No 12, Bommasandra-Jigani Link Road
Anekal Taluk, Bangalore - 560100, Karnataka, India Tel: +91 80
66219400 Fax: +91 80 666219450
CIN: U02411KA2003PTC031488
www.sigma-aldrich.com

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Annexure 'A'

Total Remuneration Summary		
Salary Structure	Monthly	Yearly
Basic Salary	21,000	252,000
Housing Allowance	10,500	126,000
Education Allowance	200	2,400
Leave Travel Allowance	1,750	21,000
Statutory Bonus	3,000	36,000
Special Allowance	12,520	150,239
Retirals		
PF Contribution *	2,520	30,240
Gratuity ⁽¹⁾	-	12,121
Annual Base Salary (ABS)	51,490	630,000
Variable Pay ⁽²⁾		
Performance Bonus as % of ABS	10%	63,000
Total Cost to Company		693,000
Benefits		
Group Medidaim Benefits ⁽³⁾	Floater coverage of INR 500,000	
Group Personal Accident ⁽⁴⁾	Covered under Accidental Disability	
Group Term Life ⁽⁵⁾	Covered under Accidental/Natural Death	
Mobile reimbursement	As per the Company Policy	
Mobile Handset	As per the Company Policy	
Data Card	As per the Company Policy	

Note :

All the components are subject to Income Tax Rules Of India. Income tax deduction from salary will be as per Income Tax Act 1961 and amendments thereof.

Professional Tax deduction will be as per state government tax jurisdiction.

* Provident Fund : This denotes the employer contribution towards PF, equal contribution towards PF will be made by the employee.

⁽¹⁾Gratuity: Gratuity will be applicable as per the Gratuity Act (on completion of 5 years in the company)

⁽²⁾Variable Pay: As per performance bonus guideline.

⁽³⁾Group Medidaim Benefits: An employee can cover upto four persons (including himself) under the policy. The other three members may be either spouse, children or parents.

⁽⁴⁾Group Personal Accident: Employees are covered under the Group Personal Accident policy for any Accidental Disability. In case of claim the amount will be paid to the employee.

⁽⁵⁾Group Term Life: Employees are covered under the Group Term Life policy. In case of Accidental/Natural death the nominee will be get an amount of Minimum 25 Lacs or Maximum upto 3 times of Annual Base Salary (ABS).

For all company benefits and entitlements applicable to your role level, please refer to the company policy document.



Sigma-Aldrich Chemicals Private Limited
 Registered Office- #Plot No 12, Bommasandra-Jigani Link Road
 Anekal Taluk, Bangalore - 560100, Karnataka, India Tel: +91 80
 66219400 Fax: +91 80 666219450
 CIN: U02411KA2003PTC031488
www.sigma-aldrich.com

Name: Pradhymna G
USN: 1KS18ME047



UCAM PVT. LTD.

UCAM/HR/AO/556B/10/2022

Date: 11th Oct 2022

Mr. Pradyumna G.
#758, Sri Krishna,
2nd Main, 3rd Stage, 5th Cross
R R Nagar, Bangalore-560098

Dear Pradyumna G,

Sub : Appointment Order

Welcome to UCAM Family!! We are pleased to appoint you as "**Management Trainee-Business Development & Marketing**" in our Organization as per the following terms and conditions:

1. Your date of joining is 11th Oct 2022.
2. Your initial posting will be at Peenya .However, your services are liable to be transferred to department or any location / office / associate companies in India or abroad in existence or that may come into existence at a later date.
3. Your salary & allowances is as per the Annexure-1.
4. You are entitled for leave as per the Leave Policy of the Company.
5. Your increments / promotions and future prospects in the company shall depend at the sole discretion of the Company depending upon your effective performance, good conduct and also subject to the requirement of the company. The decision of the company in this regard shall be final.
6. **PROBATIONARY PERIOD:**
 - a. You will be on a probationary period for 12 months from the date of joining the Organization.
 - b. On successful completion of probationary period, your service will be confirmed with the Company and a letter of confirmation will be issued post assessment of confirmation appraisal.
 - c. However, the Company may extend your probationary period at any time during the course of time or on expiry of the probation period for a further period of 3 months based on your performance.

1



Head Office : A-11 / A-12, 1st Stage, 1st Cross, Peenya Industrial Area, Bangalore - 560 058, INDIA
Unit-2 : B-08, BEL Industrial Estate, Jalahalli, Bangalore - 560 013.
Plant : No. 297 & 298, 1st Stage, KIADB Sompura Industrial Area, Dobaspet, Nelamangala Taluk, Bangalore Rural Dist-562 111.
Tel : +91 80 40744777 Fax : +91 80 40744711 GSTIN : 29AAACU1896M1ZN
E-mail : info@ucamind.com Website : www.ucamind.com CIN : U72100KA1985PTC007117

Name: Rakshith A
USN: 1KS18ME054

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-Tech City Layout
Marlaguda, Hyderabad 500081 India
Tel: +91 40 2863 0362
Fax: +91 40 2311 7015

techmahindra.com
careers@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN: L64200MH1900PT-C041370

Ref: 872867/2143019/ELTP

05-SEP-2022

Mr. Rakshith A M Anand A
Bangalore (KAR) - 562105
Mobile: 9743317318

Subject: Offer of Appointment

Dear **Mr. Rakshith A M Anand A**

It is our pleasure to welcome you to **Tech Mahindra Limited**.

1. With reference to your application and subsequent evaluation process, 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**. However, in the current COVID situation, the Company hereby allows you to work from your hometown or any other place in India. However, you shall be required to report to your base location as and when required by the Company. Any travel for official work must be in strict compliance with the prevailing travel policy of the Company. While you are working from home, if you wish to travel outside India in your personal capacity, you shall inform in advance in writing to your reporting manager and Business HR SPOC. You may be permitted to travel outside India only after approval of your reporting Manager and BHR lead.
2. You will be on probation for a period of **3 months** from the date of joining the Company. 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 and satisfactory performance on the job.
4. Your remuneration "Annual Total Cash Compensation" will be **INR 325000 (Rupees Three Lakh Twenty Five Thousand Only)**. Please refer **Annexure A** 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 in your academic course;
 - 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.

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Name: Rohith S
USN: 1KS18ME056



Motherson Sumi Wiring India Ltd.

Head Office: C-14 A & B, Sector 1, Noida - 201301, Distt. Gautam Budh Nagar, U.P., India
Tel: +91-120-675 2100, 675 2278, Fax: +91-120-252 1886, 252 1966, Website: www.mswil.motherson.com

WORKS: 31-B Industrial Area, Phase - 1, Kumbalgodu, Bangalore - Mysore Road - 560074

01st July 2023

Mr. Rohith S
#JP Nagar 9th phase Avalalli BDA Layout
Anjanapura post Bengaluru 560108

LETTER OF OFFER

Dear Mr. **Rohith**

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as "**Graduate Engineer Trainee**" on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **03rd July 2023 at 9.00 AM.**

You are requested to bring the following documents at the time of joining:

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport size Photographs in formal attire with white background.

The offer has been made based on information furnished by you. However if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.


Employment as per this offer is subject to your being medically fit.

Please note that you shall be eligible for your annual salary review on completion of one year of service and thereafter on 1st April every year on prorata basis.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

**Thanking you,
For Motherson Sumi Wiring India Ltd.**


Surbhi Chaturvedi
Deputy General Manager- HRM

Regd Office:
Unit - 705, C Wing, ONE BKC, G Block Bandra
Kurla Complex, Bandra East
Mumbai - 400051, Maharashtra, India
Tel: +91-22-613 54800, Fax: +91-22-613 54801
CIN No.: U29306MH2020PLCS41326

Proud to be part of samvardhana motherson 

Name: Shashidhar S
USN: 1KS18ME065



Ref: SE/HR/348/23-24



02.12.2023

To,
Mr. Shashidhar S
S/o Mr. Sidramesh,
#251, Gulbraga Colony,
RBI Extition, 1st Block, Jayanagar,
Bengalore (D),
Karnataka - 560011.

Dear Mr. Shashidhar S,

OFFER OF APPOINTMENT

Further to your application and the personal interview you had with us, we are pleased to appoint you as "**Graduate Engineer Trainee**" in our establishment.

You will be reporting to "**Mr. Raghunath K - Manager - Training - Plant - 2**" on **04.12.2023 at 10.00 am**. Your salary components and other perquisites are furnished in Annexure – 1.

This Offer of appointment is subject to terms and conditions mentioned in the detailed appointment letter as per company's policy, which will be issued to you on your joining the services of the company.

Please submit the following documents, while reporting for duty:

- Certificates in support of your educational and professional qualifications, experience, date of birth and other testimonials.
- Relieving letter from your last employer.
- Six passport size photograph
- Copy of the Identity Proof.

Kindly sign the copy of the letter indicating your acceptance as a token of your acceptance.

We take pleasure in welcoming you to **SANSERA** and look forward to a long and mutually beneficial association.

With best wishes,

FOR SANSERA ENGINEERING LTD.,

MANOJ KUMAR B M
DEPUTY MANAGER – HR

SANSERA ENGINEERING LIMITED

Reg off.: No.143/A, Jigani Link Road, Bangalore - 560 105, India, Tel : +91 80-2783908/82 / 83. Fax : + 91 80-27839309.
E-mail id : info@sansera.in Website : www.sansera.in CIN : L34103KA1981PLC004542

Name: Swasthik D K
USN: 1KS18ME074



BROADVISION

Ref: BVP/HR/2023-24/050

Mr. Swasthik DK

27th July 2023

Aadhaar #610323009324

#17 S/O DINESH K, Saldoddy Layout, Near Art Of Living, Tataguni
Post, Kanakapura Main Road, Bangalore South -560082.

Dear Swasthik DK,

Subject - Offer Letter in Studio56

I am glad to offer you herewith a role of 'Python scripts and Pipeline Development' in the Studio56 Animation unit of Broadvision Perspectives India Private Limited with the effective start date as the first day of your work, tentatively planned as 31st July 2023.

As you are aware, Studio56 is fast emerging as India's leading player in high quality CGI Animation, with an established track record spanning 34 productions to date. I am sure that your rich and varied experience, coupled with sincerity of purpose will enable the company to go to the next level of performance across global projects, while keeping you inspired in the journey.

Given your skills, experience and positive approach, I look forward to maturing this relationship further if mutual objectives permit.

Please note that the offer letter is effective only if it is countersigned within 7 days of issue of the letter.

Wish you all the best!

Sincerely Yours,

Sriram Chandrasekaran
Managing Director

BROADVISION PERSPECTIVES INDIA PVT LTD

4, Vaishnavi Woods, 1st Main 3rd Phase JP Nagar, Bengaluru 560078

Name: Nikhil Singh K
USN: 1KS19ME408



Hudl India Pvt. Ltd.

Formerly known as Sportstec India Pvt. Ltd.

15th Floor Aston Building
Sundevan Complex Road
Sundevan Complex, Shastri Nagar
Ansheri West, Mumbai - 400052

+91 22-42112218
hudl.com
Corporate Identification Number:
U71120MH-2012PTC-229574

Date: 10 October 2022

Nikhil Singh K
Bangalore

Dear Nikhil,

We are pleased to inform you that you have been selected for a one month period of traineeship with Hudl India Private Limited. During this period you will be trained to breakdown and analyze the game of Basketball and other games using the Hudl solutions.

Your traineeship shall commence from 14th October 2022 and end on 13th November 2022. Only upon successful completion of the same, you would be paid Rs.12,022/- (Rupees Twelve Thousand and Twenty Two only) which will be subject to Statutory Deductions. The working hours of your traineeship would be from the following shift timings and you will be having weekly off on Monday.

- 10:00 am to 07:00 pm

This letter should not be construed as a temporary or permanent employment and you shall not be entitled to any other benefits.

As per requirement, you should be flexible and have adequate resources to work from the office as well as work from home.

By accepting this letter, you agree that throughout your association with us, you may have access to trade secrets and confidential business information belonging to the Company and you further acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your traineeship, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information and you will observe all policies and practices governing the Company.

Please indicate your acceptance of this letter by signing below and return it to the Human Resource Department.

Yours Sincerely

A handwritten signature in black ink, appearing to read "Ankita Shekhar".

Ankita Shekhar
HR Manager

I accept the terms and conditions set out in this offer letter for traineeship.

Name:

Date:

Signature

Name: RAJ KUMAR K
USN: 1KS18ME009
Year: 2021-22



HRD/3T/1003757502/21-22

Mr. Rajkumar K
Plotno.36 Ganga Nilaya Near More Complex
New Raghavendra Colony
Kalaburagi-585103
India

Ph: +91-9902569633

Dear Rajkumar,

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

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.03.13 10:28:43 IST
Reason: Digitally signed
Location: Bangalore

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
askm@infosys.com
www.infosys.com