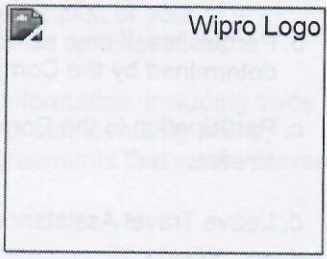


02



**APPOINTMENT LETTER**

February 7, 2022

Dear Amaravathi M,

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™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:



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.

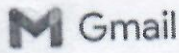
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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 Iteic holding Pty Ltd is established - your start date with Digitly will be 1<sup>st</sup> 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.



**Letter of Intent**

February 04, 2022  
Ashwini J  
KS Institute of Technology, Bangalore

Dear Ashwini J,

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 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](mailto: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](http://www.hexaware.com)



1K51805007

18<sup>th</sup> 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 18<sup>th</sup> Jan'22 – 17<sup>th</sup> Jul'22.

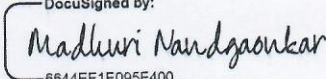
The project details and technical platform will be shared with you on or before commencement of training. You will be reporting to Senior Director, Engineering.

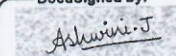
In case if you plan to discontinue your internship with us before the completion date, you will have to serve a notice period of 7 days.

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

Congratulations & welcome to the team!

With Regards,

DocuSigned by:  
  
6644EE1E095E400...  
Madhuri Nandgaonkar  
Director - HR

DocuSigned by:  
  
759CCF0D13DD448...



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218141055/Bangalore**  
**Date: 09/11/2021**

Ms. Ashwini J  
 002 Balaji Vajra ApartmentGottigere,  
 Opp. Nydhile Apartment,  
 Bangalore-560083,  
 Karnataka.  
 Tel# 91-90355319258

Dear Ashwini J,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be 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



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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TCSL/DT20218125998

**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](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



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## 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, 2<sup>nd</sup> 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,

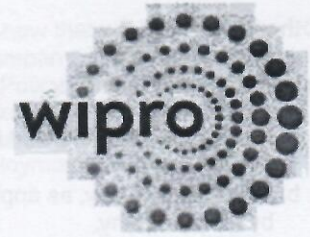
### 2. Compensation:

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

11cs1805017

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

# 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

2019014/ ELTP - CAMPUS/ 2022

02-Feb-2022

**Subject: Letter of Intent**

**Dear Dandu Niharika,**

This refers to the campus interview that you had attended.

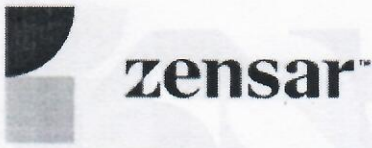
We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ⇒ 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
- ⇒ 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:

- ⇒ You will be under **probation for a period of 6 (six) months** from the date of joining.
- ⇒ 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.
- ⇒ 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.
- ⇒ 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.
- ⇒ 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.
- ⇒ You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

IKS18CS018  
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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](http://www.zensar.com)

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



IK SL RCS 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 &

TCS Confidential  
TCSL/DT20218129038

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

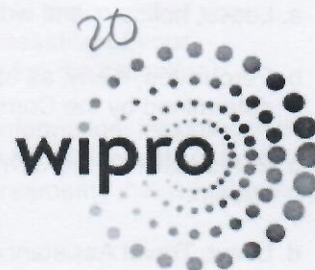
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

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

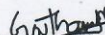
b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

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

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

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)

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# 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, 2<sup>nd</sup> 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:** 1<sup>st</sup> 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 9<sup>th</sup> May 2022 to 10<sup>th</sup> September 2022.
2. Joining date is on 9<sup>th</sup> 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.

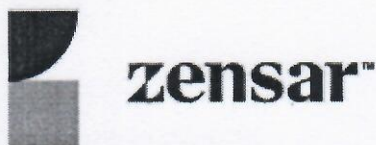
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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](http://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, 2<sup>nd</sup> Floor, D7  
Plot No. 123, EPIP Phase II, Whitefield Industrial Area  
Bangalore 560 066 India  
Tel: +91.80.3342.6000

KRUTHIKA.S.VASISHT

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NTT DATA  
Services

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



IKS18CS039  
39

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218266540/Bangalore**  
**Date: 08/10/2021**

Ms. Likhitha N  
#45Pipe Line Road,  
Near Manjunatha Kalyana Mantapa, Vajarahalli,  
Bangalore-560062,  
Karnataka.  
Tel# 91-8197376993

Dear Likhitha N,

**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/DT20218266540

**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

# 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

Maheesh B.V  
1K518C5044

Dear **Maheesh**,

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**:

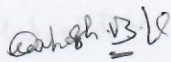
**Date of Joining : 20 July 2022**Training Period : **20 July 2022 to 29 July 2022**OJT Start Date: **30 July 2022**OJT End Date: **29 October 2022**

Location of Training: Bangalore

Stipend: **INR 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: \_\_\_\_\_



DATE: \_\_\_\_\_

20-07-2022

(Candidate's Signature)

MKS1805048  
45



**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



CMMI DEV/5™  
The 2015-2017 Agreement

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.

KS18CS047  
47



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218125631/Bangalore**  
**Date: 01/11/2021**

Mr. Md Sujan  
Calvin Lytonia Apartments 18th Main,  
Jp Nagar 5th Phase,  
Bangalore-560078,  
Karnataka.  
Tel# 91-9674637116

Dear Md Sujan,

**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.

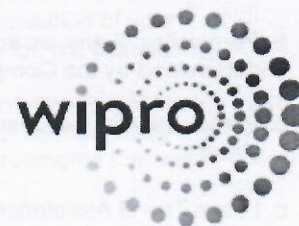
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/DT20218125631

**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 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  
IKS18CS051



## 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.

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

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  
1KS18CS056



## 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

**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



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](mailto: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](http://www.hexaware.com)



Nikitha M &lt;nikicm26@gmail.com&gt;

**Confirmation of Employment Offer - Accolite Digital India Pvt. Ltd**

2 messages

Vinay Ramesh <vinay.ramesh@accolitedigital.com>  
To: nikicm26@gmail.com

Thu, Nov 11, 2021 at 8:51 AM

Dear Nikitha M,

Congratulations!

We are pleased to inform you that you have been selected from our virtual graduate Women in Technology Campus Recruitment program!

As discussed, below are the details of the offer extended to you. The detailed offer letter with all terms and conditions shall be sent later.

- Job Role - Software Engineer
- Offer Type - FTE\*
- Location - Based on business requirements and candidate preference.

*\*Note: We have an internship program, inclusive of the Accolite University training, for a minimum duration of 6 months. If your institute allows internship as part of your academic curriculum, kindly confirm the same, along with the offer acceptance, to change your offer to 'FTE+Internship'.*

Job Position	Software Engineer
CTC Offered (Fixed + Variable Component)	INR 5 lakhs per annum
Tenure Bonus	Up to INR 3 lakhs, based on company guidelines and policies
Service Agreement (FTE Offer) - In case of separation	1 calendar year of DOJ, capped INR 1,50,000/-

Internship Duration	6 months
Stipend During Internship	INR 20,000 per month
Service Agreement (Internship+FTE offer) - In case of separation	Stipend Amount owed during internship period duration + Training & Development cost capped at INR 1,50,000/-

Below is the link to a Google form for you to fill. This will help capture your details for further proceedings, hence do ensure this is done ASAP.

022 Campus Joiners - Details

Please note that we have informed your placement team regarding your selection.

You are to acknowledge this mail confirming your offer acceptance latest by **15<sup>th</sup> Nov 2021**.

If you have any queries or require additional information, please feel free to reach out to me.

We thank you for applying with Accolite and eagerly look forward to your joining us!

Nikitha M <nikicm26@gmail.com>  
To: Vinay Ramesh <vinay.ramesh@accolitedigital.com>

Mon, Nov 15, 2021 at 12:41 PM

Hello Sir,

Thank you for this opportunity. I am happy to accept the FTE offer. I have responded to the form attached in this email as well sir.

Regards,  
Nikitha M  
[Quoted text hidden]



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

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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 07<sup>TH</sup> 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.

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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



IKS18CS065  
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

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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



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218402982/Bangalore**  
**Date: 09/11/2021**

Mr. Pavan P  
#633, 1st Floor Kaviponna 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 &

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



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



Inbox

IKS18CS067  
Poijas hree.k



Infosys Freshers Recrui... 17 Jun  
to Infosys



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](mailto: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



Draft 12:23 pm  
to





IKS18C5067  
Poojashree.k.

Date:20-Feb-2022

To

Poojashree K  
INDIA

Dear Poojashree K,

**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:

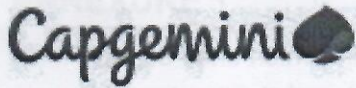
$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

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

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.

*Poojashree.K*  
Poojashree.K (Feb 21, 2022 16:40 GMT+5.5)



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



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**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**

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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



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.

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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

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

11251815075  
75  
**NTT DATA**  
Services

**April 13, 2022**  
**R DEKSHITHA**  
**K S INSTITUTE OF TECHNOLOGY**

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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.

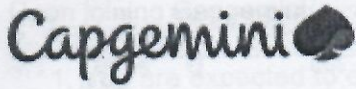
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*If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the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



No 216, 3<sup>rd</sup> Floor, Bhairava,  
45<sup>th</sup> Cross, 8<sup>th</sup> Block Jayanagar,  
Bengaluru Karnataka – 560070  
GST: 29AAQFT161561ZY

## OFFER LETTER

Date: 22-07-2022

Dear Raksha S

We are very pleased to offer you the position of Product Manager and UI/UX Designer with Tvast IT Solutions, Bangalore. Please find the following confirmation of the specifics of your employment.

**Position Title** – Product Manager and UI/UX Designer

**Salary:**

Earning	Amount
Basic & DA	49000
HRA	1000

As a Product Manager and UI/UX Designer your role will be to

1. Manage product performance against defined SLA's and features, including processes and system standards
2. Engage with business teams, including Sales, Account Development, World Service Technology, Risk, Implementations, Sales Support, B2B Business Development and Finance identify product and process opportunities and issues within the virtual payment utilities and capabilities
3. Accurately translate business requirements into product and process development requirements to feed into the Virtual Payments development process and capabilities backlog
4. Maintain risk and issue visibility and tracking, driving timely resolution through to business and client satisfaction
5. Continuously assess competitor offerings in the virtual payment market space and provide information to internal customers and to Product development
6. Support virtual payments platform roadmap and development process with product, platform, and technical knowledge
7. Develop user stories and manage scrum team development of requirements
8. Lead Production validation testing and issue management and resolution with Tech team
9. Manage rollout of new product go-to-market strategies through coordination with marketing and other business partners and delivery to the wider business.
10. Translate concepts into user flows, wireframes, mockups, and prototypes that lead to intuitive user experiences.
11. Facilitate product vision by researching, conceiving, sketching, prototyping, and user-testing experiences for digital products.
12. Design and deliver wireframes, user stories, user journeys, and mockups optimized for a wide range of devices and interfaces.
13. Identify design problems and devise elegant solutions.
14. Make strategic design and user-experience decisions related to core and new functions and features.
15. Collaborate with other team members and stakeholders.

**ADBOX MEDIA LLP**

#448, 5<sup>th</sup> 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



21<sup>st</sup> 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 **4<sup>th</sup> 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](mailto: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, 9<sup>th</sup> Main, HSR Layout, Bengaluru 560102, Karnataka, Phone: 080-67330913, ([www.leadsquared.com](http://www.leadsquared.com))

# GYANSYS

RUBA AR  
LKS18CS084

June 27, 2022  
Ruba Abdul Rahman  
Bengaluru

**Subject: Offer of Employment**

Dear Ruba,

On behalf of GyanSys Infotech Private Limited (the "Employer"), I am pleased to confirm our offer of employment to you as **Software Engineer Trainee** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met, and we are excited with the prospect of you joining our organization on **August 1, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs 4,50,000/-**. At your level, the Variable Pay will be **Rs 45,000** of your annual salary. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in Annexure B, as well as all rules, regulations, guidelines, policies, and practices of the Employer, which may be amended from time to time. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Code of Conduct and other policies (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

**This letter and GyanSys Infotech Private Limited employment application are intended to be final.**

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

*Everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.*

If you wish to discuss any detail of this offer, please feel free to contact us.

Sincerely,

For GyanSys Infotech Private Limited



**Rajeev Subudhi**  
Director Human Resource



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](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

*Monica Mathur*

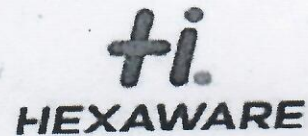
Monica Mathur  
Vice President, Recruitment-India & APAC

*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](http://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](mailto: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](http://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](mailto: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: Samhitha

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](mailto:info@quest-global.com)

[www.quest-global.com](http://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**

YDEHI 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](mailto:hr@cloobeess.com) or your hiring manager, Soumya Ray [soumya.ray@cloobeess.com](mailto: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, 2<sup>nd</sup> Floor, D7  
Plot No. 123, EPIP Phase II, Whitefield Industrial Area  
Bangalore 560 066 India  
Tel: +91.80.3342.6000



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



as

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 2<sup>nd</sup> 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



Confirmation of Employment Offer - Accolite Digital India Pvt. Ltd

2 messages

Vinay Ramesh <vinay.ramesh@accolitedigital.com>  
To: srividya21@gmail.com

Mon, Dec 20, 20

Dear Srividya H R,

Congratulations!

We are pleased to inform you that you have been selected from our virtual graduate Women in Technology Campus Recruitment program!

As discussed, below are the details of the offer extended to you. The detailed offer letter with all terms and conditions shall be sent later.

- Job Role - Software Engineer
- Offer Type - FTE\*
- Location - Based on business requirements and candidate preference.

*\*Note: We have an internship program, inclusive of the Accolite University training, for a minimum duration of 6 months. If your institute allows internship as part of your act curriculum, kindly confirm the same, along with the offer acceptance, to change your offer to 'FTE+Internship'.*

Job Position	Software Engineer
CTC Offered (Fixed + Variable Component)	INR 5 lakhs per annum
Tenure Bonus	Up to INR 3 lakhs, based on company guidelines and policies
Service Agreement (FTE Offer) - In case of separation	1 calendar year of DOJ, capped INR 1,50,000/-

Internship Duration	6 months
Stipend During Internship	INR 20,000 per month
Service Agreement (Internship+FTE offer) - In case of separation	Stipend Amount owed during internship period duration + Training & Development cost capped at INR

Below is the link to a Google form for you to fill. This will help capture your details for further proceedings, hence do ensure this is done ASAP.

22 Campus Joiners - Details

Please note that we have informed your placement team regarding your selection.

You are to acknowledge this mail confirming your offer acceptance latest by 22<sup>nd</sup> December 2021.

If you have any queries or require additional information, please feel free to reach out to me.

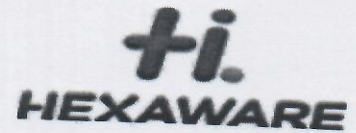
We thank you for applying with Accolite and eagerly look forward to your joining us!

Regards,

Vinay Ramesh

Lead - Campus | Accolite Digital

<https://accolite.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](mailto: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](http://www.hexaware.com)

Sudhakar Jaywanth

1KS18CS101

1KS18CS101

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...](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, 18<sup>th</sup> Main, 6<sup>th</sup> Block, Koramangala, Bengaluru, Karnataka.  
India-560095. Tel - +91- 080 - 40959660 ; Email ID : [info@juspay.in](mailto:info@juspay.in). Website: [www.juspay.in](http://www.juspay.in)

**Letter of Intent**

January 14, 2022  
SUNAINA NAYAK  
KS Institute of Technology, Bangalore

Dear SUNAINA NAYAK,

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](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

*Monica Mathur*

Monica Mathur  
Vice President, Recruitment-India & APAC

*Sunaina . Nayak*  
(SUNAINA. NAYAK)

**HEXAWARE TECHNOLOGIES LTD.**

Regd. office: Bldg No. 222, 4th Floor, Business Park, Sector - III, W Block, IT Park, Electronics City, Bangalore, Karnataka, India  
Navi Mumbai, 400710. Phone: +91 22 6791 9500 Fax: +91 22 6791 9509  
(CIN): L72900MH1997PLC000001 - www.hexaware.com

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 Palaya, BTM layout 2nd Stage, Bangalore-76, Karnataka, India

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

Sunaina. Nayak.  
IKS18CS104

KPIT

Date: 22.05.2022

Dear **Sunaina Nayak**,

At the outset, we would like to extend our sincere thanks for exploring internship opportunities with KPIT. Further to our discussions, we are delighted to extend you an offer of internship.

This offer is based on your profile, relevant academic experiences and performance in the selection process.

- Role: **Trainee**
- Designation: **Trainee**
- Grade: **A Grade**

**During your internship, your stipend including all benefits will be INR 0.00/- per Month.**

You shall be governed by the terms and conditions of service during your internship with KPIT as per existing policies and those that may be amended from time to time.

**Internship Duration: 23rd May 2022 to 26th Aug 2022**

#### **Terms of Internship -**

##### **Working Hours**

- Your working hours are governed by applicable law.

##### **Mobility**

- KPIT reserves the right to transfer / utilize your services at any of its offices, work sites on the terms and conditions as applicable to you at the time of transfer.

##### **Annual Leave**

- You will be eligible for paid Leave as per the Employer's Leave Policy, the policy however can be modified time to time at Employer's discretion. Earned leaves need to be utilized on month basis and it cannot be credit forward.

##### **Holidays**

- You are entitled to Public Holidays applicable in India every year.

##### **Compensation Structure**

- The structure of the compensation package offered to you will be as per the prevailing Company policy at the time of your joining.

##### **Confidentiality Agreement**

- As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients.

##### **KPIT Code of Conduct**

- You are required to sign the KPITs Code of Conduct and follow the same in your day-to-day conduct as an intern of KPIT.

##### **Rules and Regulations of the Company**

- Your internship will be governed by the policies, rules, regulations, practices, processes and procedures of KPIT as applicable to you and the changes therein from time to time.

##### **Culture at KPIT**

- KPIT has open door policy which makes the work culture transparent and easy to approach.
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights.
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills.
- With a relatively flat organizational structure, KPIT encourages innovative thinking and gives everyone a sound hearing, regardless of the seniority of the individual.

#### **KPIT Technologies Limited**

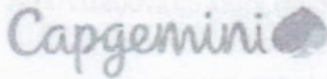
Registered & Corporate Office: Plot 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase III, Maan,  
Taluka - Mulshi, Hinjawadi, Pune - 411057, India. | CIN: U74999PN2018PLC174192

O +91 20 6770 6000  
E info@kpit.com  
W kpit.com



Sunaina Nayak.

IKS18 CS104



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: 1669286**

**Letter of Intent ("LOI")**

Dear SUNAINA 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 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

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

Sunaina. Nayak.  
 KS18CS104

**NTT DATA**  
 Services

**February 12, 2022**

**Sunaina Nayak**  
**K S Institute Of Technology**

Dear Sunaina,

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

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

12518CS 106  
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:

- 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. **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

VARIDHIM  
AKSIPCSJIS



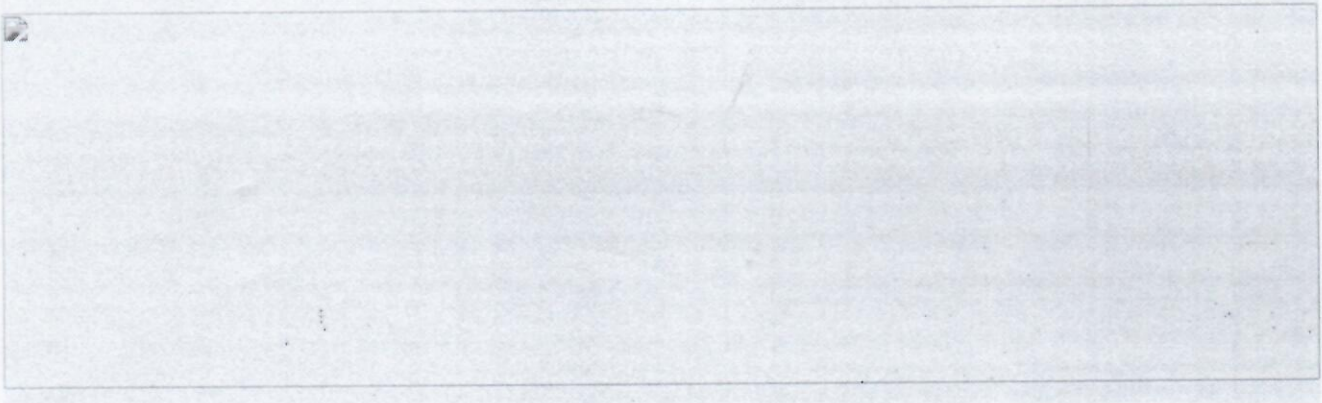
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## Infosys Campus Recruitment Program: Congratulations, you have a job offer

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](mailto: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](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

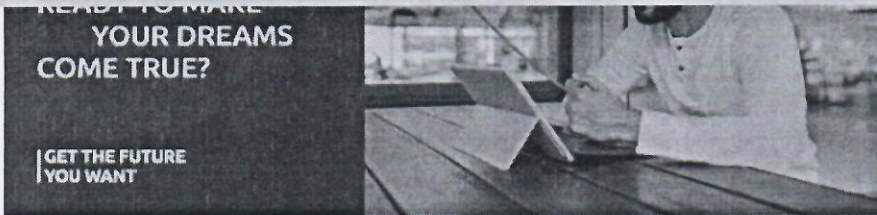
Monica Mathur  
Vice President, Recruitment-India & APAC

*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](http://www.hexaware.com)



Dear Veera Sreenidhi R,

At Capterra, 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 Capterra'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@capterra.com](mailto:fresherhiring.in@capterra.com) in case of any queries.

Thank you for interviewing with Capterra. 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 Capterra.

University Hiring & Relations Team

[Go to Offer Page](#)

Vijay  
1K518CS115



**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](mailto: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](mailto:info@quest-global.com)  
[www.quest-global.com](http://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

2019013 / ELTP-CAMPUS / 2022

27-Jan-2022

Subject: Letter of Intent

Dear Vijetha,

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.



vishnupriya D  
1KS18CS 119

**NTT DATA Global Delivery Services Private Limited**  
Block 2, 2<sup>nd</sup> 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

# 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

2019018 / ELTP-CAMPUS / 2022

27-Jan-2022

Subject: Letter of Intent

Dear Vyjayanthi,

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 6 (Six) months** from the date of joining.
- ø 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.
- ø 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.
- 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.





1KSL8(CS)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.

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/DT20218353783**

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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



**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: 1K51815124



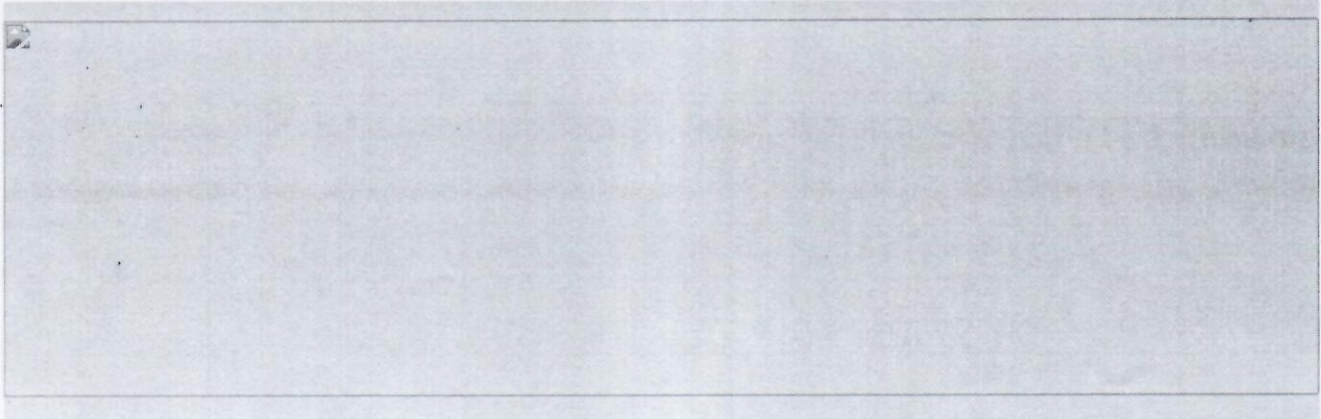
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## Infosys Campus Recruitment Program: Congratulations, you have a job offer

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](mailto: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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**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](mailto: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](http://www.hexaware.com)

NTT DATA Global Delivery Services Private Limited  
Block 2, 2<sup>nd</sup> 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

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BhagyaShree.V

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## 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**

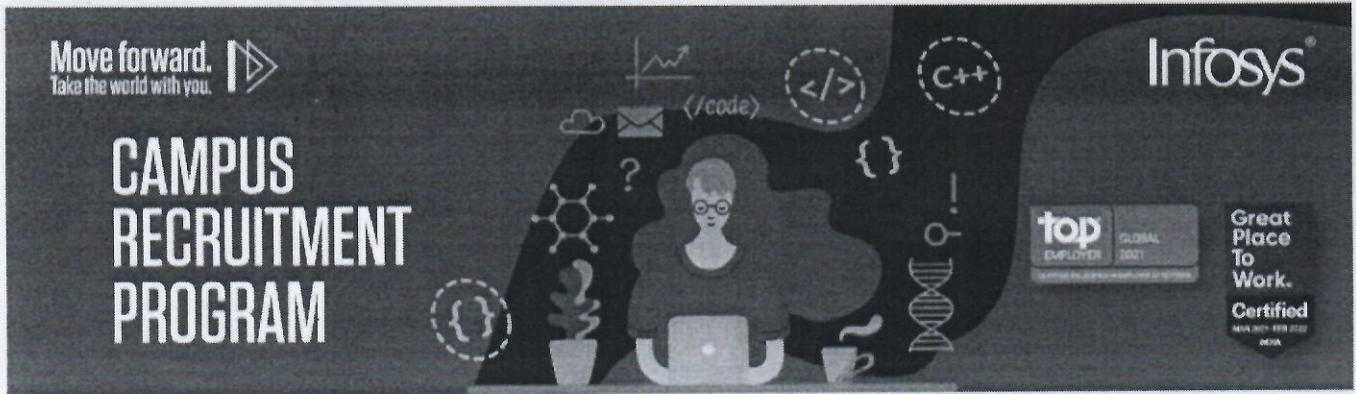
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

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

1KS18CS129  
Bí Bí 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](mailto: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



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 [Talent.Acquisition@infosys.com](mailto: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, 1<sup>st</sup> A Cross, Sai Nagar  
Arahalli  
Bangalore-560061

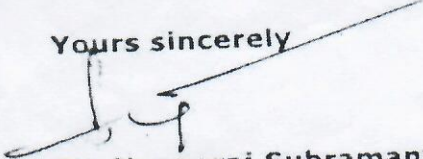
Madam,

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





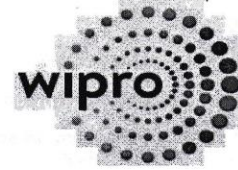
Name: AISHWARYA BANDIGANI

Company Name: WIPRO

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### APPOINTMENT LETTER

January 30, 2022

Dear Aishwarya Bandigani,

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: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

1K818E007  
(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:TCS



TCS REC-008  
3,36,000 LPA  
On campus

**Offer: Computer Consultancy**  
Ref: TCSL/DT20218125820/Bangalore  
Date: 08/10/2021

Ms. Anagha Satheesha  
No.244th Main ,M.S.Ramalah City,  
J.P.Nagar , 8th Phase,  
Bangalore-560076,  
Karnataka.  
☎# 91-9845097919

Dear Anagha Satheesha,

**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) based on 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/DT20218125820

1

**TATA CONSULTANCY SERVICES**

WORLD HEADQUARTERS: 101 BROADWAY, NEW YORK, NY 10004, USA  
INDIA HEADQUARTERS: 101 BROADWAY, NEW YORK, NY 10004, USA  
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 Service: Phone: 1800 209 3117 Email: careers@tcs.com

Name:ANAGHA SATHEESHA

Company Name:WIPRO

24:22, 3:58 PM

https://wipro.in/portal/forms?module=Forms&action=showForm&view=hr&form=Offer\_Letter\_Template\_2022&user=23...

1KS18EC008

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:SUSHMA C A

Company Name:CAPGEMINI

SONATA

CA Sushma

1K51BE012

ILPA

on Campus

**Capgemini**

Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airo MIDC, Thane - Belapur Road,  
New Mumbai 400708, Maharashtra, India.  
Tel: +91 22 3144 4203 | Fax: +91 22 7141 2121  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

**Superset ID: 1411754**

**Letter of Intent ("LOI")**

Dear C A Sushma,

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: SUSHMA C A

Company Name: SONATA

CA Sushma - 1KS18FC012

#1 LPA



On Campus



15-06-2022

Ref: SSL/HR/JAPPI

CA Sushma

FEB, 5th cross, K R Layout, J P Nagar

5th phase

CHAYATAKA, Bangalore, 560078

Dear CA Sushma

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

1. **Designation:** Digital Engineer Trainee
2. **Grade:** ETS
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.



Name: CHARAN G

Company Name: SONATA SOFTWARE CAPGEMINI

11K818EC015

ON Campus



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## 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/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,

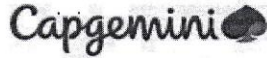
Ameena Baigh – Campus Recruitment Team



Name: CHARAN G

Company Name: CAPGEMINI

1K518ECO15



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

ON Campus

Superset ID: 1572711

Letter of Intent ("LOI")

Dear Charan G,

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

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  
IKSISECO17  
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 CAMRUP

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

V287327\_1.0

Sasken Technologies Ltd  
139/25, Domlur, Ring Road, Bangalore 560071, India  
Tel: +91.80.6694.3000 Fax: +91.80.2535.1133  
www.sasken.com

RECTPR V17.0

1

Name: DEEPTHI ANDANI  
Company Name: SASKEN TECHNOLOGIES

IKS18EC021

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



KS18E024  
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, 2<sup>nd</sup> Floor, D7  
Plot No. 123, EPIP Phase II, Whitefield Industrial Area  
Bangalore 560 066 India  
Tel: +91.80.3342.6000

1KS E8 ECD25

**NTT DATA**  
Services

ON CAMPUS

**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



Name:DIVAKAR BABU Y  
Company Name:CLARIVATE

11K518EC026.  
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	
<b>Total Fixed Compensation</b>	₹	<b>600,000.00</b>
<b>Annula Bonus Target %</b>	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	<b>Total Fixed Compensation</b>	₹ <b>600,000.00</b>
5	Annual Bonus ( At 100% Pay-out)	₹ 48,000.00
6	<b>Total Compensation (Inc Annual Bonus)</b>	₹ <b>648,000.00</b>
7	Gratuity	₹ 11,544.00
8	<b>Total Cost to Company (CTC)</b>	₹ <b>659,544.00</b>

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)

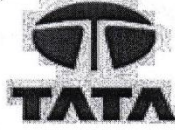
**Group Medical**

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:TCS

CAPGEMINI



IKS18ECO28  
ON campus

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218453641/Bangalore**  
**Date: 08/10/2021**

Mr. Ganesh P  
#1211th A Cross, 4th Main Road, Sr.Nagar,  
Opp. To Beml Soudha,  
Bengaluru-560027,  
Karnataka.  
Tel# -

Dear Ganesh 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/DT20218453641

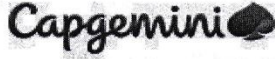
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**TATA CONSULTANCY SERVICES**

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: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

[KSI8E031] 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,  
Hosur Road, Koramangala, Bangalore  
560 095, India. Tel: +91 80 6657 5767  
Fax: +91 80 6657 1404 CIN:  
U72400KA1997PTC023164  
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, 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 disposed such as copying and passing on to third parties.

Name: JAHNAVI AP

Company Name: NTT DATA

DocuSign Envelope ID: 1667EE71-6167-4D75-B442-D44F0B74CE13

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

JAHNAVI . A . P  
IKSIS8EC03D  
3.5 LPA NTT DATA  
ON CAMPUS. Services

February 12, 2022

Jahnavi Ap  
K S Institute Of Technology

Dear Jahnavi,

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

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

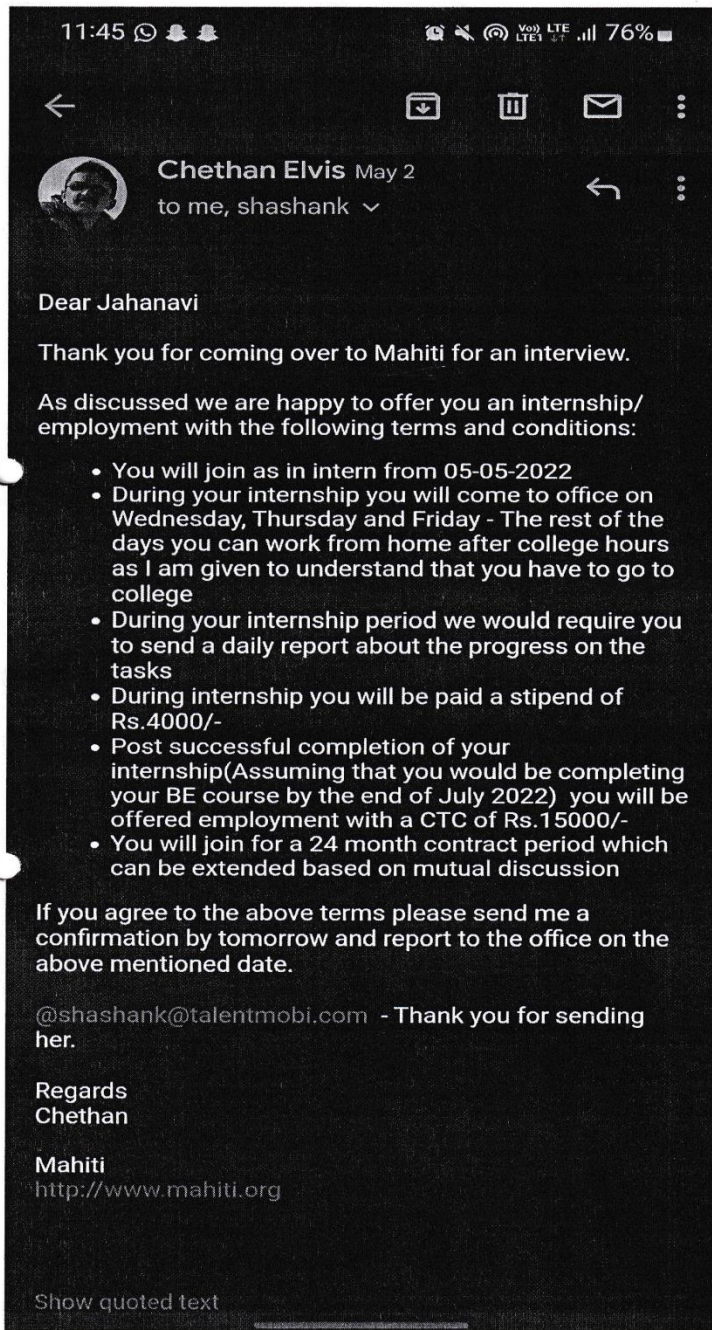
Visit: <https://www.itcinfotech.com/about-us/>

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: JANHAVI V

Company Name: MAHITI

YKS18EC034





Name: JISHNU S

Company Name: HEALTH ASSIST

10818 E025

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 27<sup>th</sup> 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: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 4<sup>th</sup>, 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 2<sup>nd</sup>, 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](http://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.

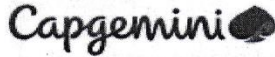
It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant 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  
1KS18EC094  
44  
(ON)

Name: MOHAMMED FAIZAN SHAFI

Company Name: CAPGEMINI

1KS18 EC047  
(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: MOHAMMED FAIZAN SHAFI

Company Name: TECH MAHINDRA

**Tech  
Mahindra**

Faizan  
On-Campus  
IKS18EC047  
3-25 LPA

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

2038298 / ELTP-CAMPUS / 2022

07-Mar-2022

**Subject: Letter of Intent**

**Dear Mohammed Faizan,**

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.



Name: MONISHA B R

Company Name: BRIGHT CHAMPS

1K518EC048  
On-Campus.  
(3.5 to 5 LPA)



**BrightCHAMPS**  
WINDOW TO NEXTGEN SKILLS

To: Monisha B R

**Subject Line: Confirmation for the role of Coding Educator**

Dear Monisha B R,

After careful consideration, I'm pleased to announce that we've decided to offer you the position of Coding Educator. This email will serve as your formal offer. Your position title will be Coding educator to the kids of age 6-15, and in this capacity, you will report to your Team Lead assigned, as a member of the BrightChamps. The joining date for the position is 04/01/2022

The salary for this position will be Demo Class Rate=Rs.50 for an hour and Paid class Rate=250 for an hour. Payments will be distributed Monthly. The agreement between you and Brightchamps is considered to begin as of the date mentioned. Please review the company website for more information about the Quality teaching mission, our family, and our vision. If you have any questions about this offer or would like more information, please contact me at any time using the phone number and email address below.

To accept this offer, please download, sign, and return the enclosed acceptance form immediately.

Sincerely,

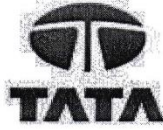
Snehaganga,  
Hiring Manager, Academy  
[snehaganga@brightchamps.com](mailto:snehaganga@brightchamps.com)

Name: **Monisha B R**

Signature:

Name: MONISHA B R

Company Name: TCS



1K518EC048

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**

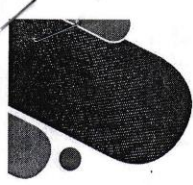
1

**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  
8<sup>th</sup> A  
1KS18E0052  
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

Block A, 2<sup>nd</sup> 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...](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...](https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_Letter_Template_2022&user=23156172&item=440742...) 1/12

Name:NAVYA MS  
Company Name:IBM

Navya MS  
IKSI8EC053



November 24, 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/>

Package :- 4,50,000  
on-campus (Pool - campus)

Dear Navya MS,

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 & rescreening, 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.

Name:NIHARIKA SA

Company Name:HAPPIEST MINDS



✓  
NIHARIKA, SA  
IKSIBECOSH  
2<sup>nd</sup> 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

A rectangular box containing a handwritten signature in black ink.

**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  
LKS18EC055

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

1X5188C057

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.

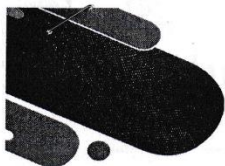
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplora (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20218117969**

**TATA CONSULTANCY SERVICES**

17DESIKONCHI BLOCK, 92, 9TH WHEELS, Bangalore 560 066 India  
Tel: +91 80 6724 7000 Fax: +91 80 2841 0114 Website: www.tcs.com  
Registered Office: Narva Building, 9th, 77th Cross, 5th Main, Post: Marol, Bangalore 560 021  
TCS Career Services: Tel: +91 80 209 31111 Email: careers@tcs.com

Name: PAVAN KUMAR P  
Company Name: TURINGMINDS



**TuringMinds AI**  
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, 2<sup>nd</sup> Floor, Jyothi Imperial, Janardhana Hills, Gachibowli, Hyderabad - 500032



Name: AKASH C R

Company Name: COGNISURE

Akash Chandrappa Guruvannavar  
IKS16EC005 8<sup>th</sup> - '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.

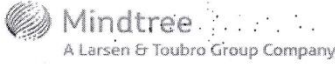
Applicant's Signature:

Accepted date: 06/05/2022

Place: BENGALURU

Page 1 of 23

Name:POOJA S  
Company Name:MINDTREE



1K918EC060  
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 4000  
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, 2<sup>nd</sup> 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  
1KS18ECO61  
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](mailto: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](mailto:info@quest-global.com)  
[www.quest-global.com](http://www.quest-global.com)

Name:RAGHU B T  
Company Name:SONATA SOFTWARE

Raghu.B.T  
IKS18EC067  
4 Lpa  
On-Campus



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**Sonata Software - Letter of Intent**

1 message

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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/sites/default/files/pdf/2021-01/economictimes_5jan2021.pdf)

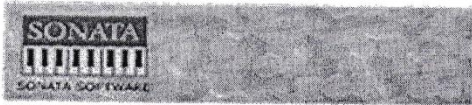
<https://www.sonata-software.com/newsroom/press-release/sonata-software-partners-microsoft-its-launch-microsoft-cloud-retail>

<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)

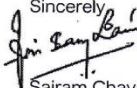
On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of INR 620,000 (Six Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure 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, 2<sup>nd</sup> Floor, Jyothi Imperial, Janardhana Hills, Gachibowli, Hyderabad – 500032

Name:RITHVIK P  
Company Name:TCS



IR318FE013  
(ON)

**Offer: Computer Consultancy**  
**Ref: TCSL/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 &

**TCS Confidential**  
**TCSL/DT20218381426**

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: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.

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/DT20218354864

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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:SHIVA SHANKAR  
Company Name:TCS



112518EC082  
(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.

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/DT20218117785**

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: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 &

**TCS Confidential**  
**TCSL/DT20218164061**


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: SHREYAS C  
Company Name: WIPRO

SHREYAS.C  
IKS18E1084  
SHR 'B'  
ON-Campus



**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

JKSISECO85

3.75 LPA

(ON)

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

Date: May 16, 2022

Mr.Shreyas D R  
No. 862, 6th 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 ECO 87  
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.

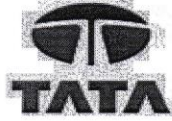
The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

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

IKS18EC088  
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 &

TCS Confidential  
TCSSL/DT20218320930

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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:TCS



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218072587/Bangalore**  
**Date: 01/11/2021**

Mr. Somashekar M  
36/1103rd Main, 5th Cross,  
P P Layout,  
Bangalore Urban-560085,  
Karnataka.  
Tel# -

IKS 18E090 (ON)

Dear Somashekar 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 assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** 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/DT20218072587**

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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: WIPRO

1K518E090

(ON)



**APPOINTMENT LETTER**

February 6, 2022

Dear Somashekar M,

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.

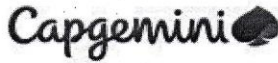
**3. Other Benefits:**

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.



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.

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: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.

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/DT20218398023

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**TATA CONSULTANCY SERVICES**

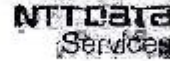
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

Name: SUPRIYA S  
Company Name: NTT DATA  
7892897891

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(ON)

DocuSign Envelope ID: 5FAB63E7-8B9D-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 5000



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 9<sup>th</sup> 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

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ON-Campus

NTT DATA Global Delivery Services Private Limited  
Block 2, 2<sup>nd</sup> 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  
thanus008@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. All other 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, 2<sup>nd</sup> Floor, Jyothi Imperial, Janardhana Hills, Gachibowli, Hyderabad - 500032

Name:THANUSHREE D

Company Name:TCS

SASKEN

IKSIBEC098  
8.20 LPA  
on campus



**Offer: Computer Consultancy**  
Ref: TCSL/DT20218086075/Bangalore  
Date: 14/10/2021

Ms. Thanushree D  
26/14th Main, Magadi Main Road  
Agrahara Dasarahalli, Bangalore North, Basaveshwaramagar,  
Bangalore-560073,  
Karnataka.  
Tel# 91 9663586907

Dear Thanushree D,

**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 **₹3,35,877/-** per annum, as per the terms and conditions set out here in. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based on 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 online '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/DT20218086075

**TATA CONSULTANCY SERVICES**

HYDRABAD: 20-1-2004, 20-1-2004, 20-1-2004, 20-1-2004, 20-1-2004, 20-1-2004, 20-1-2004, 20-1-2004, 20-1-2004, 20-1-2004  
Bangalore: 560004, 560004, 560004, 560004, 560004, 560004, 560004, 560004, 560004, 560004  
Mumbai: 400 004, 400 004, 400 004, 400 004, 400 004, 400 004, 400 004, 400 004, 400 004, 400 004  
TCS Career Services: 1800-299-3111 | Email: careers@tcs.com

Name:THANUSHREE D  
Company Name: 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



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, 2<sup>nd</sup> 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:

- 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.

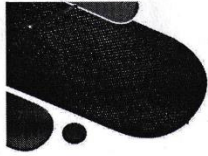
*The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by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

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

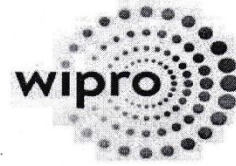
Block A, 2<sup>nd</sup> Floor, Jvothi Imperial, Janardhana Hills, Gachibowli, Hyderabad – 500032

Name: VIJAY BABU K  
Company Name: WIPRO

IKS18EC104, (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...](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: VINAY K

Company Name: INFOSYS

Vinay.k  
IKSUSEC105  
VIII Sem 'B' ECE

ON Campus

3-6 LPA

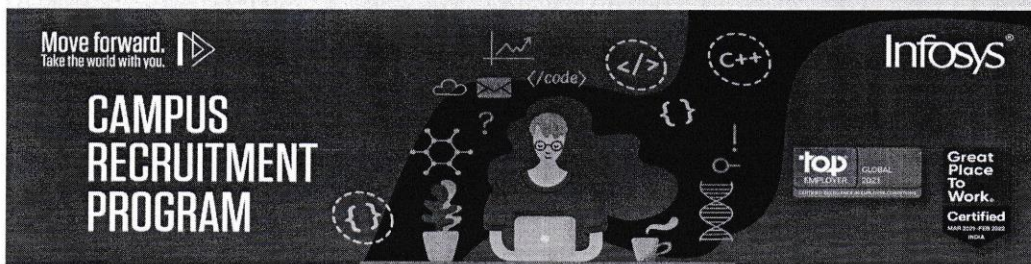


**Infosys Campus Recruitment Program: Congratulations, you have a job offer**

1 message

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

Mon, 21 Mar 2022 at 10:55 am



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](mailto: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: VINAY S

Company Name: NTT DATA

DocuSign Envelope ID: 18A75574-67A2-40F7-81AC-8913D402AF0B

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

1KS186C106  
ON-Campus  
**NTT DATA**  
Services

**February 12, 2022**

**Vinay S**  
**K S Institute Of Technology**

Dear Vinay,

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

Name: VRANDHA SHYAM BHAT

Company Name: HEXAWARE

IKS18EC111



Letter of Intent

April 07, 2022  
Vrindha Sham Bhatt  
KS Institute of Technology, Bangalore

Dear Vrindha Sham Bhatt,

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](mailto: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](http://www.hexaware.com)

Name: VRANDHA SHYAM BHAT

Company Name: TCS

WCS 18 ECU



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218086962/Bangalore**  
**Date: 14/10/2021**

JSB

Ms. Vrindha Sham Bhatt  
#103 Sriven Rag SerenityKanakapura Main Road,  
Vajarahalli,  
Bangalore-560062,  
Karnataka.  
Tel# 91-9535420877

Dear Vrindha Sham Bhatt,

**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/DT20218086962**

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: 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 C.IN:  
U72400KA1997PTC023164  
[www.bosch-softwaretechnologies.com](http://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

JKS19EC40G

ON - campus



KGPCo India Private Limited  
Formerly known as Bluestream Professional Services India Private Limited  
CIN: U74999KA2012PTC064257

Registered Office: Gurudas Heritage, No. 59/2, 1<sup>st</sup> floor, Block 'A'  
Kadirenahalli, Banashankari 2<sup>nd</sup> 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: IBM

IKS18EC001

(off)



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 A N Bhoomika Chowdary,

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.

Name: A N BHOOMIKA CHOWDARY

Company Name: TCS



IKS18E001  
(off)

**Offer: Computer Consultancy**  
**Ref: TCSSL/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  
TCSSL/DT20218158912

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: ADITHI S

Company Name: SIEMENS

**SIEMENS**

ADITHI.S  
IKS18EC003 OFFCAMPUS

**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**  
Digitaly signed by Krishnaswamy Rajeshwari  
DN: cn=Krishnaswamy Rajeshwari, o=Siemens,  
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: 21/04/2021

**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

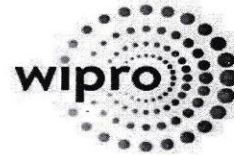
tel.: +91 80 67113300  
Web: www.siemens.com

Registered Office: Plot No. 2, Sector No. 2, Kharghar Node, Navi Mumbai – 410210; Telephone +91 22 39672000; Fax +91 22 27740138;  
Corporate Identity Number: U99999MH1986PTC093854.  
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

IKSIBEL011  
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 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.co](http://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**

- 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: 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...](https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_letter_template_2022&user=24...)

IKS18E018

3.5LPA Package  
Off-campus



### 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...](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



IKS18ECO21

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 1404 CIN:  
U72400KA1997PTC023164  
[www.bosch-softwaretechnologies.com](http://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 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**

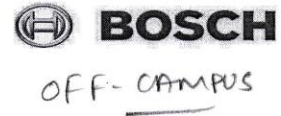
You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, 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: DHEERAJ M S

Company Name: BOSCH

Dheeraj M.S  
1KS1800023  
CTC - 5LPA



**\* Personal and Confidential \***

**Mr. Dheeraj M S**  
KSIT, Bangalore,  
Candidate Id: 6643005

Bosch Global Software Technologie  
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.cc

**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 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.

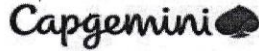
Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in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

✓  
IK518E025  
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

IKS18ECO26.  
OFFCOMPUS.



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](http://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

(O/H) 16/01/2022

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. Saskaen encourages all employees to opt for Saskaen 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](mailto:E-SchoolConnect@hcl.com).

Best Regards  
Garima Chawla  
Lead-Campus Relations  
HCL Technologies

**HCL**

[www.hcl.com](http://www.hcl.com)

\$11.2 BILLION

108,000+ MINDS

52 COUNTRIES

1RS18EC030  
CAK

Name: HARSH SHARMA  
Company Name: CLARIVAT



shivu xerox <shivuxerox555@gmail.com>

1K 818EC030  
(S/A)

**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,

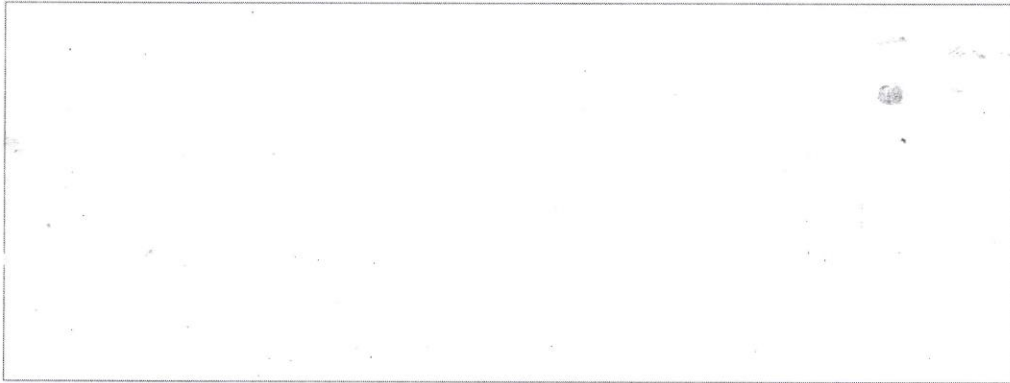
Greetings from Clarivate

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

ICSI&EC035  
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...](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...](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: TCS

ICSI&ECCOBS

off-campus



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218213505/Bangalore**  
**Date: 26/11/2021**

Mr. Jishnu S  
No.3b, Aish Jish2nd Cross, Old Bank Colony,  
Chunchunghatta Circle, Konankunte,  
Bangalore-560062,  
Karnataka.  
Tel# 91-9731400625

Dear Jishnu 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/DT20218213505

**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

1

Name: KARISHMA

Company Name: WILEY EDGE



Name: NIHITHA YADAV MERALA

Company Name: TCS



1CS1&E0041

OFF CAMPUS

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218214135/Bangalore**  
**Date: 14/10/2021**

Ms. Nihitha Yadav Merala  
#15-3305/2C K Reddy Road,  
Nutrine Factory,  
Chittoor-517002,  
Andhra Pradesh.  
Tel# 91-9490972745

Dear Nihitha Yadav Merala,

**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/DT20218214135

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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: NIHITHA YADAV MERALA

Company Name: WIPRO



CAREERS

(careers-home)

1CS18ECO41

OFF-campus

Submit & Print



#### APPOINTMENT LETTER

January 27, 2022

Dear Nihitha Merala,

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](http://mywipro.wipro.com)

##### 4. Responsibilities:

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.

12/18/2021  
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 3<sup>rd</sup> December 2021, we are pleased to appoint you as a "Data Analyst" at Bangalore location with effect from 15<sup>th</sup> 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 15<sup>th</sup> 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-445C-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

Name: NAGA OMKAR NICHENAMETLA

Company Name: TCS



IKS18ECO50

off

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218184508/Bangalore**  
**Date: 09/11/2021**

Mr. Naga Omkar Nichenametla  
No 7 Raj Building 1st Main Subramanyapura Main Road Chikkalsandra Uttarahalli1st Main,  
Chikkasandra Opposite To Dominos Pizza,  
Bangalore-560061,  
Karnataka.  
Tel# 91-6360357095

Dear Naga Omkar Nichenametla,

**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/DT20218184508**

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: NAGASHREE A

Company Name: ADP



**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: 60305F1A-29F5-4b73-8EAA-18B90100097F

**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

1YS18E0057  
057

CTC - 8.5L  
OFFCAMPUS

Name: PARIKSHITH S  
Company Name: EPICOR

PARIKSHITH.S

1KS12EC058

**M** CTC 8.5L  
OFF Campus OFF Campus

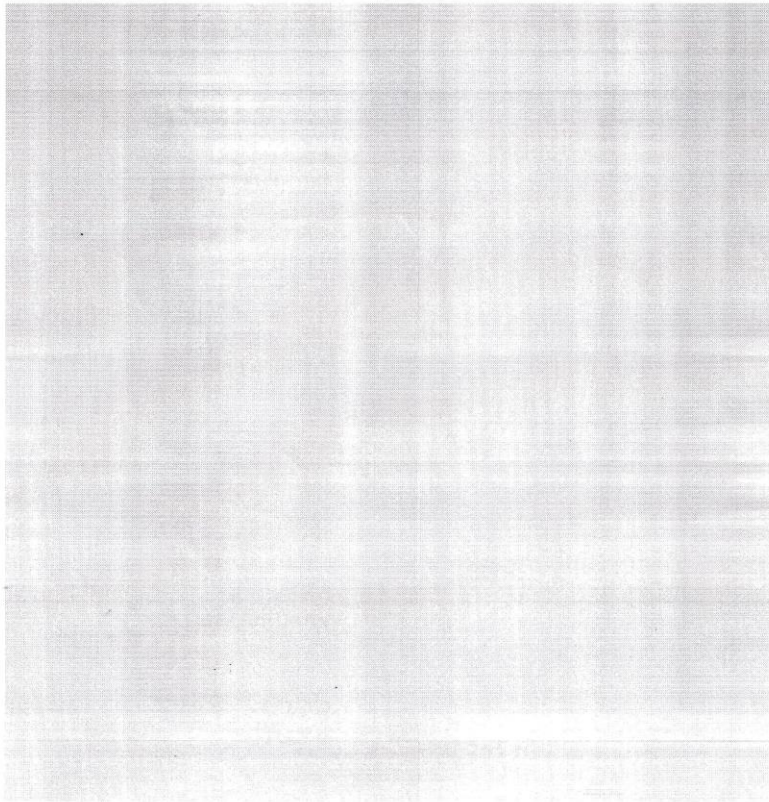
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**Epicor - Offer of employment - Product QA Developer, Associate**

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

Prakruthi 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](mailto:E-SchoolConnect@hcl.com).

Best Regards  
**Garima Chawla**  
Lead-Campus Relations  
HCL Technologies

**HCL**

[www.hcl.com](http://www.hcl.com)

\$11.2 BILLION

100,000+ MINDS

62 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 E064  
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,  
Hoskerekhalli, 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

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: 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](mailto: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](http://www.hexaware.com)

Name: RAGHU B T

Company Name: INFOSYS

Raghu.B.T  
1KS18EC057  
3.6 Lpa  
off-campus

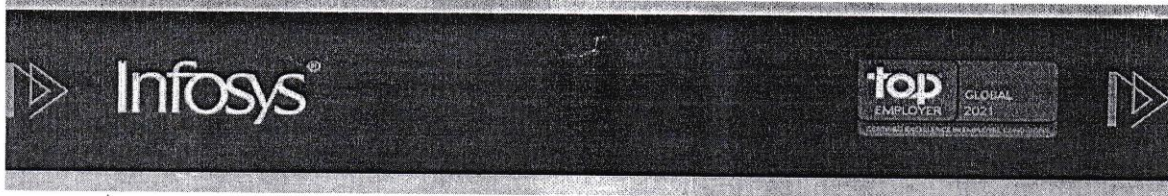


**You have a job offer for Systems Engineer role at Infosys**

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](mailto: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](mailto: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:8E07A  
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 23<sup>rd</sup>, 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  
IKS18EC074  
8<sup>th</sup> Sem, BSec

Recruitment Process V18.0



SASKEN

Warm Welcome

13 April 2022

Name: S MANOJ

Applicant ID: 4073

Mailing Address: manojreeram2000@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 Medicaclaim 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 Medicaclaim 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: S RAHUL

Company Name: HEXAWARE



**campusconnect** 10:05 AM  
to me ▾



S. RAHUL  
IKSISECO75  
8<sup>th</sup>, 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**

<b>CTC Offered</b>	<u>4,00,000</u> Per annum
<b>Designation</b>	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  
8<sup>th</sup> 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 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: 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

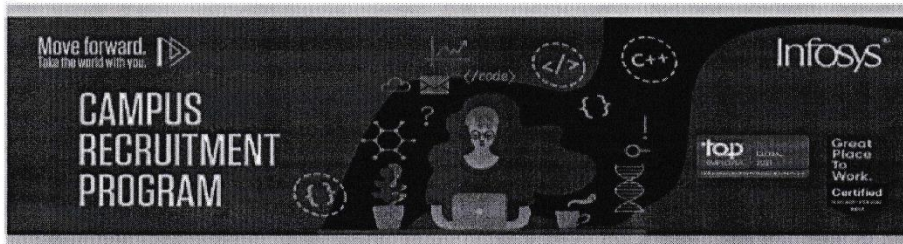
Supriya-S  
IKS18EC093  
(off)

# 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](mailto: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  
1KS18EC 102  
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 (IKSIEEC108)  
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

1KSL9E401

off



Strictly Personal and Confidential

Ref. : PIPL/HR/21-22/63

Dated : 8<sup>th</sup> February 2022.

Mr. Karthik B P  
139/1, 1<sup>st</sup> Cross, 1<sup>st</sup> Main  
KS Colony, BSK 2<sup>nd</sup> 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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*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 09<sup>TH</sup> 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 09<sup>TH</sup> 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
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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  
8088486340  
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 09<sup>TH</sup> 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

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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  
srinidhid1500@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

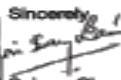
1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

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	
	Yearly	Monthly
<b>Basic</b>	180,000	15,000
<b>HRA</b>	72,000	6,000
<b>Food Coupons</b>	26,400	2,200
<b>Conveyance Allowance</b>	19,200	1,600
<b>Other Allowances</b>	105,800	8,817
<b>Performance Based Pay</b>	75,000	6,250
<b>Employer Contribution to PF</b>	21,600	1,800
<b>Total Salary (in INR)</b>	500,000	41,667
<b>Service Agreement Reimbursement</b>	120,000	10,000
<b>Gross Emoluments (in INR)</b>	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  
8884696646  
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:

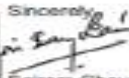
1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

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,  


Sairam 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](http://www.TuringMinds.ai)

[info@turingminds.ai](mailto:info@turingminds.ai)

Block A, 2<sup>nd</sup> 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
<b>Basic</b>		180,000	15,000
<b>HRA</b>		72,000	6,000
<b>Food Coupons</b>		26,400	2,200
<b>Conveyance Allowance</b>		19,200	1,600
<b>Other Allowances</b>		153,800	12,817
<b>Performance Based Pay</b>		27,000	2,250
<b>Employer Contribution to PF</b>		21,600	1,800
<b>Total Salary (in INR)</b>		500,000	41,667
<b>Service Agreement Reimbursement</b>		128,004	10667
<b>Gross Emoluments (in INR)</b>		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.



**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**

VYDEHS 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 Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



**Suprajit Engineering Limited**

Registered & Corporate Office : # 100, Bommasandra Industrial Area, Bengaluru 560099.

Date : 30<sup>th</sup> June 2022

Mr. Varun M,  
Ganga, #51/1 WAT Street Basavanagudi,  
Bengaluru 560004  
Phone: (+91) 9482993299.  
E-mail: [varunhalnur2000@gmail.com](mailto:varunhalnur2000@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 &amp; Corporate Office : # 100, Bommasandra Industrial Area, Bengaluru 560099.

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	15,600	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)	37,998	4,50,100

**Other Benefits:**

1. Group Personal Accident Policy Coverage of Rs. 1,00,000/- per year.
2. Group Medclaim 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

y



**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: 2<sup>nd</sup> 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 9<sup>th</sup> 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 the name of a representative from the Human Resource Department.

---

## 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](mailto:madhurima.das@mpokket.com)

Runa Chakraborty:-  
9836943763

- [runa@mpokket.com](mailto:runa@mpokket.com)

Abhishek Jain

- 9830339457 - [abhishek.jain@mpokket.com](mailto:abhishek.jain@mpokket.com)



25<sup>th</sup> 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 **2<sup>nd</sup> 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,

**G V Sridharan**

**Director – Talent Acquisition**

**MarketXpander**



## **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:

- 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: Sachin Gharabude

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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,187</b>
<b>Total Cost to Company per annum</b>	<b>3,50,244</b>

\*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.

& 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 Ghambude 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  
Sajjapur Road    E :info@wipro.com  
Bengaluru 560 035    W :wipro.com  
India    C :L32102KA1949PLC020000

24208385



Satish Kumar B &lt;satishkumarb@ksit.edu.in&gt;

## 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 &lt;Sridhar.Sharma@kgpco.com&gt;

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
<b>Basic Salary + DA</b>	<b>INR 14,999</b>	<b>INR 179,988</b>
<b>I. TOTAL FIXED COMPONENTS</b>	<b>INR 14,999</b>	<b>INR 179,988</b>
<b>Statutory Benefits</b>		
<b>Statutory Bonus</b>	<b>INR 1,248</b>	<b>INR 14,976</b>
<b>Provident Fund (Employer's Contribution @ 12% of Basic Salary)</b>	<b>INR 1,800</b>	<b>INR 21,600</b>
<b>ESI (Employer contribution @ 3.25% of Total Fixed Components)</b>	<b>INR 488</b>	<b>INR 5,856</b>
<b>II. TOTAL STATUTORY BENEFITS</b>	<b>INR 3,536</b>	<b>INR 42,432</b>
<b>Other Benefits</b>		
<b>Food Coupons @ Rs. 50 per day worked*</b>	<b>INR 1,100</b>	<b>INR 13,200</b>
<b>Gratuity (Paid as per Payment of Gratuity Act 1972)</b>		<b>INR 8,639</b>

<b>Performance Bonus Plan</b>		<b>INR 13,345</b>
<b>Insurance</b>		<b>INR 5,966</b>
<b>III. TOTAL OTHER BENEFITS</b>		<b>INR 41,150</b>
<b>IV. GROSS COMPENSATION (I+ II+ III)</b>		<b>INR 2,63,570</b>


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.kgpcoco.com](http://www.kgpcoco.com)

 Logo, icon Description  
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5 attachments

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The Network Never Sleeps.™



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**image004.png**  
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The Network Never Sleeps.™

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## Appointment Letter

19 August 2022

**Anudheep**

**Dear Anudheep,**

We are pleased to appointment you as **“Software Engineer”** with effect from **1<sup>st</sup> 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.

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<b>Evaluation Rating after 6months</b>	<b>Salary</b>
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.

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#### **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.

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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.

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**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.

- 
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, 2<sup>nd</sup> Floor, 13<sup>th</sup> Cross, Banashankari 2<sup>nd</sup> 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

<b>Name</b>	Anudheep	
<b>Designation</b>	Software Engineer	
<b>Date of Joining</b>	1 <sup>st</sup> September 2022	
<b>Total Annual Salary</b>	₹ 2,56,110	
<b>Retention Bonus (on completion of 1 year)</b>	₹ 60,000	
<b>Total Annual CTC</b>	₹ 3,16,110	
<b>Particulars</b>	<b>Yearly (₹)</b>	<b>Monthly (₹)</b>
Basic	193320	16110
HRA	23484	1957
Provident Fund (“PF”) paid by the Company	23196	1933
Special allowance including statutory bonus	16110	1343
<b>Total</b>	<b>256110</b>	<b>21343</b>
<b>Other statutory deductions</b>		
Professional tax	2400	200
PF deductions	46392	3866
<b>Net Salary</b>	<b>48792</b>	<b>4066</b>
<b>Net Payable</b>	<b>207318</b>	<b>17277</b>

**Note:**

PF - The Company and your contribution is part of CTC.

TDS - Deductions will depend on the documents and investment proof provided.

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**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 **1<sup>st</sup> 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](http://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](mailto: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**

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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](mailto: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](mailto: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](mailto: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.

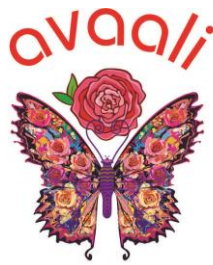


Regards  
Shaila Banu Shaik  
Human Resource  
[www.highpeaksw.com](http://www.highpeaksw.com) |

--

**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 16<sup>th</sup> 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 16<sup>th</sup> 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](mailto: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 31<sup>st</sup> of the current financial year, your variable pay computation for the first year will be done from the date of joining until March 31<sup>st</sup> 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**

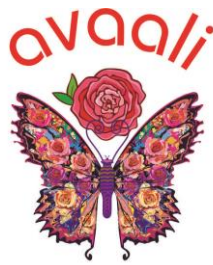
- a. The company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you

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.

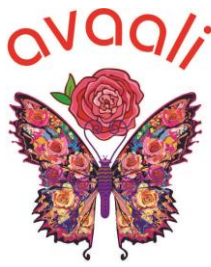
Yours sincerely,

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**

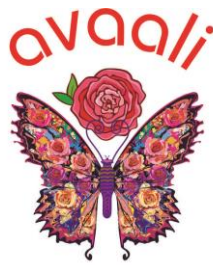
**Career Level: T1A**  
**Designation: Associate Consultant**

**Salary Break up**

<b>Payslip Components</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>	<b>Remarks</b>
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	
<b>Total monthly (A)</b>	<b>21,116</b>	<b>2,53,390</b>	
<b><u>Retiral Benefits:</u></b>			
Provident fund (12% of the basic salary)	926	11,110	The employer contribution of Provident Fund.
<b>Total retirals(B)</b>	<b>926</b>	<b>11,110</b>	
<b>Total Fixed Pay (A+B)</b>	<b>22,042</b>	<b>2,64,500</b>	
<b><u>Other benefits</u></b>			
Medical insurance		5,500	Please see the note section
<b>Total benefits(C)</b>	<b>-</b>	<b>5,500</b>	
<b>Total Gross(A+B+C)</b>	<b>22,042</b>	<b>2,70,000</b>	
<b><u>Variable pay</u></b>			
Performance linked variable pay (D)		<b>30,000</b>	
<b>Compensation towards contribution (CTC) (A+B+C+D)</b>		<b>3,00,000</b>	

**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:

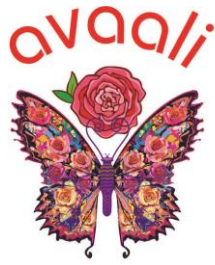
1. Effective your date of joining, you will be eligible for medical Insurance for self, spouse and 2 dependent children up to **INR 100000 per annum** per life. Insurance Premium for this will be paid by the company. Post completion of probation Rs.200000 per annum per life will be covered.

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](https://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 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> 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](mailto: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](mailto: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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>

**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. Mediclaime: 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)

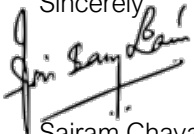
On fulfilling both the conditions, you would be confirmed as "Data Scientist" with a minimum gross annual remuneration of **INR 620,000 (Six Lakh Twenty Thousand Only)**. The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and 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
<b>Basic</b>		180,000	15,000
<b>HRA</b>		72,000	6,000
<b>Food Coupons</b>		26,400	2,200
<b>Conveyance Allowance</b>		19200	1,600
<b>Other Allowances</b>		153,800	12,817
<b>Performance Based Pay</b>		27,000	2,250
<b>Employer Contribution to PF</b>		21,600	1,800
<b>Total Salary (in INR)</b>		<b>500,000</b>	<b>41,667</b>
<b>Service Agreement Reimbursement</b>		128,004	10667
<b>Gross Emoluments (in INR)</b>		<b>628,004</b>	<b>52,334</b>

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.



## ANNEXURE - C

**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 16<sup>th</sup> 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 16<sup>th</sup> 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](mailto: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 31<sup>st</sup> of the current financial year, your variable pay computation for the first year will be done from the date of joining until March 31<sup>st</sup> 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.

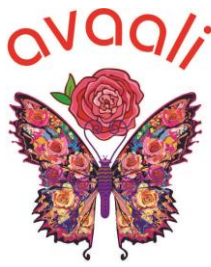
Yours sincerely,

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

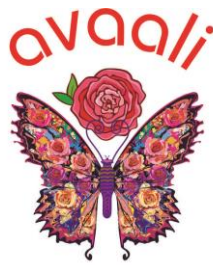
**Career Level: T1A**  
**Designation: Associate Consultant**

**Salary Break up**

<b>Payslip Components</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>	<b>Remarks</b>
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	
<b>Total monthly (A)</b>	<b>21,116</b>	<b>2,53,390</b>	
<b><u>Retiral Benefits:</u></b>			
Provident fund (12% of the basic salary)	926	11,110	The employer contribution of Provident Fund.
<b>Total retirals(B)</b>	<b>926</b>	<b>11,110</b>	
<b>Total Fixed Pay (A+B)</b>	<b>22,042</b>	<b>2,64,500</b>	
<b><u>Other benefits</u></b>			
Medical insurance		5,500	Please see the note section
<b>Total benefits(C)</b>	<b>-</b>	<b>5,500</b>	
<b>Total Gross(A+B+C)</b>	<b>22,042</b>	<b>2,70,000</b>	
<b><u>Variable pay</u></b>			
Performance linked variable pay (D)		<b>30,000</b>	
<b>Compensation towards contribution (CTC) (A+B+C+D)</b>		<b>3,00,000</b>	

**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.





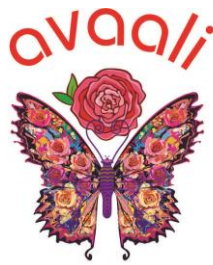
## APPENDIX B

### 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 16<sup>th</sup> 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 16<sup>th</sup> 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](mailto: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 31<sup>st</sup> of the current financial year, your variable pay computation for the first year will be done from the date of joining until March 31<sup>st</sup> 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**

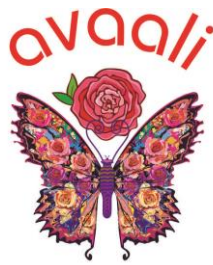
- a. The company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you

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.

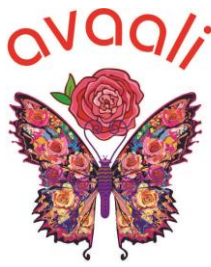
Yours sincerely,

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**

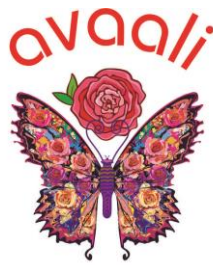
**Career Level: T1A**  
**Designation: Associate Consultant**

**Salary Break up**

<b>Payslip Components</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>	<b>Remarks</b>
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	
<b>Total monthly (A)</b>	<b>21,116</b>	<b>2,53,390</b>	
<b><u>Retiral Benefits:</u></b>			
Provident fund (12% of the basic salary)	926	11,110	The employer contribution of Provident Fund.
<b>Total retirals(B)</b>	<b>926</b>	<b>11,110</b>	
<b>Total Fixed Pay (A+B)</b>	<b>22,042</b>	<b>2,64,500</b>	
<b><u>Other benefits</u></b>			
Medical insurance		5,500	Please see the note section
<b>Total benefits(C)</b>	<b>-</b>	<b>5,500</b>	
<b>Total Gross(A+B+C)</b>	<b>22,042</b>	<b>2,70,000</b>	
<b><u>Variable pay</u></b>			
Performance linked variable pay (D)		<b>30,000</b>	
<b>Compensation towards contribution (CTC) (A+B+C+D)</b>		<b>3,00,000</b>	

**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 &lt;satishkumarb@ksit.edu.in&gt;

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**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: &lt;rakesh.p@jyothyit.ac.in&gt;, Rekha KV &lt;rekha.kv.placements@jyothyit.ac.in&gt;

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](https://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 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> 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](mailto: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](mailto: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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>



**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:

<b>Year</b>	<b>Bonus</b>
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. Mediclaime: 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](http://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](mailto: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 : 30<sup>th</sup> June 2022

Ms. Thoshitha S N,  
#961, 4<sup>th</sup> block, Banashankari 6<sup>th</sup> 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 19<sup>th</sup> 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	<b>Gross Salary</b>		
	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
	<b>Gross Salary Total</b>	<b>34,800</b>	<b>4,17,600</b>
2	<b>Annual Benefits</b>		
	LTA	83	1000
	Medical Reimbursement	83	1000
	Pension	83	1000
	<b>Benefits Total</b>	<b>250</b>	<b>3,000</b>
3	<b>Statutory</b>		
	Provident Fund @ 13% on basic salary	2,275	27,300
	Bonus / Ex.Gratia	3,500	42,000
	Gratuity	842	10,101
	<b>Statutory Total</b>	<b>6,617</b>	<b>79,401</b>
4	<b>Total CTC (Cost to Company) (1+2+3)</b>	<b>41,667</b>	<b>5,00,001</b>


### 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](http://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](mailto: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**

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## 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**

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