



K S INSTITUTE OF TECHNOLOGY

PLACED STUDENTS LIST OF 2024 BATCH

M - 18
F - 17

SL NO.	STUDENT NAME	COMPANY	SALARY
1	BHUMIKA UMACHAGI	JP MORGAN CHASE & CO	19.75 LPA
2	TANMAYEE.R	ILATTICE	4.9 LPA
3	DIVYASHREE M	ILATTICE	4.9 LPA
4	VIKAS KASHYAP R	ILATTICE	4.9 LPA
5	ARAVIND V	AVAALI	4.00 LPA
6	ASHRIT MADHAV VADIRAJ J	AVAALI	4.00 LPA
7	ANUSHREE G M	AVAALI	4.00 LPA
8	RAKSHITHA P	AVAALI	4.00 LPA
9	ABHISHEK A	UST GLOBAL	5.00 LPA
10	DHARMAVARAPU LAKSHMI AARADHYA	UST GLOBAL	5.00 LPA
11	SAMEER KULKARNI	UST GLOBAL	5.00 LPA
12	ANUSHREE G M	UST GLOBAL	5.00 LPA
13	ARCHIT GANAPATHI AVADHANI	UST GLOBAL	5.00 LPA
14	DHARMAVARAPU LAKSHMI AARADHYA	ITC INFOTECH	4.25 LPA
15	VUMMANENI CHARAN	ITC INFOTECH	4.25 LPA
16	V ARVIND	ITC INFOTECH	4.25 LPA
17	TRUPTHI G B	ITC INFOTECH	4.25 LPA
18	POOJITHA Y	ITC INFOTECH	4.25 LPA
19	PAVAN P	ITC INFOTECH	4.25 LPA
20	MANDARA KS	ITC INFOTECH	4.25 LPA
21	SAHANA K R	ITC INFOTECH	4.25 LPA
22	GANASHREE K	ITC INFOTECH	4.25 LPA
23	CHETHAN S	ITC INFOTECH	4.25 LPA
24	BRUNDA B	ITC INFOTECH	4.25 LPA
25	B JAIDEV	ITC INFOTECH	4.25 LPA
26	ARCHIT GANAPATHI AVADHANI	ITC INFOTECH	4.25 LPA
27	ANUSHREE G M	ITC INFOTECH	4.25 LPA
28	ADITI DUBEY	ITC INFOTECH	4.25 LPA
29	HIMA SWETHA	ITC INFOTECH	4.25 LPA
30	VIPUL KANT TRIPATHI	MAVERIC	3.50 LPA
31	DHANVIN C BHARGAV	MAVERIC	3.50 LPA
32	GANASHREE K	MAVERIC	3.50 LPA
33	SNEHA A S	MAVERIC	3.50 LPA
34	SANJANA G	MAVERIC	3.50 LPA
35	VISHAL N KORABU	MAVERIC	3.50 LPA



36	NIDHI K V	MAVERIC	3.50 LPA
37	AJAY GIRISH	MAVERIC	3.50 LPA
38	MADHU S SALIMATHI	EFI	6.50 LPA
39	DHANYA SHARANYA SHREE R	EFI	6.50 LPA
40	SAKSHAM SINGH	EFI	6.50 LPA
41	GANASHREE K	EFI	6.50 LPA
42	ANUSHREE G M	EFI	6.50 LPA
43	RAKSHITHA P	EFI	6.50 LPA
44	PRADHYUMNA K	EFI	6.50 LPA
45	S.ARUN KUMAR	EFI	6.50 LPA
46	CHAITHRA K	EFI	6.50 LPA
47	SANJANA G(GURU)	EFI	6.50 LPA
48	SHILPA M	SUBEX	6.00 LPA
49	V ARAVIND	SUBEX	6.00 LPA
50	SHASHWATHA H M	UNACADEMY	8.00 LPA
51	NAMRATHA	LS DAVAR& CO	3.2 LPA
52	ANUPRIYA C	LS DAVAR& CO	3.2 LPA
53	SHENHA A S	LS DAVAR& CO	3.2 LPA
54	SANJANA G	LS DAVAR& CO	3.2 LPA
55	SHASHANK S	LS DAVAR& CO	3.2 LPA
56	DARSHAN KUMAR	LS DAVAR& CO	3.2 LPA
57	RAHUL KRISHNAN	LS DAVAR& CO	3.2 LPA
58	AFEefa SHARIEFF	LS DAVAR& CO	3.2 LPA
59	SAHANA K R	Stratogent	4.00 LPA
60	AJAY GIRISH	Stratogent	4.00 LPA
61	PAVAN KALYAN N	LUMOUS LEARNING	3.5 LPA
62	RUPA PUTHINEEDI	LUMOUS LEARNING	3.5 LPA
63	TUSHAR S	LUMOUS LEARNING	3.5 LPA
64	SHRAVYA M R	LUMOUS LEARNING	3.5 LPA
65	VAISHNAVI S SHARMA	LUMOUS LEARNING	3.5 LPA
66	KUMAR K G	LUMOUS LEARNING	3.5 LPA
67	RAKSHITH R	LUMOUS LEARNING	3.5 LPA
68	TARUN PRASANNA	LUMOUS LEARNING	3.5 LPA
69	TRISHALA	VTIGER	2.76 LPA
70	CHAYA S	VTIGER	2.76 LPA
71	NUTHANAPATI	UNIVISION	5LPA
72	R.KUSHAL SAI	UNIVISION	5LPA
73	PAVAN C	UNIVISION	5LPA
74	THANUSHA K	UNIVISION	5LPA
75	SANKET GANAPATI HEGDE	UNIVISION	5LPA
76	SRISHTI SRIVASTAVA	UNIVISION	5LPA
77	Sharath M	UNIVISION	5LPA
78	HARSHITHA N	UNIVISION	5LPA
79	Shweta Deepak K	UNIVISION	5LPA
80	Shashank S	UNIVISION	5LPA
81	aditi Dubey	UNIVISION	5LPA

m-19
F-12

82	Rahul Krishnan V	UNIVISION	5LPA
83	Tarun Prasanna	UNIVISION	5LPA
84	PREMA GOPAL REDDY	JLL	3.25LPA
85	PAVANI SATHISH BABU	JLL	3.25LPA
86	GAGANA R	MATH CO	8.0 LPA
87	ANUPRIYA C	MATH CO	8.0 LPA
88	VISHAL N KORABU	MATH CO	8.0 LPA
89	SIRIPI REDDY THULASI	MATH CO	8.0 LPA
90	SHALILNI	NANDI TOYOTA	4.0 LPA
91	Jayanth H	LEKHA WIRELESS	4.0 LPA
92	Meghashree M	LEKHA WIRELESS	4.0 LPA
93	ABHISHEK A	SASKEN	4.0 LPA
94	HARYANK V KASHYAP	MOTHERSON	4.0 LPA
95	VINEETH P	MOTHERSON	4.0 LPA
96	Lasya Babu KM	ACADEMOR	4.0 LPA
97	R Kushal Sai	ACADEMOR	4.0 LPA
98	Neha Reddy S	ACADEMOR	4.0 LPA
99	Jampula Chaithanya Krishna	ACADEMOR	4.0 LPA
100	Pavani T S	ACADEMOR	4.0 LPA
101	Kiran v narayan	ACADEMOR	4.0 LPA
102	HC Gagan	ACADEMOR	4.0 LPA
103	B.S Hemashree	ACADEMOR	4.0 LPA
104	Priyanka K	ACADEMOR	4.0 LPA
105	Najeeb Muthaheed Arin Ul haq	ACADEMOR	4.0 LPA
106	AFEEFA SHARIEFF	TCS	4.0 LPA
107	Najeeb Muthaheed Arin Ul haq	HUDL	3.0 LPA
108	VINAY SAGAR V ALUR	HUDL	3.0 LPA
109	BASAVESH V L	HUDL	3.0 LPA
110	ANAND V S	HUDL	3.0 LPA
111	MAHEEN	HUDL	3.0 LPA
112	PRAVATHY PILLAI	AVAALI	3.0 LPA

TOTAL NO OF ELIGIBLE	242
TOTAL OFFERS	112
HIGHEST PACKAGE	19.75 LPA

NOTE- PLACEMENT IS STILL IN PROGRESS



Shreenas. C
PRINCIPAL
K.S. INSTITUTE OF TECHNOLOGY
BENGALURU - 560 109

OFFER LETTER



Offer Letter

Dear Ashika HN,

On behalf of **WhatsTool Tech** (the "Company"), I am pleased to offer you a role with **WhatsTool** in the position of **Tech Support Engineer**, starting on 03.07.2023. In that position, you will report to Sujeet Kumar Mehta, Founder of the company.

During your employment, your CTC will be 3,00,000 (**Three lakhs**). It is defined in detail in A2. Your compensation will be paid in regular installments in accordance with the Company's regular payroll process, and subject to applicable tax and other withholdings.

At-Will Employment: Your employment with the Company is "at will," and thus you or the Company may terminate our employment relationship at any time, with or without cause or advance notice. The Company reserves the right, in its sole discretion, to change your compensation and/or employee benefits at any time on a prospective basis.

Additional Agreements: As a condition of your employment, you agree to execute any additional agreements required by the Company at the start of your employment. This includes any agreements that relate to your confidentiality or intellectual property assignment obligations to the Company. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, these additional agreements.

Contingencies: This offer is contingent upon the successful completion of any background or reference checks requested by the Company. For purposes of federal immigration law, you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in India. Such documentation must be provided to us within three business days following the start of your employment, or our employment relationship with you may be terminated.

Additional Terms and Conditions of Offer: Annexure A1

Entire Agreement: This employment agreement, along with the Confidentiality Agreement, sets forth the terms and conditions of your employment with the Company, and supersedes any prior representations or agreements concerning your employment with the Company, whether written or oral. You acknowledge and agree that you are not relying on any statements or representations concerning the Company or your employment with the Company except those made in this agreement. This employment agreement may

not be modified or amended except by a written agreement signed by you and an authorized officer of the Company.

We are excited by the prospect of you joining the Company.

Sincerely,
WhatsTool Tech

By:
Name: Sujeet Kumar Mehta
Title:CEO & Founder
30.06.2023

ANNEXURE A1

- Your role and responsibilities range from doing tech support, talking to customers and understanding their issues and solving the problem. Your role will be based on your skills and performance during the training period. Based on that we will allocate your job and responsibilities.
- You shall be governed by the following terms and conditions of service during your job with WhatsTool Tech, and those may be amended from time to time.
- You will be in the provision period for 2 months from the date of joining. We will analyze your performance skills, work ethics, and career objectives and evaluate your capabilities and identify if they are the right fit for the organization. If we find any mismatch then we can terminate this offer immediately .
- Your date of joining is 03.07.2023 and in the upcoming days, during your tenure with us, you are expected to devote your time and efforts solely to WhatsTool Tech work.

- You will be working in the office and remotely for the duration of the job. There will be catch ups scheduled with your mentor to discuss work progress and overall job experience at regular intervals.
- All the work that you will produce at or in relation to WhatsTool Tech will be the intellectual property of WhatsTool Tech. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking sites and offline among your friends, college etc.) without prior discussion and approval with your mentor.
- We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your job will be your responsibility. WhatsTool Tech operates on zero tolerance principle with regard to any breach of data security guidelines. At the completion of the job you are expected to hand over all WhatsTool Tech work/data stored on your Personal Computer to your mentor and delete the same from your machine.
- During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization. In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company to an extent estimated by the Company.
- Under normal circumstances either the company or you may terminate this association by providing a notice of 30 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.
- You are expected to conduct yourself with utmost professionalism in dealing with your colleague, team members, colleagues, clients and customers and treat everyone with due respect.

- WhatsTool Tech is a start up and we love people who like to go beyond the normal call of duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hardwork – and expect appreciation & rewards to follow.
- Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
- Have fun at what you do and do the right thing – both the principles are core of what WhatsTool Tech stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.

ANNEXURE A2

Basic Salary/ Month	Rs. 25,000/months *	Rs 3,00,000
Total Salary		Rs 3,00,000

*** Terms**

- **First two months salary will be 20K during the probation period**
- **You will receive +10K in the 6th month salary.**

Fwd: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

1 message

Brunda. B <brunda.bgowda369@gmail.com>
To: "divyarg@ksit.edu.in" <divyarg@ksit.edu.in>

Sat, Sep 28, 2024 at 9:44 AM

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

From: **Phanindra R S** <Phanindra.RS@itcinfotech.com>

Date: Tue, 10 Oct 2023, 2:13 pm

Subject: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

To: brunda.bgowda369@gmail.com <brunda.bgowda369@gmail.com>

Dear Brunda B,
ITC/2024/CAM/1126
KS Institute of Technology

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 – 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,

Phanindra R S

Campus Recruitment Team

ITC Infotech India Ltd.

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 same shall not be used or dealt with by any third party in any manner whatsoever without the specific consent of ITC Infotech India Ltd./ its Holding company/ its Subsidiaries/ its Group Companies. If this email is received in error, please contact the System Administrator of ITC Infotech India Ltd. at Information.Security@itcinfotech.com by quoting the name of the sender and the email address to which it has been sent and then delete it. Please note that ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies accept no responsibility for viruses, and it is your responsibility to scan or otherwise check this email and any attachments. Please be advised that email communications will not result in an agreement binding ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies. Such contracts should be executed separately and only by managers authorized in this behalf.

2 attachments



image001.png
110K



image001.png
110K



Divya R G <divyarg@ksit.edu.in>

Fwd: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

1 message

Vimala Kumari V <vimalakumariv@ksit.edu.in>
To: Divya R G <divyarg@ksit.edu.in>

Tue, Jul 2, 2024 at 1:25 PM


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

From: **B Jaidev** <jaidev4680@gmail.com>
Date: Tue, May 14, 2024 at 3:53 PM
Subject: Fwd: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch
To: vimalakumariv@ksit.edu.in <vimalakumariv@ksit.edu.in>

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

From: **Phanindra R S** <Phanindra.RS@itcinfotech.com>
Date: Tue, Oct 10, 2023, 14:13
Subject: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch
To: jaidev4680@gmail.com <jaidev4680@gmail.com>

Campus 2024 Recruitment process



Dear B Jaidev,
ITCI/2024/CAM/1127
KS Institute of Technology

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 – 2024 Batch”

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,

Phanindra R S

Campus Recruitment Team

ITC Infotech India Ltd.

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 same shall not be used or dealt with by any third party in any manner whatsoever without the specific consent of ITC Infotech India Ltd./ its Holding company/ its Subsidiaries/ its Group Companies. If this email is received in error, please contact the System Administrator of ITC Infotech India Ltd. at Information.Security@itcinfotech.com by quoting the name of the sender and the email address to which it has been sent and then delete it. Please note that ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies accept no responsibility for viruses, and it is your responsibility to scan or otherwise check this email and any attachments. Please be advised that email communications will not result in an agreement binding ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies. Such contracts should be executed separately and only by managers authorized in this behalf.



ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

2 messages

Phanindra R S <Phanindra.RS@itcinfotech.com>
To: chethans290@gmail.com <chethans290@gmail.com>

Tue, Oct 10, 2023 at 2:13 PM

Campus 2024 Recruitment process



Dear Chethan S,
ITCI/2024/CAM/1125
KS Institute of Technology

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)

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- Secure the minimum academic percentage as prescribed in the hiring process 60% and above in the graduation.
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Warm Regards,

Phanindra R S

Campus Recruitment Team

ITC Infotech India Ltd.

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chethans chethans <chethans290@gmail.com>
To: Phanindra R S <Phanindra.RS@itcinfotech.com>

Tue, Oct 10, 2023 at 5:37 PM

I accept the offer.
[Quoted text hidden]



Archit G Avadhani <archit.avadhani@gmail.com>


ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

3 messages

Phanindra R S <Phanindra.RS@itcinfotech.com>
To: "archit.avadhani@gmail.com" <archit.avadhani@gmail.com>

Tue, Oct 10, 2023 at 2:12 PM

Campus 2024 Recruitment process



Dear Archit Ganapati Avadhani,
ITCI/2024/CAM/1128
KS Institute of Technology

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.
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Warm Regards,
Phanindra R S



25-10-2023

UST-LOI-0347

Sameer Kulkarni

K S Institute of Technology

Sub: Letter of Intent

Dear Sameer Kulkarni,

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with ('UST').

This offer is subject to the following and any other conditions:

1. You should complete the course which you are now pursuing, without any backlog at the time of joining.
2. Shall secure 60% aggregate in your current degree course from the first to last semester.
3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by the Employment Agreement, Employee Non-disclosure, Non-solicitation and Non-Competition Agreement and other agreements when you join the employment of the Company.

The Overall compensation offered to you is Rs 4,25,000/- (Rupees Four Lakh Twenty-Five Thousand) per annum, which will include an Annual Variable Pay of up to a maximum of Rs 21250/- (Rupees Twenty-One Thousand Two Hundred and Fifty) per annum subject to the policy of US technology in this regard.

This offer with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology.

This Offer is subject to successful completion of any Pre-Onboarding training requirement assigned to you.

On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.

U .
S T

If this offer is acceptable to you, please intimate your acceptance of the same by signing a scanned copy of this letter and returning it to us on or before 30-10-2023. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,

for **US Technology**



Vinesh George
Director I – Human Resources

Accepted

Sameer Kulkarni

Execution by the candidate:

I, Sameer Kulkarni, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed by Candidate

Date

Letter of Intent

Dear **SNEHA A.S**

We are excited to have you join the Maveric Family!

Over the past 23 years, we have been partnering with global and regional banking leaders to transform their business through emerging technology. By 2026, we aim to be recognised as top 3 niche, Bank-Tech transformation specialist in retail, corporate and wealth management domains.

Our investments towards talent led differentiation through continuous learning and development initiatives, as well as the Think NXT program, have played a crucial role in our rapid growth and will be key to achieving our aim for 2026.

At Maveric, you will have ample opportunities to work with Marquee customers - global banking leaders at the forefront of technology adoption, on engagements that leverage new age tech stacks and challenge the status quo consistently for driving true banking technology transformation.

We have been investing heavily on superior avenues for continuous learning through nurturing programs, in-house academies, state of the art technology labs and industry academia partnerships. These combined with a culture of adventure and learning, encouraging individual freedom to learn, actively seek new insights, experiment, and make mistakes, will help you move up the career path faster.

Finally, you will learn directly from exceptional subject matter experts who are true banking technology thought leaders and committed to provide accelerated career growth through dedicated grooming initiatives. Significant investments and leadership expansion take place on an ongoing basis to ensure you work with quality customers, challenging projects and accelerate the learning curve.

We are onboarding young engineering graduates such as you, to prime our engines in preparation to meet our 2026 business goals.

Welcome to Maveric! We look forward to seeing you soon. You can count on us to Accelerate your Next!

Maveric Systems Limited (Head Office & Regd. Office) :

2nd Floor, 5th Block, DLF IT Park - GEZ, 1/124, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Chennai - 600089.

Phone: +91 44 4344 2500 | +91 44 4012 1212 | FAX: +91 44 2225 3001 | Email: info@maveric-systems.com

Website: www.maveric-systems.com | CIN No. U74140TN2000PLC045197



Designation: Your final designation will be confirmed at the time of offer, based on your business alignment.

Training & Probation Period: You will be on probation for a period of 6 months from the date of joining. Furthermore, you will be part of a 100-day training program from the date of joining. During the training, should you fail to meet the minimum required performance, you will be disqualified from the training. Your performance in the training will be continuously assessed and appropriate corrective action and decisions will be taken. Therefore, you are expected to be at your best behavior and performance always. On successful completion of training and probation period, your services will be deemed confirmed unless you receive prior intimation to the contrary.

Base Location: Your Base Location Chennai / Bangalore / Pune will be finalised at the time of offer.

Compensation: Your Annual Compensation would be INR 350000/- PA (Rupees Four Lakhs Only) paid in arrears on the last day of each month. During your first appraisal, your compensation will be revised to INR 390000/- PA (Rupees Four Lakhs & Forty Thousand Only).

Onboarding: All appropriate documents, i.e, 10th and 12th certificates and graduation certificate, to be submitted with the Maveric onboarding team on the stipulated dates for verification. If the verification is not positive or if the documents are not submitted on time, the offer stands void.

Agreement: You would be required to sign a service agreement with Maveric for a period of 2 years at the time of joining. This agreement includes the 3 months training period as well. Should you, for any reason, wish to break the agreement and depart from Maveric during the first two years of your employment, you would be required to compensate Maveric a sum of INR 2 Lakhs at the time of relieving.

Date of joining: Detailed Offer letter with all the required information will be issued, post your acceptance of this intent. You can revert your acceptance through the SuccessFactors candidate login.

In the event of any discrepancy or untrue information found in your application form or resume, or negative background verification report, willful neglect of your duties, breach of trust or gross indiscipline, the Company has the discretion to terminate your services without any notice or without any payment in-lieu of notice period.

Sincerely,

Krishnakumar Ramachandran
Vice President-Talent Leadership
Date:

Read and Accepted:

Candidate Name:
Date:



Thursday, 28 December 2023

Dhanvin C Bhargav
dhanvincbhargav@gmail.com
+ 91 9481840406

Dear Dhanvin C Bhargav,

We are excited to have you join the Maveric Family.

Started in 2000, Maveric Systems is a niche, domain led, BankTech specialist.

We partner with global banks to solve their business challenges through emerging technology. Our 3000+ technology specialists and proven frameworks help our customers navigate a rapidly changing environment.

We accelerate digital transformation in retail, corporate and wealth management through –

- Inherent banking domain strength
- A customer intimacy led delivery model.
- Differentiated talent with layered competency (deep domain knowledge and tech leadership)

We have specialized competencies across Data, Digital, Core Banking and Quality Engineering. Through our commitment to finding the best solutions for customers, we have been able to establish ourselves as trusted partners to many global banks who expect us to deliver their challenging digital transformations.

We welcome you to join us in our Maveric 4.0 journey, where, by 2026, we aim to be one of the top 3 BankTech specialists transforming digital ecosystems globally in the retail, corporate and wealth management space.

What is in it for you?

- Scale Driven Opportunities
- Direct Customer Facing Engagement Opportunities
- Steep Learning Curve in the Banking domain

We look forward to seeing you onboard.

You can count on us to **Accelerate Your Next**.

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Website: www.maveric-systems.com | CIN No. U74140TN2000PLC045197

DATA | DIGITAL | CORE | QE

**ACCELERATE
NEXT**



Please take time to carefully understand the remaining contents of this letter relating to your employment:

Designation: Graduate SDE - Delivery

Training & Probation Period:

You will be on training during your probation **for a period of 6 months from the date of joining**. The training period for 4 months and will take place at one of the three locations: Chennai/ Bangalore/ Pune. Associates must be ready / open to travel to scheduled locations during training. During the training, if you fail to meet the minimum required performance, you will be disqualified from the training. Your performance in the training during the probation period will be monitored and assessed, and necessary corrective actions will be taken from time to time. You are expected to be at your best behavior and performance always. On successful completion of the training and probation period, your services will be deemed confirmed, unless you receive prior intimation to the contrary.

Base Location:

Your base location will be **Bangalore**.

Reporting:

You will be reporting to **Sony Susan , Executive - Competency Development** at Maveric Systems on your date of Joining and in the initial period prior to being assigned to a project.

Compensation:

Your Annual Compensation would be **INR 350,000.00 (Three Lakhs Fifty Thousand only)** Per annum paid in arrears on the last day of each month. The Proposed Salary Structure is given in Annexure – 1. Your compensation will be revised to **INR 3,90,000/- (Rupees Three Lakhs & Ninety Thousand Only) Per annum**, and you will be redesignated as **Junior SDE** after your first performance appraisal in **October-2025**, subject to a satisfactory performance.

Date of joining:

You will join Maveric Systems on **Monday, 19 August 2024** at our Office. An appointment letter would be issued with the actual date of joining post completion of joining formalities. You need to carry the following documents on the first day at work.

- Photocopies of all education certificates (Mark sheets of 10th, 12th, UG, PG (if applicable), and the Degree certificates of UG and PG (if applicable))
- Photocopies of the Passport, Aadhar Card and PAN Card
- 8 passport size color photographs (on a white or grey background)
- Marriage Certificate (If applicable)

These documents are mandatory to complete the joining formalities without which your employee ID will not be generated.



Notice Period: Termination

Your employment with the Company can be terminated by giving Ninety days' notice in writing from either side. Maveric Systems' disengagement policy mandates you to provide notice of at least three months (even during the probation period) in case of deciding to resign from the services. However, it is the sole discretion of the company to decide on the last working day. Full attendance is mandatory during the notice period, failing which the company may extend the notice period. In the event of any discrepancy, untrue information found in your application form or resume, negative background verification report, willful neglect of your duties, breach of trust, or gross indiscipline, Maveric Systems has the discretion to terminate your services without any notice or without any payment in-lieu of notice period or any liability whatsoever.

Work Hours:

You would be expected to work regular office hours (9 AM to 5:30 PM, Monday- Friday)

Transferability:

Maveric has multi geography delivery focus. This requires you to be open to taking up project-based engagements outside your home base and be open to transfers to other Maveric operations/ client locations.

Vacation:

You are eligible for 20 days of paid leave for every calendar year (Jan to Dec), prorated based on your date of joining. Please refer to our leave policy upon joining for further details.

Non- Circumvention:

You will not approach or induce/assist any other individual to approach any client of Maveric Systems, to sell testing or any other allied services for a period of 12 months from the date of separation from services to Maveric Systems in India or any other location that was assigned as your target market. To communicate this understanding in more formal terms, please find enclosed a separate Maveric Non-Circumvention Agreement. You are required to read the contents carefully and sign a copy of the same on your date of joining.

Confidentiality:

As an employee, you will be privy to information pertaining to Maveric Systems and It's Clients business from time-to-time. You will maintain confidentiality in all such information that you gain while in employment. To communicate this understanding in more formal terms, you will be provided a separate Maveric System Non-Disclosure Agreement. You are required to read the contents carefully and Sign a Copy of the same on your date Joining.

Offer Conditions:

Maveric Systems offer of employment is strictly conditional upon receipt of:

- a) A signed copy of this letter as acceptance of the terms of employment, on or before the prescribed date.
- b) Satisfactory references
- c) Confirmation of your qualifications and achievements (without any Arrears)
- d) Confirmation of work experience / qualification in the background verification. Should the background verification check fail at any point in time (even post of joining), the offer will stand void or revoked, and the employment can be terminated.



e) During the term of your employment, you shall not engage in any other work which includes contracted assignment or freelancing, consulting services or any other employment for which you receive remuneration. Violation of this clause will be considered as material breach and Maveric shall terminate you at its own discretion including but not limited to claiming of damages caused by you

You agree that your employment with Maveric will be full time employment as defined under Shops and Establishment Act 1948, Industrial disputes Act 1947 or any other regulatory conditions as applicable and as amended from time to time.

If the above offer meets your expectations, you are requested to confirm your acceptance by returning the attached acknowledgment copy duly signed on, or before **Monday, 19 August 2024**, failing which this offer will lapse.

I take this opportunity to welcome you to Maveric once again and trust you will have a rewarding experience!

Sincerely,

For Maveric Systems Limited

Read & Accepted

Krishnakumar Ramachandran
Vice President-Talent Leadership

Dhanvin C Bhargav
Date:

Offer Released on Thursday, 28 December 2023



Annexure:

- i. Breakup of annual CTC
- ii. Flexible Benefit Plan

Name: Dhanvin C Bhargav

Designation: Graduate SDE - Delivery

Annexure i: CTC Structure

FIXED COMPENSATION STRUCTURE

COMPONENTS	PER MONTH	ANNUAL
A. MONTHLY ALLOWANCES		
BASIC	11,667	1,40,000
HRA/LEASE AMOUNT	5,833	70,000
CONVEYANCE ALLOWANCE	1,600	19,200
MEDICAL ALLOWANCE	1,250	15,000
ADVANCE STATUTORY BONUS	1,400	16,800
SPECIAL ALLOWANCE	4,528	54,331
GROSS TOTAL	26,278	3,15,331
B. ANNUAL LIMITS / CONTRIBUTIONS		
ESI CONTRIBUTION	0	0
EMPLOYEE CONTRIBUTION (MEDICAL & LIFE INSURANCE)		6338
GRATUITY		6731
C.C.P.F.	1,800	21,600
TOTAL		34,669
GRAND TOTAL (C.T.C.)		3,50,000
EMPLOYER CONTRIBUTION (MEDICAL, ACCIDENT & LIFE INSURANCE)		3,665
TOTAL COST TO COMPANY (T.C.C)		3,53,665



Annexure ii: Compensation and Benefits

Details of the elements that are included in the CTC structure are stated below:

- **Basic Salary:** Your basic salary will be **INR 11,667** per month.

- **House Rent Allowance (HRA):**

Your HRA will be **INR 5,833** per month. 50% of your monthly basic salary has been allocated towards HRA.

- **Conveyance allowance:**

You will be entitled to conveyance allowance amounting to **INR 19,200** p.a. However, while computing TDS on salary, this amount will not be considered for calculation of income tax. No bills are required to be submitted.

- **Medical Allowance:**

You will be entitled to medical re-imbusement amounting to **INR 15000** p.a. However, while computing TDS on salary, this amount will not be considered for calculation of income tax. No bills are required to be submitted.

- **Special allowance:**

To better suit your needs, FBP provides flexibility to you in structuring your special allowance with the objective of making it more tax-friendly by opting components that are beneficial to you. Details of FBP are enclosed in annexure iii.

Retirals:

- **Provident Fund:**

You will be a member of Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", where in Maveric Systems Ltd., will contribute 12% of your basic salary every month towards Provident Fund, as per the said Act.

- **ESIC:**

In the event you are eligible, you will be covered under the Employee's State Insurance Act, where in the Company will contribute towards ESIC at the statutory rate.



- **Gratuity:**

Upon cessation of employment after completion of continuous service of 4 years 8 months with the Company, you will be entitled to Gratuity as per the provisions of the Gratuity Act 1972.

Other benefits:

You may be entitled to the following benefits that are subject to any change made by the Company from time to time:

- **Annual Leave and Public Holidays:**

You are eligible for 20 days of paid leave (prorated based on date of joining) for every Calendar year (January 1st – December 31st). In addition, you will be entitled to statutory public holidays (public holiday-list will be provided on joining).

- **Group Medical Insurance:**

As per our Company's policy, you and your immediate family, as defined in the policy, will enjoy the security of the Company's Group Medical Insurance. The default sum insured is a substantial INR 5 Lakhs (Base Policy) for your family, encompassing the Employee, Spouse, and 2 Children. What's more, the total premium for this coverage during the period from Sep 2023 to Sep 2024, and it will be covered jointly by you and Maveric, with a 70:30 split. Rest assured, any changes to these contributions will be communicated to you promptly.

Should you require additional coverage on top of this default policy, you have the flexibility to opt for top-up coverage, ranging from 1 Lakh to an extensive 15 Lakhs. However, it's important to note that top-up coverage comes into play only when the default sum insured is fully utilized. The premium cost for top-up coverage is your responsibility. You'll have the opportunity to specify your choice of insurance coverage in the "Medical Insurance Registration" application after joining the company.

Furthermore, you have the privilege to extend this security to your parents or parent-in-laws under the Group Medical Parental Insurance. The entire premium for this extended coverage will be borne by you, and you can conveniently register this additional coverage in the "Medical Insurance Registration" application post your joining. The premium for this extended coverage will be deducted in three equal instalments. Your health and well-being are of paramount importance to us, and we are here to provide you with the guidance and information you need to make informed choices about your medical coverage.

- **EDLI/ GTLI:**

You are being covered under Employee Deposit Linked Scheme and your coverage towards term insurance will be INR 7,02,000. In addition, you are eligible for a minimum coverage of 15 Lakhs under Group Term Life Insurance. However, the coverage varies based on levels. In the event of unfortunate demise of the associate, sum assured will be paid to the nominee as registered in our records. The Premium for GTLI is borne under Co- Pay model between Maveric and the associate in 70:30 Ratio, respectively. Any change in premium contributions will be communicated to you time to time.

Note: GTLI/ EDLI clause is only for all regular employees in INDIA.

- **Group Personal Accident Insurance:**

You shall be covered under the Personal Accident Insurance Policy as held by the Company. The total insurance coverage is INR 10,00,000. This includes life coverage and coverage towards temporary and permanent disablement.



Annexure iii: Flexible Benefit Plan

FLEXIBLE BENEFIT PLAN

Structure Your Compensation the Right Way with Maveric FBP Plan

Flexible Benefit Plan (FBP):

To better suit your needs, FBP provides flexibility to you in structuring your compensation with the objective of making it more tax-friendly by opting components that are beneficial to you. FBP is composed of the following components. You are eligible to choose components/benefits based on your choice and level /Grade.

a. Sodexo Meal Card:

Maveric has collaborated with Sodexo to provide Meal card for you. Sodexo has partnered with more than 4000+ vendors across India for an exhaustive acceptance of the card. This card can help you with the purchase of Food, Non-Alcoholic beverages and groceries. This card will be loaded every month along with monthly payroll and there is no requirement for bill submission. Maximum entitlement of **INR 36,000 per annum** is applicable under this benefit.

b. Health and Wellness:

This benefit enables you to claim for expenses related to Health club, Gym membership, Yoga, Zumba, Sports activity membership, and similar facilities. Purchase of equipment related to sports, gym & any other aforesaid activities will not be considered. You can claim up to a maximum amount of **INR 24,000 per annum** which will be reimbursed on submission of bills.

c. Communication:

This benefit enables your communication needs and can help you claim expenses of your Landline, Mobile and Broadband/Dongle expenses. You can claim up to a maximum amount of **INR 48,000 per annum** which will be reimbursed post submission of bills.

d. Leave Travel Allowance:

You can claim expenses incurred during your travel under the LTA entitlement. In a block of 4 years the LTA benefit can be availed 2 times. You can claim a maximum amount of up to **INR 1,00,000 per annum** based on your level/grade.

e. Fuel Reimbursement:

Everyday office commute expense can get tricky but with Maveric's fuel reimbursement plan, you can claim up to a maximum amount of **INR 28,800 per annum** on purchase of fuel for two/four-wheeler for office commutation.

f. Books & Periodicals:

If you are a bibliophile or just love reading, you can purchase books, periodicals, journals & Newspapers and can claim up to a maximum amount of **INR 24,000 per annum** as reimbursement.



Mu Sigma

Date: March 13, 2024

Poojitha Y
Candidate ID:C2024929
K S Group Of Institutions

Dear Poojitha,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

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CIN: U74140KA2005PTC036309

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company') Your exact Date of Joining will be communicated on a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which include standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

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CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

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Mu Sigma

Annexure 1

S.No	Particulars	2025	2026	2027	2028	CTC over 4 jumps
1	Total compensation on Joining till Dec 2025	5,00,000 (PA)				
2	1st Jump - Jan 2026 Compensation Revision		6,50,000 (PA)			
3	2nd Jump - Jan 2027 Compensation revision			8,00,000 (PA)		
4	3rd Jump - Jan 2028 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

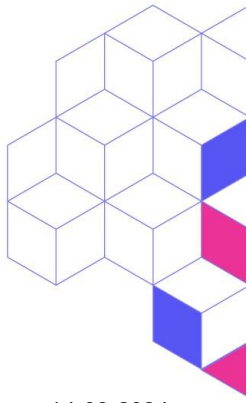
Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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CIN: U74140KA2005PTC036309



14-03-2024

EMPLOYMENT OFFER LETTER

Mr. Vikas Kashyap,

56 10th Cross Road,

Mookambika Nagar, Banashankari 3rd Stage Hosakerehalli

+91 9902045021

Dear Vikas Kashyap,

It is our pleasure to extend the following offer of full-time employment to you on behalf of Lattice Technology Private Limited. Congratulations! We are very excited about the prospect of you joining the 1Lattice family.

This offer is contingent upon satisfactory background checks, we receiving your PAN card copy, one government authorized identification (like passport, Aadhar card), annual salary slip, and relieving letter from your latest employment and any other contingencies you may wish to state.

Title: Analyst

Location: To be decided. Will be communicated before Start Date.

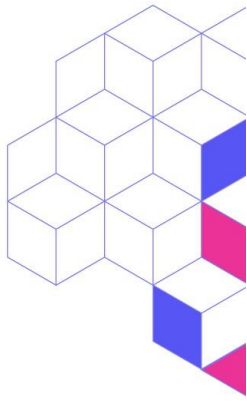
This role is in the Intelligence & Insights department in the Company.

Reporting Relationship: The position will typically report to Project Manager or equivalent.

Cost-to-Company components: Your Cost to Company (CTC) consists of a fixed component paid monthly on the last working day of the respective month plus other benefits and bonuses, totally equivalent to Indian Rupees **INR 4,90,000.00 (INR Four Lakh Ninety Thousand)** only /- per annum. Within the limits of the laws of the Government of India, we will work with you to structure this in Base salary, HRA, Mobile/broadband reimbursement, LTA, medical insurance, professional attire, and accessories allowance, etc. Please refer to Annexure I for a detailed indicative breakup of your CTC structure and below mentioned bonuses and benefits.

Performance Linked Bonus (PLB): The bonus plan for this year, should such a plan exist and you being enrolled in the same, will be based on a formula determined by the Company. On an annualized basis, your base bonus is Indian Rupees **50000** /- (Indian Rupees **Fifty Thousand** only) for the year subject to your excellent performance and will be paid out in two equal tranches along with April and June payroll. This is part of your CTC mentioned above.

Car/phone/travel expenses: Normal and reasonable personal expenses will be reimbursed on a monthly basis per company policy at the prevailing time of submitting such expenses and are a part of the CTC above. Any overages or expenses caused by business reasons will be reimbursed over and above and is not part of your CTC.



Start Date: Will be communicated shortly

Joining Letter and Code of Conduct: Our standard Joining Letter, Code of Conduct and Work Ethics affirmation must be signed prior to Start Date.

Vacation and Personal Emergency Time Off: Apart from 11 days off (Restricted Leaves) published by the Company (which takes care of most major festivals and National Holidays), you are entitled to 18 additional days of leave on an annual basis.

You acknowledge that this Offer Letter, along with the final form of any referenced documents, represents the entire agreement between you and Lattice Technologies Private Limited and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Lattice Technologies Private Limited. This Offer Letter represents the final offer from the Company. All previously generated Offer Letters, if any, before this date stand annulled.

You also affirm that you are fit, in sound mental and physical health, and are equipped with the necessary basic skills to take up the offered role. Any undeclared issues or inability to ramp up on basic skills could lead to immediate revocation of this offer or termination of employment post joining without any notice. In case you are suffering from any mental or physical health issues, or do not possess any necessary skills to conduct your duties as outlined in the job description of this position, please declare the same along with the written signed copy of this offer letter prior to your joining.

This offer will be valid for two days (48 hours) from the date of this letter. If this offer of employment is acceptable to you, please send us a signed copy within 48 hours via email to we@1lattice.com to confirm your acceptance along with a copy of your resignation letter to your current employer (in case you are currently employed). If we do not hear back from you within this period with the signed copy and resignation copy, this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

We are confident that you will be able to make a significant contribution to the success of the Company and look forward to working together in building the 'Firm of the Future'.

For Lattice Technologies Private Limited,

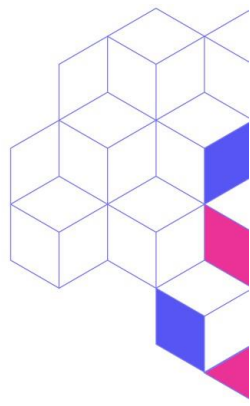
Agreed by,

Faten Saadaoui

Name: Vikas Kashyap

Date: 14-03-2024

Date: 19-03-2024



Annexure 1: Annual salary structure for Vikas Kashyap FY 24-25 (Indicative only)

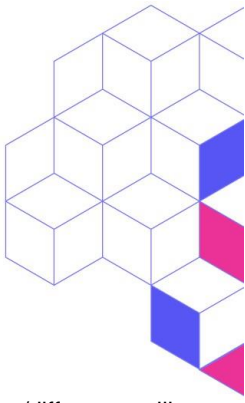
EARNINGS (PART - A)	MONTHLY (INR)	YEARLY (INR)
Basic	12,121.00	1,45,446.00
HRA	6,060.00	72,723.00
Special Allowance	5,563.00	66,760.00
Professional Development	2,000.00	24,000.00
Mobile Reimbursement	1,000.00	12,000.00
Telephone Broadband	2,000.00	24,000.00
Books & Periodicals	1,000.00	12,000.00
Uniform Allowance	2,000.00	24,000.00
Statutory Bonus	2,886.00	34,630.00
TOTAL SALARY (A)	34,630.00	4,15,559.00
BONUSES (PART - B)		AMOUNT
PLB FY24-25 PART 1		25,000.00
PLB FY24-25 PART 2		25,000.00
SUB-TOTAL (B)		50,000.00
TOTAL (A + B)		4,65,559.00
OTHERS (PART - C)	MONTHLY	YEARLY
PF - Employer	1,454.00	17,448.00
Employee Gratuity contribution	583.00	6,993.00
SUB-TOTAL (C)	2,037.00	24,441.00
TOTAL (A + B + C)	36,667.00	4,90,000.00

Note 1: PAN is mandatory for salary processing. If you do not have a PAN card, please apply for the same at the earliest. Link: <https://www.incometaxindia.gov.in/Pages/tax-services/apply-for-pan.aspx>

Note 2: HRA tax deduction benefit will be given only after receipt of (a) copy of Rent agreement/ Leave and License agreement in your name from the landlord and (b) Landlord's PAN card copy if rent paid is over Rs 1 Lac per annum and will be subject to authorized Finance personnel at the Company confirming the Rent receipt cross-signed by the landlord on a Re 1 revenue stamp.

Note 3: Employee Provident Fund deduction would be applied as employee contribution from Gross Salary component as per government regulations applicable (not shown in the structure above)

Note 4: All performance-linked bonus components are payable in equal parts, along with April and June salary, and are payable only if you are on company rolls (and not serving notice period) at the time of these payments.



Note 5: Flexible tax benefits plans - optional can be utilized as per your requirement on HRMS software and the excess/difference will be adjusted with Special Allowance component.

Note 6: Health Insurance premium is deducted on a monthly basis from the gross salary component, which is in the range of INR 300 to 500 per month, depending on your age bracket by the insurance provider.

Note 7: Sodexo food card is optional and also a deduction from gross salary if opted for. **Maximum** amount exempted is INR 3,000 per month

Note 8: The above salary structure is an indicative breakup. The same is governed by the prevailing rules, regulations, policies, and service conditions of the Company. The Company unilaterally and unequivocally reserves the right to add, alter, and amend the said rules, regulations, policies, and service conditions as per the judgment of the management from time to time.

Campus 2024 Recruitment process



Dear Trupthi G B,
ITCI/2024/CAM/1111
KS Institute of Technology

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 – 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,

Phanindra R S

Campus Recruitment Team

ITC Infotech India Ltd.

02-Jan-2024
ST/04/012

Ms. K R Sahana,
T6, Third Floor, Shivaganga Temple View
near Iskon Vaikuntha Hill, Vasanthapura, Bengaluru-560061
Mob: +91 9019984294

Dear Sahana,

Subject: Offer for the position of Trainee System Engineer

Congratulations and welcome to Stratogent Technologies!

We are delighted to extend this offer to join our team as a **Trainee System Engineer**. As a young, dynamic, and rapidly growing IT services organization headquartered in Silicon Valley, we pride ourselves on delivering cutting-edge technology solutions to niche clients. Your role is pivotal to our continued success and growth. Your actual date of joining will be communicated later.

The annual total remuneration (CTC) for this position is **Rs.368,000/= (Rupees Three Lakh(s) Sixty Eight Thousand Only)** Details regarding compensation and related benefits are outlined in the attached compensation summary and Annexure A & B. Taxes will be deducted at source from your gross compensation, in line with the prevailing statutory regulations.

Please Note: Your individual remuneration is based on your background, professional merit, and the company's compensation guidelines. This information is strictly personal and confidential and should not be discussed with other employees.

Service agreement: Given the specialized and technical nature of the role, your journey with us begins with an intensive eight-week structured training program, followed by rigorous on-the-job training. As a crucial step, upon joining, you will be required to execute an agreement, committing to serve Stratogent for a minimum of 2 years (excluding notice period) from the date of joining. This commitment is in recognition of the substantial investment made by the organization to facilitate your development. Should this commitment not be fulfilled, you (and your guarantor) may be held liable to pay Rs. 1,00,000/- towards the incurred training expenditure.

Working on shifts / extended hours: Given our commitment to providing 24/7 client support, you may be required to work in shifts and/or extended working hours. For such instances, you may be entitled to a shift allowance and compensatory time off as per company policy. We greatly appreciate your understanding and flexibility in adapting to the dynamic nature of our operations.

Mobility: Your primary workplace will be at our office in **Bangalore**, located at "Sirius Building, 2nd & 5th Floor, Millers Road, Kaverappa Layout, Vasanth Nagar, Bangalore - 560052.. As a global organization, Stratogent reserves the right to transfer you to any subsidiary, associate company, or client office, both in India or overseas. In such cases, the terms of your employment will be governed by the policies and regulations applicable to the new location or company.

Specialized training: Throughout the initial eight weeks of training, we'll work together to support your learning and growth. Regular assessments will be conducted to ensure that you are progressing well. In case, your performance fails to meet the required standards and you do not meet the learning benchmark, your training will be discontinued, and your employment terminated.

Stratogent

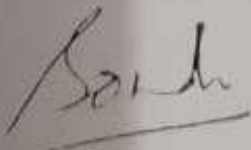
Annexure A: COMPENSATION

Candidate Name: K R Sahana

Designation: Trainee System Engineer

COMPENSATION SUMMARY	Per Month	Per Annum
FIXED PAY		
Basic Salary	18,500	222,000
Conveyance Allowance	1600	19,200
HRA	5,867	70,403
Flexi Allowance*	0	0
TOTAL COMPENSATION	25,967	311,603
RETIRALS & BENEFITS		
Employer's Contribution to PF	1,800	21,600
Gratuity #		10,674
Employer's Contribution to ESI		0
Accident Insurance ##		590
Group Term Insurance ###		656
Medical Insurance ####		4,477
VARIABLE PERFORMANCE PAY		
Personal Performance Linked Pay		0
Annual Performance Linked Pay***		18,400
CTC (Cost to Company)		368,000

For Stratogent Technology Services Pvt. Ltd.,



Sonali Singh
Senior Director - HR

Stratigent

ANNEXURE B

You would be eligible for tax exemptions under the different components as per the rules determined by the Income Tax Authorities.

*Flexi Allowance

Component	Maximum limit	Explanation
LTA	2 months Basic Salary	As per IT Act, LTA becomes tax exempt up to a maximum of economy class air fare twice during a four year period (currently 2022-25) for "family" as defined under the Act.
Meal Coupons	13200	Tax exempt, Ticket Restaurant vouchers
National Pension Scheme	10% of Basic Salary	Retirement Plan
Children education Allowance		Tax exempt for up to 2 children @ Rs.100/- per child p.m.
Special Allowance	Balance amount as per option chosen will be paid through payroll	Taxable

*** Annual Performance Linked Pay will be paid annually based on the performance of the company, unit and allocation. Personal Performance Linked Pay will be paid quarterly based on employee's performance. Variable Performance Pay will be treated as productivity bonus in lieu of statutory profit bonus.

Gratuity amount is paid as per Gratuity Act, 1972

Self covered under Accident Insurance for Rs. 2000000/-

Self covered under Group Term Life Insurance up to 3 times of CTC up to T3-A grade and 2 times of CTC T3-B and above

Self, Spouse, Children covered under Medical Insurance for Rs. 500000/-, can opt for parents coverage by contributing the premium. Also, anyone who is falling under ESI act can opt for Medical plan by contributing the premium

Stratogent

Probation period: You will be on a six-month probation period from the date of successfully completing the training. Your confirmation will be based on your performance and communicated in writing. During the probation period, either of the two parties (you or the company) may terminate the association by giving the other a notice of thirty (30) days or salary in lieu thereof along with the agreement amount subject to management's approval. On confirmation, notice period is 60 days from both sides subject to the same clause as above.

Company policies: This position is considered full-time employment and will be subject to all company policies, rules, and regulations. On joining, you will be invited to attend a new hire orientation program to acquaint you with the organization's values, structure, practices, and policies.

Other terms & conditions: Your offer is contingent to your scoring a minimum of 60% aggregate in your final degree examination and successfully completing the initial training, background check and any other pre-employment screenings required by the company. If it is found that any information provided by you at the time of joining the Company or thereafter, is false or material facts have been intentionally suppressed or misrepresented, your services may be terminated with immediate effect upon issue of written notice by the Company.

Required documents at the time of reporting include

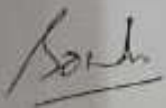
- Standard X & XII mark cards
- Degree / PG Educational certificates, marksheets, Technical certification copies,
- A Duly signed agreement
- Birth certificate / Proof of date of birth
- Proof Residential address, Passport size photograph
- Copy of PAN card, Passport and Aadhar card.
- Experience and relieving letter from current and previous employer
- Last increment letter, Last 3 months payslip of the most recent employment

This offer is valid for one week from the date of this letter, lapsing automatically without your acceptance confirmation. Please indicate your acceptance by signing in the appropriate place.

We eagerly anticipate your joining, confident that you'll have a bright career with Stratogent.

Yours sincerely,

For Stratogent Technologies India Pvt. Ltd. I accept the above terms and conditions:



Employee signature: _____

Name: Sonali Singh

Name:

Title: Senior Director – HR

Date:



Dear Mandara KS,
ITCI/2024/CAM/1118
KS Institute of Technology

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 – 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,

Phanindra R S

Campus Recruitment Team

ITC Infotech India Ltd.



LETTER OF INTENT

Date: 5-Apr-24

Name: Gagana.R

College: K S Institute of Technology

Dear Gagana,

Thank you for exploring career opportunities with **TheMathCompany Pvt Ltd**. You have successfully completed our selection process and we are pleased to make you an offer for the position of **Analyst**. We look forward to having you join us in our mission to be the world's largest problem solver. We are sure that you will find TheMathCompany an exciting place to learn, contribute and grow. Your place of work will be Bangalore.

TheMathCompany - Compensation Break Up		
Particulars	Monthly	Yearly
Basic Salary	₹ 33,333	₹ 4,00,000
House Rent Allowance (HRA)	₹ 13,333	₹ 1,60,000
PF Contribution (Employer Contribution)	₹ 1,800	₹ 21,600
Special Allowance	₹ 18,200	₹ 2,18,400
Total Fixed Compensation	₹ 66,666	₹ 8,00,000

You are covered under **Group Insurance Cover** where you and your immediate family are eligible for **₹5,00,000 coverage per annum** (Family refers to self, spouse, two children & parents and in-laws). In addition, you are also covered under **Group Personal Accident Insurance cover for ₹20,00,000** and **Life Insurance cover for ₹25,00,000**.

Thanking You,

Ashish Thomas Sam
Principal – People & Operations
Authorised Signatory
TheMathCompany Private Limited



LETTER OF INTENT

Date: 5-Apr-24

Name: Vishal Korabu

College: K S Institute of Technology

Dear Vishal,

Thank you for exploring career opportunities with **TheMathCompany Pvt Ltd**. You have successfully completed our selection process and we are pleased to make you an offer for the position of **Analyst**. We look forward to having you join us in our mission to be the world's largest problem solver. We are sure that you will find TheMathCompany an exciting place to learn, contribute and grow. Your place of work will be Bangalore.

TheMathCompany - Compensation Break Up		
Particulars	Monthly	Yearly
Basic Salary	₹ 33,333	₹ 4,00,000
House Rent Allowance (HRA)	₹ 13,333	₹ 1,60,000
PF Contribution (Employer Contribution)	₹ 1,800	₹ 21,600
Special Allowance	₹ 18,200	₹ 2,18,400
Total Fixed Compensation	₹ 66,666	₹ 8,00,000

You are covered under **Group Insurance Cover** where you and your immediate family are eligible for **₹5,00,000 coverage per annum** (Family refers to self, spouse, two children & parents and in-laws). In addition, you are also covered under **Group Personal Accident Insurance cover for ₹20,00,000** and **Life Insurance cover for ₹25,00,000**.

Thanking You,

Ashish Thomas Sam
Principal – People & Operations
Authorised Signatory
TheMathCompany Private Limited

< DOC-20240405...   



MathCo®

LETTER OF INTENT

Date: 5-Apr-24

Name: Thulasi Siripireddy

College: K S Institute of Technology

Dear Thulasi,

Thank you for exploring career opportunities with **TheMathCompany Pvt Ltd**. You have successfully completed our selection process and we are pleased to make you an offer for the position of **Analyst**. We look forward to having you join us in our mission to be the world's largest problem solver. We are sure that you will find TheMathCompany an exciting place to learn, contribute and grow. Your place of work will be Bangalore.

TheMathCompany - Compensation Break Up		
Particulars	Monthly	Yearly
Basic Salary	₹ 33,333	₹ 4,00,000
House Rent Allowance (HRA)	₹ 13,333	₹ 1,60,000
PF Contribution (Employer Contribution)	₹ 1,800	₹ 21,600
Special Allowance	₹ 18,200	₹ 2,18,400
Total Fixed Compensation	₹ 66,666	₹ 8,00,000

You are covered under **Group Insurance Cover** where you and your immediate family are eligible for **₹5,00,000 coverage per annum** (Family refers to self, spouse, two children & parents and in-laws). In addition, you are also covered under **Group Personal Accident Insurance cover for ₹20,00,000** and **Life Insurance cover for ₹25,00,000**.

Thanking You,



Ashish Thomas Sam
Principal – People & Operations
Authorised Signatory
TheMathCompany Private Limited

TheMathCompany Pvt. Ltd.
7th Floor, Raheja Towers, West Wing, 26/27 M.G. Road
Bangalore, Karnataka, India - 560001
CIN: U74999KA2016PTC096027

www.mathco.com
info@mathco.com

1/1





LETTER OF INTENT

Date: 5-Apr-24

Name: Anupriya.C

College: K S Institute of Technology

Dear Anupriya,

Thank you for exploring career opportunities with **TheMathCompany Pvt Ltd**. You have successfully completed our selection process and we are pleased to make you an offer for the position of **Analyst**. We look forward to having you join us in our mission to be the world's largest problem solver. We are sure that you will find TheMathCompany an exciting place to learn, contribute and grow. Your place of work will be Bangalore.

TheMathCompany - Compensation Break Up			
Particulars	Monthly		Yearly
Basic Salary	₹	33,333	₹ 4,00,000
House Rent Allowance (HRA)	₹	13,333	₹ 1,60,000
PF Contribution (Employer Contribution)	₹	1,800	₹ 21,600
Special Allowance	₹	18,200	₹ 2,18,400
Total Fixed Compensation	₹	66,666	₹ 8,00,000

You are covered under **Group Insurance Cover** where you and your immediate family are eligible for **₹5,00,000 coverage per annum** (Family refers to self, spouse, two children & parents and in-laws). In addition, you are also covered under **Group Personal Accident Insurance cover for ₹20,00,000** and **Life Insurance cover for ₹25,00,000**.

Thanking You,

Ashish Thomas Sam
Principal – People & Operations
Authorised Signatory
TheMathCompany Private Limited



Ref: EP/COL/59
Date: 12/04/2024

Thanusha K
D/O: Kengalaiah
Dharmaraja work Shop Road
Kanakapura ,Ramanagar
Karnalaka 562117

Dear Ms. Thanusha,

Sub: Conditional Offer letter for the position of Graduate Engineering Trainee (GET)

With reference to the Scholarship Test and subsequent Interviews conducted at your college, we are pleased to inform you that you have been selected to undergo Upskilling/Mentoring program at our Organization for **Web technologies Engineer** role with effect from **15th April 2024** in our organization based in **Bangalore**.

We are pleased to extend a conditional offer to you for the position of GET (Graduate Engineering Trainee).

The conditions outlined below pertain to your conditional offer letter:

- 1) After successfully completing your upskilling program, you will be required to sign an agreement committing to a minimum period of 24 months with our organization.
- 2) You will be absorbed to the project as an employee only after successful completion of the Upskilling program. You need to undergo technical interview after completion of upskilling program. Only if you are shortlisted, will be absorbed for the project .
- 3) The duration of upskilling program will range from 4-6 months, depending on the domain for which you have been selected. Following is the Eligibility criteria for completion of upskilling program:
 - a) Minimum of 80% attendance throughout the upskilling program.



Ref: EP/COL/55
Date: 12/04/2024

Ms. Nuthanapati Devitha,
D/O Erraswami,1/56,Chinnamanthuru,
Dist:Anantapur,Andhra Pradesh-515124

Dear Ms. Devitha,

Sub: Conditional Offer letter for the position of Graduate Engineering Trainee (GET)

With reference to the Scholarship Test and subsequent Interviews conducted at your college, we are pleased to inform you that you have been selected to undergo Upskilling/Mentoring program at our Organization for **Web technologies Engineer** role with effect from **15th April 2024** in our organization based in **Bangalore**.

We are pleased to extend a conditional offer to you for the position of GET (Graduate Engineering Trainee).

The conditions outlined below pertain to your conditional offer letter:

- 1) After successfully completing your upskilling program, you will be required to sign an agreement committing to a minimum period of 24 months with our organization.
- 2) You will be absorbed to the project as an employee only after successful completion of the Upskilling program. You need to undergo technical interview after completion of upskilling program. Only if you are shortlisted, will be absorbed for the project .
- 3) The duration of upskilling program will range from 4-6 months, depending on the domain for which you have been selected. Following is the Eligibility criteria for completion of upskilling program:
 - a) Minimum of 80% attendance throughout the upskilling program.
 - b) Minimum score of 80% in all assignments with timely submission and periodic review.
 - c) Minimum score of 80% in the mock interview.



- d) In Entire upskilling program will be conducted on a hybrid module wherein you need to come to our organization for lab sessions for hands-on activities as and when required.
- e) You will have to make arrangement for your laptop with a system configuration 8GB RAM & minimum i3 & above CPU with good WIFI connectivity.

Note : If you fail to qualify the final Mock Interview as mentioned in point no. 3, you would be provided a 1 month of refresher training and asked to reappear for the mock interview again. If you fail to qualify for the second time, your conditional offer letter will be rescinded.

- 4) We have evaluated your candidacy for undergoing upskilling program with us, free of charge, with the anticipation that you will join our company upon completion of the program. However, if you opt not to work with us and accept a job elsewhere, you will be required to reimburse the training fees of Rs. 50,000 for web technologies to us.
- 5) Should you fail to complete the training period and opt to depart prematurely, this conditional offer letter will be rescinded, and we will refrain from issuing any internship letter, irrespective of the duration of program completed.
- 6) Upon the successful completion of the upskilling program, you would be offered a salary in the range of 3 to 5 Lakhs Per Annum, depending on the performance.
- 7) There would be an annual increment of 15-20% on your Cost to Company (CTC) based on performance.

Please sign the enclosed copy of this letter and return it to us within 3 days from the date of issuance of this conditional offer letter to confirm your acceptance of this offer.

For Univision Technology Consulting Pvt Ltd.,


Digitally signed by
BANGALORE
GOPALA KRISHNA
SRIKANTH
Date: 2024.04.13
09:26:11 +05'30'

Authorized Signatory
Srikanth BG
Director



Job Offer: Business Analyst Position at Vtiger Systems

Inbox



Eswar Raj M 5 Mar



to me, KSIT, Vidya, Matilda,...

Dear Trishala, greetings of the day!!

I am pleased to extend the following offer of employment as a **Business Analyst** to you on behalf of **Vtiger Systems India Pvt Ltd**. Please take the time to review our offer. It includes important details about your compensation, benefits, and the terms and conditions of your anticipated employment.

As discussed and agreed upon, your salary will be **2.76 lakhs per annum i.e Rs. 17,100/- take home salary during probation**. Your employment will commence tentatively on **June, 2024**. You will be based at our **Bangalore office** but may be required to work at other locations determined by the needs of the business.

Please find the salary breakup and let me know if you have any questions or need additional information.

Dear Tushar,

May 31, 2024

Congratulations! We are delighted to offer you the position of **Customer Success Associate** at Lumos Learning India Pvt Ltd.

1. Your effective start date is **June 10, 2024**.
2. Your **Total Cost to the Company per annum** is **Rs 472,785/- (Rupees Four Lakhs Seventy Two Thousand Seven Hundred and Eighty Five Only)**. The cost break-up details are herewith attached as **Annexure "A."** The job location is **Bangalore**.
3. **Reporting Manager:** You shall report to **Mr. Shrinidhi Acharya** (Subject to change per company requirements)
4. **Working hours and Work Days:** Normal Working hours are between 10:00 AM to 07:00 PM, from Monday to Friday (Subject to change as per contingency requirements, if any).
5. **Probationary period:** You shall be under probation for three months from your start date as per our company policies. You will also be eligible for three personal vacation days (excluding Sundays and National Holidays) during your probationary period. After successfully completing the three-month probationary period, your offer may be amended. This amendment will be based on your performance in the probationary period.
6. **Service Agreement:** You shall execute a service agreement with the company for a period of at least twelve (12) months. If you leave the Company before the completion of 12 months from the date of joining of employment, you shall be liable to pay Rs. 1,00,000/- (Rupees One lakh only) towards training and associated costs.

Congratulations, and welcome to the team!

Sincerely,



Lumos Learning (Jul 1, 2024 13:33 GMT+5.5)

Muktha T V,
Senior Manager - HR & Legal
Lumos Learning India Pvt Ltd.,



Tushar S (Jul 1, 2024 13:41 GMT+5.5)

Tushar S

ANNEXURE A

Fixed Components	Monthly Salary in INR	Annual Salary in INR
Basic	23,000/-	276,000/-
Internet Allowance	500/-	6,000/-
Snack Allowance	500/-	6,000/-
Asset reimbursement (Own Device)*	1000/-	12,000/-
I. Gross Salary	25,000/-	300,000/-
Variable Component		
Performance linked Bonus**	Up to 12,000/-	Up to 144,000/-
Succeed Together***		22,785
II. Total Variable	12,000/-	166,785/-
Employee Benefits borne by the Company****		
III. Valid Life Insurance Reimbursement		2000/-
IV. Valid Health Insurance Reimbursement (Max)		4000/-
Total Annual Cost to Company (I+II+III+IV)		472,785/-

(*) Asset reimbursement can be claimed only if you bring your own device to work.

(**) Performance linked bonus is linked to the assessment of your performance against pre-agreed objectives and key results. 75% of the Performance linked bonus is paid in the subsequent month. 25% is paid on an annual basis in December every year.

(***) In addition to the Performance linked Bonus, you may also participate in the 'Succeed Together' program. It is a profit-sharing program based on the company and your performance and is paid annually in July of every year.

(****) Apart from the Life Insurance and Health Insurance benefits, you are also eligible for employee welfare benefits such as Provident Fund and Gratuity from the date of your confirmation.


Tushar S (Jul 1, 2024 13:41 GMT+5.5)








Full time offer Letter - Tushar (revised title to customer success associate)

Final Audit Report

2024-07-01

Created:	2024-07-01
By:	Lumos Learning (mukthatv.lumos@gmail.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAACVPIFTDMT7Ygu8C6AFsDM-ZuukL_wcr1

"Full time offer Letter - Tushar (revised title to customer success associate)" History

-  Document created by Lumos Learning (mukthatv.lumos@gmail.com)
2024-07-01 - 8:01:17 AM GMT- IP address: 103.66.50.56
-  Document e-signed by Lumos Learning (mukthatv.lumos@gmail.com)
Signature Date: 2024-07-01 - 8:03:56 AM GMT - Time Source: server- IP address: 103.66.50.56
-  Document emailed to tushar.lumos@gmail.com for signature
2024-07-01 - 8:03:57 AM GMT
-  Email viewed by tushar.lumos@gmail.com
2024-07-01 - 8:07:05 AM GMT- IP address: 66.249.84.193
-  Signer tushar.lumos@gmail.com entered name at signing as Tushar S
2024-07-01 - 8:11:15 AM GMT- IP address: 49.207.242.237
-  Document e-signed by Tushar S (tushar.lumos@gmail.com)
Signature Date: 2024-07-01 - 8:11:17 AM GMT - Time Source: server- IP address: 49.207.242.237
-  Agreement completed.
2024-07-01 - 8:11:17 AM GMT

Date: 03-07-2024

Email Id: pavithraramesh990@gmail.com

Dear R Pavithra,

Sub: Letter of Offer

We are pleased to offer you the position of “**Test Engineer**” in our Company on a contract basis from July 04, 2024 to June 30, 2025 which may be extended further.

Your compensation & benefits are as per Annexure A attached herewith. Your salary is strictly confidential.

You will be eligible for benefits/statutory contributions as per the Company’s policies, i.e., PF Employer contributions as per Employee’s Provident Scheme, 1952, ESI (If applicable) as per Employee State Insurance Act 1948.

Your services may be terminated at any time by giving 60 days’ notice, by either side. The period of such notice is to be counted from the day such notice is received. In the event of your resigning from the Company’s services without giving 60 days’ notice, you are bound to pay your two-month’s basic salary to the Company. However, the Company, in its sole discretion, may relieve you earlier than the date requested by you.

We look forward to having you on board and the significant contribution you will make to the continued success of Duru Cooperation Private Limited. Please acknowledge your acceptance of this offer by signing a duplicate copy of this letter.

Regards & Best Wishes,

For Duru Cooperation Private Limited




Yongjoo Yoo
Chief Executive Officer

The above terms and conditions are accepted by:

Name : R Pavithra Signature :

Date :

Date: 03-07-2024

Email Id: pavithraramesh990@gmail.com

Dear R Pavithra,

This is with reference to the letter of offer made by us dated 03rd July, 2024.

You are being deputed to work with our client, M/s. LG Soft India at Bangalore till further notice from us. Please find the details below.

Contact Person: **Ms. Saili Naik**

Address:

M/s. LG Soft India Private Limited

Embassy Tech Square,

Marathahalli-Sarjapur Outer Ring Road,

Bangalore – 560103.

Ph: 080-6615 5020

Please acknowledge your acceptance by signing the duplicate copy of this letter.

Regards & Best Wishes,

For Duru Cooperation Private Limited




Yongjoo Yoo

Chief Executive Officer

The above terms and conditions are accepted by:

Name : R Pavithra Signature :

Date :

ANNEXURE – A

Employee Name	R Pavithra
Designation	Test Engineer
Team	TV-QE
I. Compensation Components	Amount (INR)
Basic	17,540
HRA	7,016
Special	3,765
Monthly Gross	28,321
Annualized Monthly Gross	3,39,850
Company's contribution to PF (Annual)	21,600
II. Annual Gross	3,61,450
III. Welfare Benefits	Amount
Birthday & Diwali Gifts per annum	5,000
Meal Vouchers per annum	26,400
Total Welfare Benefits	31,400
CTC (II+III) Total Annual Compensation	3,92,850

※ Income tax deduction will be as per the slab defined under the Income tax department.

Leave & Other benefits are as follows:

- Leave Entitlement of 24 days for the contractual period on a pro-rata as applicable. Earned Leave maximum 12 days (50% must avail, 50% encashable if not used at the end of contractual assignment) & Other Leave maximum 12 days (not encashable) if served full contractual assignment or pro-rata as applicable. No Leave is to be carried forward at the end of the contractual assignment.
- Other Miscellaneous leave as per Company Policy.
- Group Medical Insurance as per Company Policy.



EyRes.AI Solutions Private Limited

Date: 04-07-2024

Mr.Anirudha K K
Bangalore

Sub: Offer of Employment

Dear Anirudha,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization. It is with a great deal of pleasure; we offer you the position of **“Junior Computer Vision Engineer”** in our organization.

We take this opportunity to thank & appreciate your decision to join **EyRes.AI Solutions Private Limited** .You are required to join us on **08th July, 2024**.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure A**.

Your Total Cost to Company will be **INR 3,00,000/- per annum (Rupees Three Lakh Only)**. The breakup of the compensation and benefits applicable to you is as per **Annexure B**.

On the day of joining, you will have to report to our HR team to complete the joining formalities and submit copies of the documents as per **Annexure C**.

Kindly communicate your acceptance of this offer letter through an email confirmation to HR.

Wishing you a long and rewarding career with **EyRes.AI Solutions Private Limited!**

Best Regards,

Varalakshmi B R
Head HR & Admin
For EyRes.AI Solutions Private Limited
Bangalore

EyRes.AI Solutions Private Limited

Annexure A: Employment Agreement

- 1. Tenure:** Your employment with us would commence on or **08-07-2024** wherein you will render all reasonable duties expected of you including but not limited to your current job profile. You will, perform all acts, duties and obligations and comply with such instructions as may be designated by the Company and which are reasonably consistent with your job title. During the tenure of your employment, you will devote your full time, attention, and abilities to the performance of your assignment(s) and to act in the best interests of the Company. You will also agree to comply with **EyRes.AI Solutions Private Limited** policies and standards in force and from time to time.
- 2. Compensation & Benefits:** You will be paid with a CTC of **INR 3,00,000/- per annum (Rupees Three Lakhs only)** along with other components (For details refer to Annexure B). **EyRes.AI Solutions Private Limited**, shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. You shall not disclose the terms of your remuneration to third parties including other Associates of the Company.
- 3. Medical Benefits:** **EyRes.AI Solutions Private Limited** will reimburse the cost of premium lesser or equal to INR2500 for your choice of medical insurance until the company reaches a good number of employees to provide group insurance.
- 4. Performances:** The Company's annual performance year is from January through December. An employee should have spent at least 6 consecutive months during the performance year to be eligible to participate in the performance & salary review process. Salary reviews are based on performance and increments are therefore granted on merit.
- 5. Personal Particulars:** It is your responsibility to notify the Company of any change in your personal information such as a residential address, your family status, mobile number, additional qualification, marital status, or any other relevant within five working days.
- 6. Leave and Attendance:** You will be entitled to privilege, sick and casual leave as applicable to your category of employees. Every employee is required to be punctual on a daily basis and record his/her attendance in such a manner as the Company determines from time to time. In case you plan to take leave or have taken leave, you must fill appropriate leave details in the leave application form/leave tracking system. Also, please note that no leave will be allowed to be availed during the notice period. Any unapproved absence from work or leave in excess of the approved period shall be grounds for termination of your employment.
- 7. Intellectual Property:** You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in team, in the course of your employment and the same shall be the absolute property of the Company. You shall, as and when requested by the Company (at Company's cost and expense), assist the Company in perfecting the Intellectual Property Rights in any manner the Company deems fit.

EyRes.AI Solutions Private Limited

- 8. Notice Period and Termination:** Your engagement with the company is on an at- will basis. Either party may terminate the appointment by giving two months' notice in writing. Waiver of notice period is at the discretion of the Company. Clause of two months' notice is only applicable after the confirmation of your services with the Company. Upon your resignation or termination from the Company, you are required to return all assets and property of the Company such as documents, data, laptop, files, etc.

- 9. Confidentiality:** During the course of your employment with the company or at any time thereafter, you will not divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including client information, development, process reports, and reporting system. Upon conclusion of your engagement, you will promptly return to the Company, all documents and information (including computer-generated or stored matters) concerning the Company.

- 10. Non- Competition and Non- Solicitation:** For a period of one year following the termination of your engagement for whatever reason you shall not directly or indirectly,
 - a. Solicit the business of (or otherwise deal in a manner adverse to the company with) or provide any software engineering, consulting, or programming services to any customer of the Company (regardless of whether or not you personally dealt with that party during your engagement)
 - b. Solicit the services of (or otherwise deal in a manner adverse to the company with) any employee of the company or induce such employees to terminate his or her employment. You further agree that the company shall be entitled to injunctive relief as well damages for any violation by you. The company reserves the right to vary any of the terms and conditions of engagement in accordance with the changes in its policies and practices under intimation to you.

Terms of this offer

The terms outlined in this offer are valid until the end of business on **05th July, 2024**. This letter, however, should not be construed as the offering of a contract for a term of employment. All **EyRes.AI Solutions Private Limited** employment is "at will" for both Company and you will be in 6 months' probation period. Your employment can be terminated with prior notice of 1 month or basic salary in lieu of on either side during the probation period. Thereafter it will be Two (2) months of basic salary in lieu of on either side. The employee must serve this notice period and it can be reduced based on mutual discussions with the employee's manager.

EyRes.AI Solutions Private Limited

Annexure B: DETAILS OF REMUNERATION

Salary Breakup

Name	Anirudha K K
Designation	Junior Computer Vision Engineer
DOJ	08-07-2024

<u>Components</u>	<u>Monthly</u>	<u>Annual</u>
Salary		
Basic	10,000	1,20,000
HRA	4,000	48,000
LTA	2,500	30,000
Variable Performance Based Bonus*	2,500	30,000
Reimb Conveyance	2,000	24,000
Reimb Communication	1,500	18,000
Special Allowance	700	8,400
Total (A)	23,200	2,78,400

<u>Employers' Contribution (B)</u>		
Contribution to PF (Employer)	1,800	21,600
Total (B)	1,800	21,600

Cost to Company (CTC - C= A+B)	25,000	3,00,000
---------------------------------------	---------------	-----------------

<u>Deduction</u>		
Contribution to PF (Employee)	1,800	21,600
Income tax**	-	-
Professional Tax	200	2,400
Total Deduction (D)	2,000	24,000

<u>Net Salary (Take Home - E = A-D)</u>	21,200	2,54,400
------------------------------------------------	---------------	-----------------

Note

**Income Tax deduction will vary based on the Submission of Proof for the FY

The Employee Contribution towards PF will be deductible on monthly basis and deposited with the EPF office.

Gratuity will be applicable as per the "Payment of Gratuity Act, 1972" when the Company Completes Five Years from the Date of Incorporation

EyRes.AI Solutions Private Limited

Annexure C: Joining Time Check list (Photocopy)

This offer letter stands valid, subject to submission of the following documents at the time joining:

- Experience certificate and relieving letter from your previous employer
- Latest pay slips from your previous employer.
- Copy of all relevant educational qualification certificates.
- ID Proof and 2 passport size photographs
- Residential Proof if bank account opening is necessary.
- Medical fitness certificate.

EyRes.AI Solutions Private Limited success is greatly dependent on the quality and performance of its staff. We are excited about the opportunities we can offer you and look forward to having you as a key member of **EyRes.AI Solutions Private Limited** team. In case of any questions concerning the offer or agreement, please contact us.

Best Regards,

Varalakshmi B R
Head HR & Admin
For EyRes.AI Solutions Private Limited
Bangalore

Sign and date here to confirm your acceptance and return in the envelope provided:

Name: Anirudha K K

Date:

Please signify your acceptance of this offer by signing and returning the original of this document, along with a signed copy of the enclosed Employment Agreement on or before **05th July, 2024**. Prior to returning the documents per mail, please scan and send the signed document.



	+91 80 3745 1377
	info@subex.com
	www.subex.com

23/07/2024
Shilpa M,

Dear Shilpa M,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1** for an annual compensation of **INR 6,00,000**. Detailed compensation stack is provided further.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on **08/09/2024** (mm/dd/yyyy). Kindly report at the below address for your joining formalities.

SUBEX, Pritech Park – SEZ, Block -09, 4th Floor B Wing, Outer Ring Road, Bellandur Village, Varthur Hobli,

Bangalore – 560103

This is an electronically generated document and hence doesn't require signature

COMPENSATION STACK

Name: **Shilpa M**
Designation: **Software Engineer**
Grade: **T1**

Components	in INR per annum	Benefits
Basic	240000.00	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none">•Healthcare for employee, spouse & children.•Interest free loans as per policy.
HRA	96000.00	
Statutory Bonus	24,000.00	
FBP*	199656.00	
Gross Salary	559656.00	
PF	28800.00	
Gratuity	11544.00	
Retirals**	40344.00	
Total Fixed Pay	600000.00	
Total Cost to Company	600000.00	

* Please refer to the detailed FBP breakup along with the mail.

** Employer's contribution towards statutory compliance and other benefits.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

This is an electronically generated document and hence doesn't require signature.

Test Report Form

ACADEMIC

NOTE Admission to undergraduate and post graduate courses should be based on the ACADEMIC Reading and Writing Modules.
GENERAL TRAINING Reading and Writing Modules are **not** designed to test the full range of language skills required for academic purposes.
It is recommended that the candidate's language ability as indicated in this Test Report Form be re-assessed **after two years** from the date of the test.

Centre Number

IN855

Date

14/SEP/2024

Candidate Number

118395

Candidate Details

Family Name

KANATHUR

First Name

PRADHYUMNA

Candidate ID

B7645752



Date of Birth

26/03/2002

Sex (M/F)

M

Scheme Code

Private Candidate

Country or Region of Origin

Country of Nationality

INDIA

First Language

KANNADA

Test Results

Listening

8.0

Reading

8.5

Writing

6.5

Speaking

6.5

Overall Band Score

7.5

CEFR Level

C1

Administrator Comments

Empty box for Administrator Comments

Centre stamp



Validation stamp



Administrator's Signature

A. Bhardwaj

Date

21/09/2024

Test Report Form Number

24IN118395KANP855A

August 27, 2024

Dear Rakshitha,

Fiery Digital Imaging India Pvt Ltd (formerly known as EFI India Pvt Ltd), is proud to offer you the position of Associate Software Engineer. This employment agreement is entered into with effect from September 01, 2024.

Remuneration

Your annual salary consists of the following elements:

Salary Breakup In INR

Particulars	Monthly	Annually
Basic	21,667	260,000
HRA (40% of the Basic)	8,667	104,000
Flexi Compensation	21,233	254,800
Cash Pay (Basic + HRA + Flexi Compensation)	51,567	618,800
Fiery's contribution to PF (12% of Basic)	2,600	31,200
Gross Pay (Cash Pay + Fiery's PF Contribution)	54,167	650,000
Gratuity (As per Payment of Gratuity Act)	1,042	12,506
Total Fixed Pay (Gross Salary + Gratuity)	55,209	662,506
Profit Share Bonus (Variable Pay)* (12% of the Gross Pay)	6,500	78,000
Total Earning Opportunity (Total Fixed Pay + Variable Pay)	61,709	740,506

***Profit Share Bonus Program:** Employees joining on or before 30 September of the year are eligible to participate in Profit Share Bonus Program. The funding for the program will be determined by Fiery's achievement against financial targets. Bonus payout is dependent on the company meeting the minimum threshold, % of achievement against financial targets and your contributions toward the success of the organization.

The bonus is paid at the discretion of Fiery and the company retains the right to change the details of this program at its discretion. The annual bonus is prorated for the period of service in the calendar year. Bonus is paid in second quarter of the subsequent year provided you are in service of the company at the time of payment of bonus.



FIERY DIGITAL IMAGING INDIA PRIVATE LIMITED
(Formerly known as EFI INDIA PRIVATE LIMITED)

Registered office address: Kalyani Platina, Block 1,
Fourth Floor, No.24, EPIP ZONE Phase II,
Whitefield Bangalore 560066, Karnataka, India,

Email: Narayanan.panchanathan@efi.com
Main +91 (0) 806768 1000
Fax +91 (0) 806768 1100
CIN- U64202KA1998PTC023659



A salary review usually takes place in July of each year. The salary may be increased by Fiery at its discretion.

Additional Benefits

You will also be eligible to participate in the Employee Benefits Program, which includes:

- Medical Insurance Coverage: As per group policy terms
- Personal Accident Insurance Coverage: As per group policy terms
- Group Term Life Insurance (GTL) Coverage: As per group policy terms

For this insurance (GTL), please submit your nominee details to HR. In the absence of any nomination, the company would consider the employee's spouse to be the sole nominee in the case of a married employee, and employee's mother as the sole nominee in the case of an unmarried employee.

- Employee transportation and subsidized lunch facilities: This benefit is available only at Bangalore location.
- Maternity benefits are as per the statutory requirement and are available for reference in the Leave Policy in the company's internal portal.

The company retains the right to change the above benefits at its sole discretion at any time.

Background Verification

Fiery may conduct a Background Check for all new hires through authorized partners. If it is validated and proven that an employee has furnished falsified information to Fiery, he/she is liable to be terminated from his/her services. In such cases Fiery may also choose to seek repayment of any valid expenses such as training, travel costs etc. Also, the termination in this case would be immediate and with no notice amount payouts.

Refer Annexure (A) for your authorization to Fiery and its authorized partners to conduct background checks.

Terms of Employment and Termination

This employment agreement is entered into with effect from September 01, 2024 and is for an indefinite period. Either party may terminate this agreement taking into account the required notice period of sixty (60) days.

Working hours are generally Monday to Friday, 9am – 6pm with one hour for lunch. For employees who are hired to work in shifts the actual shift timings will be shared by the concerned manager. Based on business needs if employees need to work shifts, the transition would be done with mutual consent of the employee.

You will also be required to sign the Non-competition and Confidentiality agreement at the time of joining.

Rakshitha, we look forward to having you join Fiery and becoming a member of the Fiery team. We are in an exciting growth phase, and we are confident you will make a significant contribution to our success.



This offer is extended to you with effect from August 27, 2024 and we would like your acceptance of our offer within 3 working days from receipt by e-signing it, along with your anticipated joining date.

Your joining date will be as mutually agreed between you and the company.

Should you have any questions relating to the details of this offer letter, please contact Kiran Sankanur at Kiran.Sankanur@fiery.com.

For and on behalf of

Fiery Digital Imaging India Pvt Ltd

A handwritten signature in black ink, appearing to read "Jayotsana Bedi".

Jayotsana Bedi

Vice President – Human Resources

I hereby accept the employment offer with Fiery Digital Imaging India Pvt Ltd (formerly known as EFI India Pvt Ltd).

Rakshitha P

Signature



ANNEXURE (A) – Background Verification Acceptance

I, Rakshitha, understand that employment with Fiery Digital Imaging India Pvt Ltd (formerly known as EFI India Pvt Ltd) is governed by their employment policies as applicable, including satisfactory information from background checks.

By means of accepting the offer from Fiery Digital Imaging India Pvt Ltd (formerly known as EFI India Pvt Ltd), I also agree to the following –

I authorize Fiery Digital Imaging India Pvt Ltd (formerly known as EFI India Pvt Ltd) and its representative to authenticate information about my background. To conduct enquiries as may be necessary at the company's discretion, I authorize all who may have information relevant to this enquiry to disclose it to Fiery Digital Imaging India Pvt Ltd (formerly known as EFI India Pvt Ltd) and/or its representative. I release all concerned from any liability on account of such disclosures.

Rakshitha P

Signature

Filling in the following information will constitute your eSignature and will have the same legal impact as signing a printed version of this document.



Password Verified



Name:

Rakshita P

Date:

8/28/24 (m/d/yy)

Signature ID:

3RXW2EUR7XW-1AFIAMOKA



DynPro India Pvt. Ltd.
501, Raheja Paramount,
138, Residency Road,
Bengaluru - 560 025, Karnataka
www.dynproindia.com
CIN: U72200DL1997PTC084514

Shravya M R
PAN: HGXPR4591H
No 219-50/2,3rd Main Road
Jayanagar 6th Block
Banashankari 2nd Stage
Bengaluru-560070 (Karnataka)

08.08.2024

OFFER LETTER

Dear **Shravya**,

We are pleased to offer you a position with **DynPro India Pvt Ltd.** (the "**Company**") at-will as a **IT Developer II** to fulfil the contractual obligations, official duties and responsibilities of our client **Hewlett Packard Enterprise India Pvt. Ltd. Bangalore.**

The intended date of your appointment shall be **Monday, 02 September, 2024.** However, the actual date of reporting the client as per their business exigencies will only be considered as start date of your appointment. Your gross annual compensation (CTC), inclusive of all the benefits shall be **INR 4,50,000/- (Rupees Four Lakhs Fifty Thousand Only)** ("**Annual Compensation**") determined prior verification and validity of the submitted documents of previous employment, work experience & academic credentials. Please note that all applicable taxes and statutory deductions under the State and Central Acts shall be deducted at source from your Compensation.

As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records. This offer will also be governed by the validity of your educational and employment credentials submitted to us.

Detailed terms of appointment will be issued post verification of the foregoing documents, Originals as per Pre-Joining Document Check List and successful completion of pre/post onboarding Background Verification. Please note that all provisions therein shall override and prevail in the event there is a conflict between the terms of this offer and your detailed letter of appointment.

The validity of this offer for acceptance is within two days unless extended further and communicated to you through your registered e-mail id. You are requested to furnish a copy of the acceptance of your resignation submitted to your present employer which shall not be of later than 5 (Five) days from the date of this offer letter, confirming your LWD.

Please confirm your acceptance of this offer by signing the duplicate copy of this letter and return the same for our records through a return email or by courier.

We shall be glad to assist you on any questions/clarifications that you may have. Please feel free to call us on **+91-07348940777** or email at hrrassist1@dynproindia.com

We look forward for a rewarding and long term association with you.

Yours truly,
For DynPro India Pvt Ltd

SHEFALI
LALL

Authorized Signatory

Digital Signer: SHEFALI LALL
Serial: SHEFALI LALL
SERIAL NUMBER: 138E2ACD17F715F38903
HWID: 00000000000000000000000000000000
73202402 2-00000000000000000000000000000000
PostalCode: 248001, O:Personal, C:IN
Date: 08/08/2024 16:12:22 +05:30

I, acknowledge that I have read, understood and accept this offer and the terms and conditions explained to me, and agree to be bound by the terms and conditions of employment as outlined, read and explained to me.

Signatures: _____

Date: _____

E-2.2--OL--v24



Offer: Computer Consultancy
Ref: TCSL/DT20245270738/Bangalore
Date: 09/09/2024

Mr. Narasimha N
9No.9 Yadavanahalli,
Jain University,
Kanakapura-562112,
Karnataka.
Tel# 91-7760532109

Dear Narasimha 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** Grade Y. You will be assigned a role in any Unit as per 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.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20245270738

1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be ₹600/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

This Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.



2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice



sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.



7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and



customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.



18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com> Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required



- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.



21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.



(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Narasimha N
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

<p>AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India</p>	<p>BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.</p>
<p>BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066</p>	<p>CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India</p>
<p>DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India</p>	<p>HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra</p>	<p>TRIVANDRUM TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India</p>



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Offer: Computer Consultancy
Ref: TCSL/DT20234627233/Bangalore
Date: 09/09/2024

Ms. Monika N
493rd Cross, 7th Main,
Doddakalsanda-Po,
Bangalore-560062,
Karnataka.
Tel# 91-9036749099

Dear Monika 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** Grade Y. You will be assigned a role in any Unit as per 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.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20234627233

1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

4. Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. This payout is subject to review basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be ₹600/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

This Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.



2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

Gratuity

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice



sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or in extended working hours depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.



7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and



customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.



18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com> Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the NextStep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required



- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS ILP Program

On joining TCSL, you will be given the benefit of formal training (TCS ILP Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.



21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.



(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Monika N
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

<p>AHMEDABAD TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India</p>	<p>BHUBANESWAR TCS XP HR Lead Tata Consultancy Services, Kalinga Park Talent Development Block Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.</p>
<p>BANGALORE TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066</p>	<p>CHENNAI XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India</p>
<p>DELHI XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India</p>	<p>HYDERABAD XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore -452018, Madhya Pradesh.</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra</p>	<p>TRIVANDRUM TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India</p>



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

23 Oct 2024

Basavesh V L

Hurulihalu @Post, Kudlagi (T) Vijayanagara (Dist.),Karnataka.

LETTER OF OFFER

Dear Mr. Basavesh,

1. On behalf of **Envision Financial Systems (India) Private Limited**, I am pleased to offer you employment as **Associate Analyst- Quality Control**. You are requested to join on **Monday, 28 Oct 2024**.
2. Your Gross Annual Compensation package covering all benefits extended by the Company will be **Rs. 4,30,000**.
3. Please be advised that your acceptance of this 'Letter of Offer' would signify that you agree to and accept all the terms and conditions of employment offered to you as contained in the Company's 'Appointment Letter', to be issued to you on your joining the Company. In this sense, these terms and conditions form part of the Letter of Offer. Therefore, you are advised to go through the contents of the Terms and Conditions (given in this letter) that would form part of the Appointment Letter to be issued to you on joining.
4. Please acknowledge receipt of this offer by indicating your acceptance on receipt, else this Letter of Offer will not be valid.
5. Your acceptance to join would be considered a "**Legal Contract**". After acceptance, if you decline to join on the agreed date, Envision may suffer financial and other losses which you may be liable to pay and Envision may pursue legal proceeding against you to recover the same. Also Envision would be obliged to notify your references on your lapse.
6. On the day of joining, please bring the documents listed at Para 1 of **Appendix** to this Letter of Offer.
7. Finally, on behalf of the Management, it gives me great pleasure to extend to you a warm welcome into the Envision family, and we look forward to a mutually beneficial and enduring working relationship.

Regards,




Kishore KVDN
Manager HR
Envision Financial Systems (I) Pvt Ltd

TERMS AND CONDITIONS

Probationary Period: You will be on probation for a period up to six months from the date of joining. This may be extended based on management discretion. Upon satisfactory completion of the probation period, you will be confirmed in the regular cadre of the Company. After completion of probation period, till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

First Performance and Compensation Review: Your first performance review to confirm your appointment will be done on a date six months after your date of joining and will be effective from the date of successful completion of the probationary period of six months or as may be extended based on management discretion. Your first Compensation review will be conducted on 1 Apr 2025.

Notice Period to be given on Resignation/ Termination of Service: This contract of employment is terminable, without reason by either party giving 30 days notice during probationary period and 60 days' notice on confirmation. Envision Financial Systems (India) Private Limited reserves the right to pay or recover salary in lieu of shortfall in 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 termination is due to any misconduct, the Company reserves the right to conduct an enquiry prior to termination.

Provided, however, that in the event of your unauthorised absence from duties, if it is established by your conduct or if the management has bonafide reasons to believe that you have no intentions to resume duties, your services with the Company will be terminated upon serving you with a notice to resume work within 15 days of the receipt of such notice. You will not be entitled to any salary or allowances for such unauthorised absence.

Commitments: It should be clear to you that there are no other commitments made by the Company in terms of your compensation or otherwise, other than what is mentioned in the appointment letter.

Income Tax Liability: The Income Tax liability with regards to your salary and perks will be your liability and will be governed by the tax laws of the country as applicable from time to time.

Service Rules and Regulations: During your employment with the Company, you will be governed by the service rules and regulations of the Company in force or as introduced or amended from time to time.

Professional Ethics: You are required to deal with the Company's money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

Safe Custody of Company Material: You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge. The Company reserves the right to deduct the cost of such articles from your dues, or take such actions as may be deemed proper, in the event of failure to account for such property, to our satisfaction.

Confidentiality of Information: You are expected not to divulge any information regarding Confidential data, reports, technology, expertise, R&D activities or any business plans to any one, as this would impair the competitive position of Envision Financial Systems (India) Pvt. Ltd. To this effect, you will be expected to sign an Agreement of Non-Disclosure with the Company, within one week of your joining. If it is established that the above said information is passed on in any manner to anyone (unauthorized person in the premises or outside the premises) during the employment, the Company would be free to terminate your services without assigning any reason and without any compensation thereof as also would be free to recover damages from you, if any.



Confidentiality of Salary Information

- a. Your salary package is based on, besides your overall experience level in the IT Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the IT Industry, may be unrealistic, misleading and invidious.
- b. You are required to strictly maintain the secrecy of and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company except to your immediate superior.
- c. In a similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages, and are expected not to discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with our clients.

Whole Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business or activity, part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with the Company, nor engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in the appointment letter.

Working in shifts: To meet the business needs, you may be required to work in non-regular shifts (morning, afternoon and Night shifts) as and when required.

Inventions / Innovations Rights: The Company reserves its right on any innovations / inventions / discoveries / products made / developed during your employment with the Company and you should not make any claims on the said innovations / discoveries, etc.

Deputation: Although your initial place of work is nominated as Bangalore, you may be deputed to work at any one of the other locations of the Company, or any of their client sites, whether in USA or elsewhere as and when considered necessary, solely at the discretion of the Management.

Veracity of Information Provided and Antecedents Check: Envision Financial Systems (India) Pvt. Ltd. has engaged you on the presumption that the particulars furnished in your resume and testimonials handed over by you are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the Company shall stand terminated/canceled without any notice. Your employment with the Company is also subject to satisfactory completion of your reference and educational qualification check, and your providing documentary proof of your last drawn salary and work testimonials if any.

Personal Conduct: The Management shall be at liberty to terminate your service without any notice in the event of:

- a. Insubordination, indiscipline, dishonesty or negligence of duty.
- b. You being unable to attend to your duties effectively on account of prolonged ill health.

During the period of Investigation into such circumstances, you are liable to be suspended from duty without any wages or salary.



Appendix to Letter of Offer - TEN POINT INFORMATION

1. List of documents, xerox copies of which are to be submitted at the time of joining:

S. No.	Description	Submitted (Y/N)
1	Appointment Letter of Envision Financial Systems (I) Pvt. Ltd. signed by the employee.	
2	Degree Certificate: You are requested to produce the final degree certificates of your Diploma / Bachelor's Degree / Master's Degree / others.	
3	Mark Sheets: Mark sheets of all semesters must be provided. In case of multiple attempts the mark sheets of all attempts must be provided.	
4	Salary Proof: Copy of Latest Salary Slip/Salary Certificate/Appointment Letter (In that order)	
5	Experience Certificate: Please submit an experience letter from your former employer indicating: <ul style="list-style-type: none"> • The total years of experience • Name and duration of the project • Brief description of the project • You role in the project 	
6	Relieving Letter: Please submit a relieving letter from your former employer	
7	Passport	
8	Photograph: Three passport size photographs	
9	Income Tax Deductions Certificate from previous employer	

Note: Originals of items 2-7 will be required at the time of joining. These will be returned to the employee after verification.

2. Initial stay arrangement: Company arranges up to 7 days' stay in a guest house for the outstation candidates.
3. Relocation policy: AC 2-tier train fare for self by shortest route from current location to Bangalore
4. Office timings:
 - a. Business days: Monday to Friday
 - b. 10:00 am to 7:00 pm with a 30 minute lunch break
[Subject to change depending upon the need to work with the US Office/Project Need]
 - c. Please report to the Front Desk Executive at 9:30 AM on the day of joining who will guide you further.



5. Banking: Company maintains salary accounts for employees with ICICI Bank.
6. Finding an accommodation:
 - a. Flats/independent houses are available for lease/rent in and around.
 - b. Brokers facilitate the process charging one month's rent as brokerage, which may be negotiable
 - c. An amount equivalent to 10 months' rent is usually deposited with the land lord as security money which is refunded at the time of termination of the lease. This may be planned for by you.
7. School admission for children: Sessions start in June, forms for which are available in the months of November-December
8. Office address and telephone number:

Envision Financial Systems (India) Pvt. Ltd.
Purva Gainz, Ground Floor, Survey No.9, Beratana Agrahara,
Hosur Main Road, Bangalore - 560100
Tele: +91 (80) 41102260
9. Commuting in the city:
 - a. The city is well networked by the bus service provided by BMTc. For bus route information check up <http://www.bmtcinfo.com/index.htm>
 - b. Private auto rickshaws ply with the meter depicting the fare to be paid.
10. Climate/Culture: Bangalore is the capital of Karnataka. It is called the Garden City for its delicate blossoms and greenery that impart a unique beauty to this lovely city. The weather is the city's best feature, with pleasant summers and bearable winters. Bangalore is a cosmopolitan city, where different cultures and customs exist. More information about the city can be had at <http://www.bangalorennet.com/index.asp>

Kuba

Subject: IMPORTANT | JPMorgan Chase & Co. | SEP Full-time Class of 2024 | Code for Good Selects

mika Umachagi <3679_bhumika@katalystindia.org>
placement@ksit.edu.in" <placement@ksit.edu.in>

Mon, Aug 21, 2023 at 10:45 AM

Forwarded message

From: Vijaya <vijayan@katalystindia.org>
Date: Fri, Aug 18, 2023, 10:23 PM
Subject: Fwd: IMPORTANT | JPMorgan Chase & Co. | SEP Full-time Class of 2024 | Code for Good Selects
<3679_bhumika@katalystindia.org>, <2483_sandhya@katalystindia.org>, <2482_sakshi@katalystindia.org>
Subhalakshmi Ganesan <subhalakshmi@katalystindia.org>, Shalima Jain <shalima@katalystindia.org>

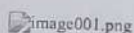
Dear Students,
Many congratulations & we are so proud of you.

Please kindly confirm your acceptance of this offer to me before 19th August.

It was sent from my iPhone

As per forwarded message:

Subject: IMPORTANT | JPMorgan Chase & Co. | SEP Full-time Class of 2024 | Code for Good Selects



Hi Team,

We would like to thank you for your support in making Code for Good a huge success.

We were fortunate to evaluate a talented pool of candidates this year and were very impressed by their talent, performance and qualifications. Basis the feedback received through the evaluation process, we are pleased to inform that the below mentioned candidates will receive a written offer to join the firm as a Full Time Analyst in the Software Engineer Program.

We believe that their skills and experience would be a great addition to our firm.

Candidate Name	Candidate Email	College Name	Program
Bhumika Umachagi	3679_bhumika@katalystindia.org	K. S. Institute of Technology	Software Engineer Program
Sandhya Rakhunde	2483_sandhya@katalystindia.org	Pune Institute of Computer Technology	Software Engineer Program
Sakshi Rathi	2482_sakshi@katalystindia.org	Pune institute of computer technology	Software Engineer Program

In this position, they will have the opportunity to work with a talented, collaborative team that is committed to doing the best for their clients. They will be joining a firm that is committed to the continued growth of its employees through robust training and development programs. We look forward to their continued leadership and drive if they successfully complete the preemployment screening and decide to join the firm.

Additionally, we would like to cover some important information about this role:

Hiring Type	Full Time	
Tentative joining month	July - August 2024	
Compensation	Fixed Compensation	INR 13,00,000
	Incentive Compensation (payable at year end) *	INR 4,00,000
	Relocation Assistance (onetime payment on joining)	INR 1,25,000
	Joining Bonus (onetime payment on joining)	INR 1,50,000
	Total Compensation	INR 19,75,000

*Subject to company, business & individual performance

Ok, thanks for the clarification madam.

On Fri, Sep 15, 2023 at 11:14 AM Shaimah CP <shaimah.cp@avaali.com> wrote:

As we have many drives happening, we have not separately maintained this.

From: KSIT Placement Office <placement@ksit.edu.in>
Sent: 15 September, 2023 11:13 AM
To: Shaimah CP <shaimah.cp@avaali.com>
Cc: KSSEM PLACEMENTS CELL <placementcell@kssem.edu.in>; KSIT PLACEMENTCELL <placementcell@ksit.edu.in>
Subject: Re: Campus Drive Invitation - Avaali Solutions

Dear Shaimah Madam,

Thank you for sharing the results. We can have 1st Jan 2024 as their tentative joining date.

Can you please share the list of candidates who attend the interview last week madam.

On Fri, Sep 15, 2023 at 9:57 AM Shaimah CP <shaimah.cp@avaali.com> wrote:

Hi Harish,

The below 4 candidates have cleared the interview process and selected for a role with us. Please ensure they are not sitting for other placements, and they will join us. Please let me know if I can keep their tentative DOJ as 1st Jan 2024 after checking with each candidate:

V ARVIND
Madhav Ashrit
Anushree G M
Rakshitha P

Regards

Shaimah

From: KSIT Placement Office <placement@ksit.edu.in>
Sent: 30 August, 2023 6:43 PM
To: Shaimah CP <shaimah.cp@avaali.com>
Cc: Ritu Sharma <Ritu.sharma@avaali.com>; KSSEM PLACEMENTS CELL



ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

1 message

Phanindra R S <Phanindra.RS@itcinfotech.com>

Tue, Oct 10, 2023 at 2:12 PM

To: vummanenicharan3@gmail.com <vummanenicharan3@gmail.com>

Campus 2024 Recruitment process



Dear Vummaneni Charan,
ITCI/2024/CAM/1109
KS Institute of Technology

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 – 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,

Phanindra R S

Campus Recruitment Team

ITC Infotech India Ltd.

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 same shall not be used or dealt with by any third party in any manner whatsoever without the specific consent of ITC Infotech India Ltd./ its Holding company/ its Subsidiaries/ its Group Companies. If this email is received in error, please contact the System Administrator of ITC Infotech India Ltd. at Information.Security@itcinfotech.com by quoting the name of the sender and the email address to which it has been sent and then delete it. Please note that ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies accept no responsibility for viruses, and it is your responsibility to scan or otherwise check this email and any attachments. Please be advised that email communications will not result in an agreement binding ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies. Such contracts should be executed separately and only by managers authorized in this behalf.

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

From: **KSIT PLACEMENTCELL** <placementcell@ksit.edu.in>
 Date: Thu, Nov 7, 2024 at 10:32 AM
 Subject: Fwd: Maveric Systems Campus Recruitment 2023-24 - Kammavari Sangha Institute of Technology
 To: <somasekhart@ksit.edu.in>

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

From: **Vigneshwaran S** <vigneshwarans@maveric-systems.com>
 Date: Wed, Jan 10, 2024 at 5:08 PM
 Subject: Maveric Systems Campus Recruitment 2023-24 - Kammavari Sangha Institute of Technology
 To: KSIT Placement Office <placement@ksit.edu.in>, KSIT PLACEMENTCELL <placementcell@ksit.edu.in>
 Cc: Shyamala Shanmugavel <shyamalasv@maveric-systems.com>, Pavithra Ravichandran <pavithrar@maveric-systems.com>

Hello Ms. Preethi,

Hope this mail finds you well. Please find the status of the candidates to whom the Letter of Intent was issued during the Campus Recruitment drive conducted at Rajarajeshwari College of Engineering in October 2023.

S No	Candidate Name	Email ID	Offer Status	Offer Acceptance
1	Sanjana G	sanjanatantry03@gmail.com	Offer rolled out	Yes
2	Dhanvin C Bhargav	dhanvincbhargav@gmail.com	Offer rolled out	Pending
3	Ganashree K	ganashreekrishna9666@gmail.com	Offer rolled out	Yes
4	Vipul Kant Tripathi	vipultripathi62@gmail.com	Offer rolled out	Yes
5	Sneha A S	snehaaa1003@gmail.com	Offer rolled out	Yes
6	Vishal N Korabu	vishalnk1234@gmail.com	Offer rolled out	Pending
7	Nithin S	ajaygirish72@gmail.com	Offer rolled out	Pending
8	Nidhi K V	nidhiii1416@gmail.com	Offer rolled out	Yes

Request you to check with the candidates who have not accepted the offer yet and let me know of the final status.

Follow us on   

=====

Disclaimer: This message is intended only for the individual or entity to which it is addressed. It may contain privileged, confidential information which is exempt from disclosure under applicable laws. If you are not the intended recipient, please note that you are strictly prohibited from disseminating or distributing this information (other than to the intended recipient) or copying this information. If you have received this communication in error, please notify us immediately by return email. =====

=====



Asha Sattigeri <ashasattigeri@ksit.edu.in>

(no subject)

1 message

SOMASEKHAR T <somasekhart@ksit.edu.in>
To: ashasattigeri@ksit.edu.in

Thu, Nov 7, 2024 at 10:58 AM

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

From: KSIT PLACEMENTCELL <placementcell@ksit.edu.in>
To: somasekhart@ksit.edu.in
Cc:
Bcc:
Date: Thu, 7 Nov 2024 10:57:39 +0530
Subject: Fwd: In-Person Session & Office Tour for Shortlisted Interns on 10th Jan 2024

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

From: **KSSEM PLACEMENTS CELL** <placementcell@kssem.edu.in>
Date: Thu, Nov 7, 2024 at 10:53 AM
Subject: Fwd: In-Person Session & Office Tour for Shortlisted Interns on 10th Jan 2024
To: KSIT PLACEMENTCELL <placementcell@ksit.edu.in>

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

From: **Kiran Sankanur** <Kiran.Sankanur@efi.com>
Date: Mon, Dec 18, 2023 at 11:24 AM
Subject: In-Person Session & Office Tour for Shortlisted Interns on 10th Jan 2024
To: KSIT Placement Office <placement@ksit.edu.in>, KSIT PLACEMENTCELL <placementcell@ksit.edu.in>, KSSEM PLACEMENTS CELL <placementcell@kssem.edu.in>, KS School of Engineering & Management(KSSEM,Bangalore) Placements <placement@kssem.edu.in>
Cc: Amita Rout <Amita.Rout@efi.com>, Nikita Jangir <Nikita.Jangir@fiery.com>

Hi Harish & Indu,

We are thrilled to extend an invitation to the shortlisted interns for an exclusive in-person session and office tour scheduled for 10th January 2024. This event promises to offer valuable insights that will prove instrumental in shaping their upcoming internship journey.

This unique opportunity will enable the interns to interact with our HR Team and leaders, providing them with a first-hand understanding of Fiery They will gain insights into what to expect during their internship and have the chance to make meaningful connections within our team.

We look forward to welcoming the interns and ensuring they have a productive and enlightening experience during their visit.

Reporting time :9:15 AM
Venue : Kalyani Tech Park

Address: Block I, No 24, Export Promotion Industrial Park 8 Kalyani Platina Wing A, Kalyani Platina, Phase 2, EPIP Zone, Whitefield, Bengaluru, Karnataka 560066

Dhanya Sharanya Shree R	Female	KSIT
Saksham Singh	Male	KSIT
Ganashree K	Female	KSIT
Ashrita M	Female	KSEEM
Madhu S Salimath	Female	KSIT
Anushree G M	Female	KSIT
Rakshitha P	Female	KSIT
Pradhyumna K	Male	KSIT
A Arun Kumar	Male	KSIT
Chaithra K	Female	KSIT
Sanjana G	Female	KSIT

Confidentiality notice: This message may contain confidential information. It is intended only for the person to whom it is addressed. If you are not that person, you should not use this message. We request that you notify us by replying to this message, and then delete all copies including any contained in your reply. Thank you.

--

Thanks and Regards,

Mrs. Indu Rani N
HR Executive,
Department of Training & Placements,
K S School of Engineering & Management,
Mallasandra, Holiday Village Road,
Off Kanakapura Rd Bengaluru-560109, Karnataka, India.
Mob: +91 9739694662

--

Thanks and Regards,

Mrs. Preethi
Placement Executive,
Department of Training & Placement,
K S Institute of Technology,

11/7/24, 5:49 PM

K.S.Institute Of Technology Mail - (no subject)

No.14, Raghuvanahalli,
Kanakapura Main Road,
Bengaluru-560109, Karnataka, India.
Mob: +91 91487 12971



Fwd: In-Person Session & Office Tour for Shortlisted Interns on 10th Jan 2024.eml
26K



K. S INSTITUTE OF TECHNOLOGY, BENGALURU-560109
14, Kanakapura Main Road, Raghuvanahalli, Bengaluru, Karnataka 560109

**** DEPARTMENT OF TRAINING AND PLACEMENTS ****


05.12.2023

HEARTY CONGRATULATIONS...!!!

MANAGEMENT, PRINCIPAL, DEPARTMENT OF T&P & FACULTY CONGRATULATES

SL. NO.	USN	NAME	BRANCH
1	IKS20CS090	SHASHWATHA.H M	CSE

FOR GETTING PLACED IN

 unacademy

UNACADEMY

WITH THE PACKAGE OF 8.00 LPA

WE WISH YOU ALL THE VERY BEST FOR YOUR FUTURE ENDEAVOURS.



CC to:

CSE




PRINCIPAL

PRINCIPAL
K.S. INSTITUTE OF TECHNOLOGY
BENGALURU - 560 109.

Gmail

KSIT PLACEMENTCELL <placementcell@ksit.edu.in>

Unacademy | K. S INSTITUTE OF TECHNOLOGY | Educator Hiring

Umesh <tpa-umesh.maithri@unacademy.com>

Sat, Dec 2, 2023 at 1:00 PM

Priyanka Kumari <ext-priyanka.kumari@unacademy.com>

KSIT PLACEMENTCELL <placementcell@ksit.edu.in>, Eric Calvin <ext-calvin.eric@unacademy.com>, Sangam Sharma <ext-sangam@unacademy.com>, Priyanka Nagarkar <ext-nagarkar.priyanka@unacademy.com>

am,

Please note the remaining Final shortlist. The students will receive their agreement letters soon.
Please block this candidate for Unacademy.

Candidate mobile number	Name of the candidate	Candidate's college name	Subject for which the candidate is being evaluated	Language used in Demo Video
1600216	Shashwatha HM	KSIT	NEET Chemistry	English

Mon, Nov 20, 2023 at 7:44 PM Maithri Umesh <tpa-umesh.maithri@unacademy.com> wrote:
Team,

Please find the list of candidate shortlisted in MCQ test. This candidate has to submit the Demo Video.

Student name	Mobile No.	Batch	Email ID
SHASHWATHA HM	8951600216	KSIT - NC	shashwathahm81222@gmail.com

Please note the following instructions for the Demo videos:

- Shortlisted candidate can choose the topic of his own choice from the subject for which he appeared in the MCQ test
- Introduction in the video should include Name of the candidate, College name, Subject (JEE- P/C/M or NEET - P/C) and the topic title
- The candidate should be clearly visible in the video and preferably use White/Black board to explain the topic
- The length of the video can range between 10-20 minutes, not shorter
- The language used in the video can be English/Hindi/Hinglish
- The candidate should ensure the voice in the video is loud enough with minimal background disturbance
- The video should be uploaded on either Youtube or Drive and the link should be submitted to the placement cell
- All the video links should be submitted by the placement cell to Unacademy by 7 PM, tomorrow

Fri, Nov 17, 2023 at 6:19 PM Priyanka Kumari <ext-priyanka.kumari@unacademy.com> wrote:
Hi Team,

Please find the link for the MCQ below:

Test Link for K.S Institute of Technology - <https://teachaturacademy.ilearn.edusquares.com/loginwithusername>

Test Duration: 1 hour

Note: Test link will be open from 7:00PM to 10:00PM Today i.e. 17th Nov 2023.

Please find the details regarding the username and passwords of the MCQ test for respective candidates in the attachment enclosed.

After the MCQ:

- Selected students will have to make a video of around 15 minutes and upload it on YouTube and will have to submit the link of the video to the placement cell within 24 hours of receiving the list of shortlisted candidates.
- After the video demo, Interviews will be conducted for selected candidates.

Thank you

[google.com/mail/u/0/?ik=083f49aedb&view=pt&search=all&permmsgid=msg-f:1784154414392557049&dsqt=1&simpl=msg-f:17841544143](https://mail.google.com/mail/u/0/?ik=083f49aedb&view=pt&search=all&permmsgid=msg-f:1784154414392557049&dsqt=1&simpl=msg-f:17841544143)

regards
Priyanka Kumari
A Team
Unacademy

On Fri, Nov 17, 2023 at 4:48 PM Priyanka Nagarkar <ext-nagarkar.priyanka@unacademy.com> wrote:

Forwarded message

From: **KSIT PLACEMENTCELL** <placementcell@ksit.edu.in>
Date: Fri, Nov 17, 2023 at 9:01 AM
Subject: Re: Unacademy | K. S. INSTITUTE OF TECHNOLOGY | Educator Hiring
To: Priyanka Nagarkar <ext-nagarkar.priyanka@unacademy.com>

Dear Priyanka,
PFA

On Wed, Nov 15, 2023 at 12:53 PM Priyanka Nagarkar <ext-nagarkar.priyanka@unacademy.com> wrote:
Hi Team,

Greetings from Unacademy!

We are pleased to conduct the placement drive at your esteemed college for the hiring of 'Educators'.

Post	Educator
Type of employment	Training + FTC
Timing	January 2024
Monthly Salary	Rs. 40,000/month
FTC Fee	Rs. 8,00,000/annum
Starting Bonus on joining as FTC	Rs. 2,00,000

Duration of Training: 3 months (Jan-Mar 2024)

Subjects	Eligibility
JEE-Physics	BTech, MTech, MSc Physics
JEE-Chemistry	BTech, MTech, MSc Chemistry
JEE-Maths	BTech, MTech, MSc Maths
NEET-Physics	BTech, MTech, MSc Physics
NEET-Chemistry	BTech, MTech, MSc Chemistry
NEET-Botany	MSc. Botany
NEET-Zoology	MSc. Zoology, BDS, Veterinary

Please share the following:

1. List of interested candidates
2. Time for Pre-placement talk on Thursday (16/11/2023)

Also, please note the details required while sharing the list of interested candidates:

- Name
- Contact
- Email ID
- University Registration number
- Course that you are studying in?
- Specialization
- Year of passing out
- Subject that you would be teaching? (Please choose one subject only) : JEE - Physics/JEE-Chemistry/JEE-Maths/NEET-Chemistry/NEET-Physics/NEET-Botany/NEET-Zoology
- Preferred language to teach in? English/Hindi/Hinglish
- Have you cleared the exam you want to teach?
- Current residential address
- Hometown
- Upload Resume

Please find the attached JD

Stratogent

02-Jan-2024
ST/04/004

Mr. Ajay Girish,
#492, 8th main, 12th cross,
3rd block, Narayana Nagar, Doddakallasandra post, Bangalore-560062
Mob: +91 8660588332

Dear Ajay,

Subject: Offer for the position of Trainee System Engineer

Congratulations and welcome to Stratogent Technologies!

We are delighted to extend this offer to join our team as a **Trainee System Engineer**. As a young, dynamic, and rapidly growing IT services organization headquartered in Silicon Valley, we pride ourselves on delivering cutting-edge technology solutions to niche clients. Your role is pivotal to our continued success and growth. Your actual date of joining will be communicated later.

The annual total remuneration (CTC) for this position is **Rs.356,000/= (Rupees Three Lakh(s) Fifty Six Thousand Only)**. Details regarding compensation and related benefits are outlined in the attached compensation summary and Annexure A & B. Taxes will be deducted at source from your gross compensation, in line with the prevailing statutory regulations.

Please Note: Your individual remuneration is based on your background, professional merit, and the company's compensation guidelines. This information is strictly personal and confidential and should not be discussed with other employees.

Service agreement: Given the specialized and technical nature of the role, your journey with us begins with an intensive eight-week structured training program, followed by rigorous on-the-job training. As a crucial step, upon joining, you will be required to execute an agreement, committing to serve Stratogent for a minimum of 2 years (excluding notice period) from the date of joining. This commitment is in recognition of the substantial investment made by the organization to facilitate your development. Should this commitment not be fulfilled, you (and your guarantor) may be held liable to pay Rs. 1,00,000/- towards the incurred training expenditure.

Working on shifts / extended hours: Given our commitment to providing 24/7 client support, you may be required to work in shifts and/or extended working hours. For such instances, you may be entitled to a shift allowance and compensatory time off as per company policy. We greatly appreciate your understanding and flexibility in adapting to the dynamic nature of our operations.

Mobility: Your primary workplace will be at our office in **Bangalore**, located at "Sirius Building, 2nd & 5th Floor, Millers Road, Kaverappa Layout, Vasanth Nagar, Bangalore – 560052.. As a global organization, Stratogent reserves the right to transfer you to any subsidiary, associate company, or client office, both in India or overseas. In such cases, the terms of your employment will be governed by the policies and regulations applicable to the new location or company.

Specialized training: Throughout the initial eight weeks of training, we'll work together to support your learning and growth. Regular assessments will be conducted to ensure that you are progressing well. In case, your performance fails to meet the required standards and you do not meet the learning benchmark, your training will be discontinued, and your employment terminated.

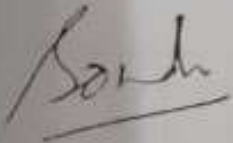
Annexure A: COMPENSATION

Candidate Name: Ajay Girish

Designation: Trainee System Engineer

COMPENSATION SUMMARY	Per Month	Per Annum
FIXED PAY		
Basic Salary	18,500	222,000
Conveyance Allowance	1600	19,200
HRA	4,919	59,025
Flexi Allowance*	0	0
TOTAL COMPENSATION	25,019	300,225
RETIRALS & BENEFITS		
Employer's Contribution to PF	1,800	21,600
Gratuity #		10,674
Employer's Contribution to ESI		0
Accident Insurance ##		590
Group Term Insurance ###		634
Medical Insurance ####		4,477
VARIABLE PERFORMANCE PAY		
Personal Performance Linked Pay		0
Annual Performance Linked Pay***		17,800
CTC (Cost to Company)		356,000

For Stratogent Technology Services Pvt. Ltd.,



Sonali Singh
Senior Director - HR

Stratigent

ANNEXURE B

You would be eligible for tax exemptions under the different components as per the rules determined by the Income Tax Authorities.

*Flexi Allowance

Component	Maximum limit	Explanation
LTA	2 months Basic Salary	As per IT Act, LTA becomes tax exempt up to a maximum of economy class air fare twice during a four year period (currently 2022-25) for "family" as defined under the Act.
Meal Coupons	13200	Tax exempt, Ticket Restaurant vouchers
National Pension Scheme	10% of Basic Salary	Retirement Plan
Children education Allowance		Tax exempt for up to 2 children @ Rs.100/- per child p.m.
Special Allowance	Balance amount as per option chosen will be paid through payroll	Taxable

***Annual Performance Linked Pay will be paid annually based on the performance of the company, unit and allocation. Personal Performance Linked Pay will be paid quarterly based on employee's performance. Variable Performance Pay will be treated as productivity bonus in lieu of statutory profit bonus.

Gratuity amount is paid as per Gratuity Act, 1972

Self covered under Accident Insurance for Rs. 2000000/-

Self covered under Group Term Life Insurance up to 3 times of CTC up to T3-A grade and 2 times of CTC T3-B and above

Self, Spouse, Children covered under Medical Insurance for Rs. 500000/-, can opt for parents coverage by contributing the premium. Also, anyone who is falling under ESI act can opt for Medical plan by contributing the premium

Stratogent

Probation period: You will be on a six-month probation period from the date of successfully completing the training. Your confirmation will be based on your performance and communicated in writing. During the probation period, either of the two parties (you or the company) may terminate the association by giving the other a notice of thirty (30) days or salary in lieu thereof along with the agreement amount subject to management's approval. On confirmation, notice period is 60 days from both sides subject to the same clause as above.

Company policies: This position is considered full-time employment and will be subject to all company policies, rules, and regulations. On joining, you will be invited to attend a new hire orientation program to acquaint you with the organization's values, structure, practices, and policies.

Other terms & conditions: Your offer is contingent to your scoring a minimum of 60% aggregate in your final degree examination and successfully completing the initial training, background check and any other pre-employment screenings required by the company. If it is found that any information provided by you at the time of joining the Company or thereafter, is false or material facts have been intentionally suppressed or misrepresented, your services may be terminated with immediate effect upon issue of written notice by the Company.

Required documents at the time of reporting include

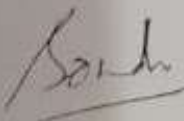
- Standard X & XII mark cards
- Degree / PG Educational certificates, marksheets, Technical certification copies,
- A Duly signed agreement
- Birth certificate / Proof of date of birth
- Proof Residential address, Passport size photograph
- Copy of PAN card, Passport and Aadhar card.
- Experience and relieving letter from current and previous employer
- Last increment letter, Last 3 months payslip of the most recent employment

This offer is valid for one week from the date of this letter, lapsing automatically without your acceptance confirmation. Please indicate your acceptance by signing in the appropriate place.

We eagerly anticipate your joining, confident that you'll have a bright career with Stratogent.

Yours sincerely,

For Stratogent Technologies India Pvt. Ltd. I accept the above terms and conditions:



Employee signature: _____

Name: Sonali Singh

Name:

Title: Senior Director – HR

Date:



Phanindra R S 10 Oct 2023



to me v

Campus 2024 Recruitment process



Dear Pavan P,
ITCI/2024/CAM/1115
KS Institute of Technology

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 – 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,

Phanindra R S



Ref: EP/COL/60

Date: 12/04/2024

Sanket Ganapati Hegde
Halandara Baleaki ,
Siddapur Balekai ,
Thyagli ,Uttara Kannada ,
Karnataka:581340

Dear Mr. Sanket,

Sub: Conditional Offer letter for the position of Graduate Engineering Trainee (GET)

With reference to the Scholarship Test and subsequent Interviews conducted at your college, we are pleased to inform you that you have been selected to undergo Upskilling/Mentoring program at our Organization for **Web technologies Engineer** role with effect from **15th April 2024** in our organization based in **Bangalore**.

We are pleased to extend a conditional offer to you for the position of GET (Graduate Engineering Trainee).

The conditions outlined below pertain to your conditional offer letter:

- 1) After successfully completing your upskilling program, you will be required to sign an agreement committing to a minimum period of 24 months with our organization.
- 2) You will be absorbed to the project as an employee only after successful completion of the Upskilling program. You need to undergo technical interview after completion of upskilling program. Only if you are shortlisted, will be absorbed for the project .
- 3) The duration of upskilling program will range from 4-6 months, depending on the domain for which you have been selected. Following is the Eligibility criteria for completion of upskilling program:
 - a) Minimum of 80% attendance throughout the upskilling program.



- b) Minimum score of 80% in all assignments with timely submission and periodic review.
- c) Minimum score of 80% in the mock interview.
- d) In Entire upskilling program will be conducted on a hybrid module wherein you need to come to our organization for lab sessions for hands-on activities as and when required.
- e) You will have to make arrangement for your laptop with a system configuration 8GB RAM & minimum i3 & above CPU with good WIFI connectivity.

Note : If you fail to qualify the final Mock Interview as mentioned in point no. 3, you would be provided a 1 month of refresher training and asked to reappear for the mock interview again. If you fail to qualify for the second time, your conditional offer letter will be rescinded.

- 4) We have evaluated your candidacy for undergoing upskilling program with us, free of charge, with the anticipation that you will join our company upon completion of the program. However, if you opt not to work with us and accept a job elsewhere, you will be required to reimburse the training fees of Rs. 50,000 for web technologies to us.
- 5) Should you fail to complete the training period and opt to depart prematurely, this conditional offer letter will be rescinded, and we will refrain from issuing any internship letter, irrespective of the duration of program completed.
- 6) Upon the successful completion of the upskilling program, you would be offered a salary in the range of 3 to 5 Lakhs Per Annum, depending on the performance.
- 7) There would be an annual increment of 15-20% on your Cost to Company (CTC) based on performance.

Please sign the enclosed copy of this letter and return it to us within 3 days from the date of issuance of this conditional offer letter to confirm your acceptance of this offer.

For Univision Technology Consulting Pvt Ltd.,

Digitally signed by
BANGALORE
GOPALA KRISHNA
SRIKANTH
Date: 2024.04.13
09:23:05 +05:30

Authorized Signatory
Srikanth BG
Director



Ref: EP/COL/61

Date: 12/04/2024

Srishti Srivastava
D/O Deepak Srivastava
Vishnupuri Colony,
Gonda, Uttar Pradesh: 271001

Dear Ms. Srishti ,

Sub: Conditional Offer letter for the position of Graduate Engineering Trainee (GET)

With reference to the Scholarship Test and subsequent Interviews conducted at your college, we are pleased to inform you that you have been selected to undergo Upskilling/Mentoring program at our Organization for **Web technologies Engineer** role with effect from **15th April 2024** in our organization based in **Bangalore**.

We are pleased to extend a conditional offer to you for the position of GET (Graduate Engineering Trainee).

The conditions outlined below pertain to your conditional offer letter:

- 1) After successfully completing your upskilling program, you will be required to sign an agreement committing to a minimum period of 24 months with our organization.
- 2) You will be absorbed to the project as an employee only after successful completion of the Upskilling program. You need to undergo technical interview after completion of upskilling program. Only if you are shortlisted, will be absorbed for the project .
- 3) The duration of upskilling program will range from 4-6 months, depending on the domain for which you have been selected. Following is the Eligibility criteria for completion of upskilling program:
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 - b) Minimum score of 80% in all assignments with timely submission and periodic review.



- c) Minimum score of 80% in the mock interview.
- d) In Entire upskilling program will be conducted on a hybrid module wherein you need to come to our organization for lab sessions for hands-on activities as and when required.
- e) You will have to make arrangement for your laptop with a system configuration 8GB RAM & minimum i3 & above CPU with good WIFI connectivity.

Note : If you fail to qualify the final Mock Interview as mentioned in point no. 3, you would be provided a 1 month of refresher training and asked to reappear for the mock interview again. If you fail to qualify for the second time, your conditional offer letter will be rescinded.

- 4) We have evaluated your candidacy for undergoing upskilling program with us, free of charge, with the anticipation that you will join our company upon completion of the program. However, if you opt not to work with us and accept a job elsewhere, you will be required to reimburse the training fees of Rs. 50,000 for web technologies to us.
- 5) Should you fail to complete the training period and opt to depart prematurely, this conditional offer letter will be rescinded, and we will refrain from issuing any internship letter, irrespective of the duration of program completed.
- 6) Upon the successful completion of the upskilling program, you would be offered a salary in the range of 3 to 5 Lakhs Per Annum, depending on the performance.
- 7) There would be an annual increment of 15-20% on your Cost to Company (CTC) based on performance.

Please sign the enclosed copy of this letter and return it to us within 3 days from the date of issuance of this conditional offer letter to confirm your acceptance of this offer.

For Univision Technology Consulting Pvt Ltd.,


Digitally signed by
BANGALORE
GOPALA KRISHNA
SRIKANTH
Date: 2024.04.13
09:21:54 +05'30'

Authorized Signatory
Srikanth BG
Director

OL No: AM13359**Date : 19-August-2024**Dear **R Kushal Sai**,

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 **ACADEMOR** as an **Business Development Associate** and you will be reporting to the office on **04-September-2024**.

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 ACADEMOR:

Date of Joining : 04-September-2024Training Period : **04-September-2024 to 13-September-2024 - (Unpaid)**On the Job Training Start Date: **14-September-2024**On the Job Training End Date: **13-March-2025**

Location of Training: Bangalore

Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **04-September-2024**.

SIGNATURE: _____

(Candidate's Signature)

Training Policy

DATE: _____

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: AM13364**Date : 19-August-2024**Dear **Neha Reddy S**,

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 **ACADEMOR** as an **Business Development Associate** and you will be reporting to the office on **04-September-2024**.

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 ACADEMOR:

Date of Joining : 04-September-2024Training Period : **04-September-2024 to 13-September-2024 - (Unpaid)**On the Job Training Start Date: **14-September-2024**On the Job Training End Date: **13-March-2025**

Location of Training: Bangalore

Stipend: INR **18000** Per MonthIncentives : INR **12000**Target: **240000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **04-September-2024**.

SIGNATURE: _____

(Candidate's Signature)

Training Policy

DATE: _____

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: AM12771**Date : 15-July-2024**Dear **NAJEEB MUTHAHEED ARIN UL HAQ**,

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 **ACADEMOR** as an **Business Development Associate** and you will be reporting to the office on **25/07/2024**.

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 ACADEMOR:

Date of Joining : 25/07/2024Training Period : **25/07/2024 to 03-August-2024 - (Unpaid)**On the Job Training Start Date: **04-August-2024**On the Job Training End Date: **03-February-2025**

Location of Training: Bangalore

Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **25/07/2024**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

OL No: AM12786**Date : 16-July-2024**Dear **Mahim Akhawat**,

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 **ACADEMOR** as an **Business Development Associate** and you will be reporting to the office on **25-July-2024**.

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 ACADEMOR:

Date of Joining : 25-July-2024Training Period : **25-July-2024 to 03-August-2024 - (Unpaid)**On the Job Training Start Date: **04-August-2024**On the Job Training End Date: **03-February-2025**

Location of Training: Bangalore

Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **200000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **25-July-2024**.

SIGNATURE: _____

(Candidate's Signature)

Training Policy

DATE: _____

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
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- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____



Asha Sattigeri <ashasattigeri@ksit.edu.in>

Fwd: Notification of Selected Candidates from Recent Interviews

1 message

SOMASEKHAR T <somasekhart@ksit.edu.in>
To: ashasattigeri@ksit.edu.in

Thu, Nov 7, 2024 at 10:42 AM

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

From: **KSIT PLACEMENTCELL** <placementcell@ksit.edu.in>
Date: Thu, Nov 7, 2024 at 10:19 AM
Subject: Fwd: Notification of Selected Candidates from Recent Interviews
To: <somasekhart@ksit.edu.in>

--

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

From: **Dhiraj Sahu** <dhiraj.sahu@hudl.com>
Date: Thu, 27 Jun, 2024, 19:52
Subject: Notification of Selected Candidates from Recent Interviews
To: KS School of Engineering & Management(KSSEM,Bangalore) Placements <placement@kssem.edu.in>
Cc: Siddhant Sabnis <siddhant.sabnis@hudl.com>, Kishor Bhatt <kishor.bhatt@hudl.com>, Onkar Khambe <onkar.khambe@hudl.com>, Naveed Shaikh <naveed.shaikh@hudl.com>, Harsh Kapur <harsh.kapur@hudl.com>, Nikhil Bhagwanani <nikhil.bhagwanani@hudl.com>

Dear Harish,

I hope this message finds you well.

We are pleased to inform you that following the recent interviews conducted online, the below listed candidates have been selected for the position of Sports Analyst in Hudl India Private Limited.

1. sanjanatantry03@gmail.com Sanjana Guruprasad
2. nithind761@gmail.com Nithin G N
3. peacemnhaq7@gmail.com Najeeb Muthaheed Arin Ul Haq
4. girish15012002@gmail.com Girish G
5. sagarvinay1703@gmail.com VINAY SAGAR V ALUR
6. vlbasavesh@gmail.com Basavesh V L
7. anandvs159@gmail.com Anand vs
8. yashwanthj19@gmail.com Yashwanth J Prasad
9. prathwinbeer@gmail.com Prathwin B R

We were highly impressed by the quality of candidates from your institution and are excited to welcome these talented individuals to our team. We believe they will contribute significantly to our ongoing training internship.

We appreciate your continued collaboration and support in facilitating the recruitment process. Should you have any questions or require further information, please feel free to contact me.

Thank you once again for your cooperation.

Thanks and Regards,
Dhiraj Sahu
Shift Manager | Bangalore | Hudl India

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Thanks and Regards,

Mrs. Preethi
Placement Executive,
Department of Training & Placement,
K S Institute of Technology,
No.14, Raghuvanahalli,
Kanakapura Main Road,
Bengaluru-560109, Karnataka, India.
Mob: +91 91487 12971



Ref: EP/COL/58

Date: 12/04/2024

Pavan C
C/O Chldananda N
#4419 Venkatadri Nilaya,
4th Cross, near Ganesha Temple,
Channapatna ,Olannapatna,
Ramanagar Kamataka - 562160

Dear Mr. Pavan,

Sub: Conditional Offer letter for the position of Graduate Engineering Trainee (GET)

With reference to the Scholarship Test and subsequent Interviews conducted at your college, we are pleased to inform you that you have been selected to undergo Upskilling/Mentoring program at our Organization for **Web technologies Engineer** role with effect from **15th April 2024** in our organization based in **Bangalore**.

We are pleased to extend a conditional offer to you for the position of GET (Graduate Engineering Trainee).

The conditions outlined below pertain to your conditional offer letter:

- 1) After successfully completing your upskilling program, you will be required to sign an agreement committing to a minimum period of 24 months with our organization.
- 2) You will be absorbed to the project as an employee only after successful completion of the Upskilling program. You need to undergo technical interview after completion of upskilling program. Only if you are shortlisted, will be absorbed for the project .
- 3) The duration of upskilling program will range from 4-6 months, depending on the domain for which you have been selected. Following is the Eligibility criteria for completion of upskilling program:
 - a) Minimum of 80% attendance throughout the upskilling program.



- b) Minimum score of 80% in all assignments with timely submission and periodic review.
- c) Minimum score of 80% in the mock interview.
- d) In Entire upskilling program will be conducted on a hybrid module wherein you need to come to our organization for lab sessions for hands-on activities as and when required.
- e) You will have to make arrangement for your laptop with a system configuration 8GB RAM & minimum i3 & above CPU with good WIFI connectivity.

Note : If you fail to qualify the final Mock Interview as mentioned in point no. 3, you would be provided a 1 month of refresher training and asked to reappear for the mock interview again. If you fail to qualify for the second time, your conditional offer letter will be rescinded.

- 4) We have evaluated your candidacy for undergoing upskilling program with us, free of charge, with the anticipation that you will join our company upon completion of the program. However, if you opt not to work with us and accept a job elsewhere, you will be required to reimburse the training fees of Rs. 50,000 for web technologies to us.
- 5) Should you fail to complete the training period and opt to depart prematurely, this conditional offer letter will be rescinded, and we will refrain from issuing any internship letter, irrespective of the duration of program completed.
- 6) Upon the successful completion of the upskilling program, you would be offered a salary in the range of 3 to 5 Lakhs Per Annum, depending on the performance.
- 7) There would be an annual increment of 15-20% on your Cost to Company (CTC) based on performance.

Please sign the enclosed copy of this letter and return it to us within 3 days from the date of issuance of this conditional offer letter to confirm your acceptance of this offer.

For Univision Technology Consulting Pvt Ltd.,


Digitally signed by
BANGALORE
GOPALA KRISHNA
SRIKANTH
Date: 2024.04.13
09:24:20 +05'30'

Authorized Signatory
Srikanth BG
Director