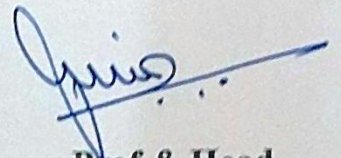


Dr. Ambedkar Institute of technology, Bengaluru-56
Department of Computer Science & Engineering

The enclosed documents are verified & approved.



Prof & Head

Dr. Siddaraju

Department of Computer Science & Engineering

Professor & Head
Department of Computer Science & Engineering
Dr. Ambedkar Institute of Technology
Bangalore-560 056.



Panchajanya Vidya Peetha Welfare Trust (Regd)

Dr. Ambedkar Institute of Technology

An Autonomous Institution, Affiliated to Visvesvaraya Technological University, Belagavi,
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BDA Outer Ring Road, Mallathalli, Bengaluru - 560 056

Ref No Dr. ALT/CSE/949

Date : 7/1/23

This is to certify that the following students of Computer Science and Engineering department have been placed for the academic year 2017 - 18

Year	Candidate Name	Department	Company	Package
2017-18	ABHISHEK K S	CSE	Tata Consultancy Services	3.3 LPA
2017-18	AMRIT KUMAR SAHU	CSE	Tata Consultancy Services	3.3 LPA
2017-18	AMRUTHA V	CSE	Tata Consultancy Services	3.3 LPA
2017-18	ANISH VERMA	CSE	Tata Consultancy Services	3.3 LPA
2017-18	ANURAG KUMAR SINGH	CSE	Tata Consultancy Services	3.3 LPA
2017-18	ARPIITHA RAMESH	CSE	Tata Consultancy Services	3.3 LPA
2017-18	AVINASH D HAPPAL	CSE	Tata Consultancy Services	3.3 LPA
2017-18	CHAITRA D	CSE	Tata Consultancy Services	3.3 LPA
2017-18	DEEKSHA PANDIT	CSE	Tata Consultancy Services	3.3 LPA
2017-18	DEEPIKA SINGH	CSE	Tata Consultancy Services	3.3 LPA
2017-18	GARIMA BAID	CSE	Tata Consultancy Services	3.3 LPA
2017-18	GAURAV	CSE	Tata Consultancy Services	3.3 LPA
2017-18	GAYATHRI S R	CSE	Tata Consultancy Services	3.3 LPA
2017-18	GIRIJA GANESH BHAT	CSE	Tata Consultancy Services	3.3 LPA
2017-18	HARICHANDANA	CSE	Tata Consultancy Services	3.3 LPA
2017-18	HARSHA RAMESH NAIK	CSE	Tata Consultancy Services	3.3 LPA
2017-18	HARSHITHA D G	CSE	Tata Consultancy Services	3.3 LPA
2017-18	HARSHITHA N	CSE	Tata Consultancy Services	3.3 LPA
2017-18	JIGYASHA N PORWAL	CSE	Tata Consultancy Services	3.3 LPA
2017-18	JITENDRA SUVARNA	CSE	Tata Consultancy Services	3.3 LPA
2017-18	KAVYASHREE H L	CSE	Tata Consultancy Services	3.3 LPA
2017-18	KRISHAN KUMAR GAURAV	CSE	Tata Consultancy Services	3.3 LPA
2017-18	LAVANYA S	CSE	Tata Consultancy Services	3.3 LPA
2017-18	LEKHANI KELAM	CSE	Tata Consultancy Services	3.3 LPA
2017-18	LINGARAJU K	CSE	Tata Consultancy Services	3.3 LPA
2017-18	MADAN SAMAGA K L	CSE	Tata Consultancy Services	3.3 LPA



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Ref. No.

Date :

2017-18	Madhusudan M	CSE	BDA Cyber Ring Road, Malleshwara, Bengaluru 560 056	3.3 LPA
2017-18	MANISHA KUMARI	CSE	Tata Consultancy Services	3.3 LPA
2017-18	MANJUSHREE R	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Megha S Nath	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Meghana R	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Meghana V	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Nikhil Satish Joshi	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Prakash T N	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Praveen Kumar S	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Priyanka R	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Rachana Dilip Kulkarni	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Rachana K J	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Raja Kumar	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Raksha R	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Sanjana Shashikiran	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Sapthami Shriyan	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Shabarisha S	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Shanu Kumar Chaubey	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Shravani G	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Shravya S Rao	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Shwetha B R	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Shwetha C	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Sindhu H S	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Smruthi M	CSE	Tata Consultancy Services	3.3 LPA
2017-18	Sneha B	CSE	Tata Consultancy Services	4 LPA
2017-18	Sneha B Hosmath	CSE	Tata Consultancy Services	4 LPA
2017-18	Sneha V Shetti	CSE	Tata Consultancy Services	3.25 LPA
2017-18	Suhan Shaikh	CSE	Tata Consultancy Services	3.25 LPA
2017-18	Supriya Karanth MS	CSE	Tata Consultancy Services	3.25 LPA
2017-18	SURYAPRAKASH B	CSE	Tata Consultancy Services	3.25 LPA
2017-18	VAISHNAVI J RAO	CSE	Tata Consultancy Services	3.25 LPA
2017-18	VARSHITHA V	CSE	Tata Consultancy Services	3.25 LPA
2017-18	YASHAS S	CSE	Tata Consultancy Services	3.25 LPA
2017-18	NITHIN J	CSE	Tata Consultancy Services	4.6 LPA
2017-18	Ravikiran M S	CSE	Tata Consultancy Services	4.6 LPA
2017-18	Sushma K v	CSE	Tata Consultancy Services	4.6 LPA
2017-18	ANKITA KUMARI	CSE	Xoriant Solutions Pvt Ltd.	3.25 LPA
2017-18	KARTHIK K N	CSE	Xoriant Solutions Pvt Ltd.	3.25 LPA
2017-18	Nikhil Priyanshu	CSE	Xoriant Solutions Pvt Ltd.	3 LPA



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Ref. No.

2017-18	Nilesh Ranjan	CSE	BDA Outer Ring Road, Mahanagar, Bengaluru-560056	3.25 LPA
2017-18	Nidhi Adiga	CSE	Odessa Technologies	3.25 LPA
2017-18	AASHIKA C	CSE	Mindtree	3.25 LPA
2017-18	BIRAAJ ROUT	CSE	Mindtree	3.25 LPA
2017-18	Onisha Gupta	CSE	Mindtree	3.25 LPA
2017-18	Priyanka A Raikar	CSE	Mindtree	3.25 LPA
2017-18	Sayeedulla Khan S	CSE	Mindtree	3.25 LPA
2017-18	SUMEDHA K R HOLLA	CSE	Mindtree	3.25 LPA
2017-18	VIKAS NAVALE S	CSE	Mindtree	3.25 LPA
2017-18	BHARATH KUMAR S	CSE	M/s Allegion	3.25 LPA
2017-18	KARTHIK M	CSE	M/s Allegion	3.25 LPA
2017-18	ABHISHEK TRIPATHI	CSE	Birlasoft	5.5 LPA
2017-18	ADITYA KUMAR	CSE	Birlasoft	3 LPA
2017-18	KRUTHI S	CSE	Birlasoft	3 LPA
2017-18	Nagashree N	CSE	Birlasoft	3 LPA
2017-18	Navami S Bhat	CSE	Birlasoft	3 LPA
2017-18	Pooja G	CSE	Birlasoft	3 LPA
2017-18	Shreya mishra	CSE	Birlasoft	2.9 LPA
2017-18	Sumithra T	CSE	Birlasoft	2.9 LPA
2017-18	LAVANYA G	CSE	Birlasoft	2.9 LPA
2017-18	Sachin Kumar Mishra	CSE	Valtech India	2.9 LPA
2017-18	YESHWANTH N	CSE	Valtech India	2 LPA
2017-18	GEETAM BHARTI	CSE	NTT Data	2 LPA
2017-18	Sudeep S	CSE	NTT Data	2.88 LPA
2017-18	AMARAVATHI J R	CSE	Bob Technologies	2.5 LPA
2017-18	KSHITIZ BHATTARAI	CSE	Bob Technologies	2.5 LPA
2017-18	Navya A	CSE	Bob Technologies	2.5 LPA
2017-18	Punith Kumar V	CSE	Bob Technologies	2.5 LPA
2017-18	UDAY SHAH	CSE	Bob Technologies	2.5 LPA
2017-18	UMAPATHI PAWAR S	CSE	Bob Technologies	2.5 LPA
2017-18	Vijay Prasad S S	CSE	Bob Technologies	1.8 LPA
2017-18	KRISHNA BHATTAD	CSE	Bob Technologies	1.8 LPA
2017-18	Bharathi N	CSE	Bob Technologies	1.8 LPA
2017-18	DINESH S V R S	CSE	Bob Technologies	1.8 LPA
2017-18	Harisha K	CSE	Bob Technologies	1.8 LPA
2017-18	Monisha M P	CSE	Bob Technologies	1.8 LPA
2017-18	NARADAMUNI H R	CSE	Bob Technologies	1.8 LPA
2017-18	PAVITHRA	CSE	Bob Technologies	1.8 LPA
2017-18	PAVITHRA BAI	CSE	Bob Technologies	1.8 LPA

Date :



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Ref. No.	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18	2017-18
	R CHETAN	SUDHARANI BHAVI	TULASI H S	Sonali	AMRUTHA G DESAI	maria Josephine Shirley	KASHISH KUMAR	Mallikarjun G B	TULASI H S	Navya A	Sonali	Shwetha C	DINESH S V R S	Punith Kumar V	Niranjan	Naradamuni H R				
	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE	CSE
	BD A Outer Ring Road, Madhavalli, Bengaluru - 560 056	Bob Technologies	Bob Technologies	HGS	HGS	HGS	Tholons	HCL	Collabera	Collabera	Collabera	Collabera	Collabera	Collabera	Collabera	Collabera	Imversion			
	1.8 LPA	1.8 LPA	1.8 LPA	1.8 LPA	1.8 LPA	1.8 LPA	1.8 LPA	10 LPA	10 LPA	10 LPA	10 LPA	10 LPA	7 LPA	7 LPA	3 LPA	4 LPA				

Date : 7/1/23


Placement Officer

TRAINING AND PLACEMENT OFFICER
Dr. Ambedkar Institute of Technology
Bengaluru-560 056


Principal

Principal
Dr. Ambedkar Institute of Technology
Bengaluru - 560 056



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BDA Outer Ring Road, Mallathalli, Bengaluru - 560 056

Ref. No. ...DA AIT / CSE / 950

Date : ...7/1/23.....

This is to certify that the following students of Computer Science and Engineering department have been placed for the academic year 2018 - 19

Year	Candidate Name	Department	Company	Package
2018-19	HARSHAL BHATIA	CSE	TCS (Digi)	7 LPA
2018-19	AFSAR ALAM	CSE	TCS	3.36 LPA
2018-19	Anirudh S	CSE	TCS	3.36 LPA
2018-19	Apoorv Shukla	CSE	TCS	3.36 LPA
2018-19	BHARATH S	CSE	TCS	3.36 LPA
2018-19	Bhushitha K	CSE	TCS	3.36 LPA
2018-19	Dhanuja A	CSE	TCS	3.36 LPA
2018-19	Dhanush Gowda M R	CSE	TCS	3.36 LPA
2018-19	Gaurav M	CSE	TCS	3.36 LPA
2018-19	GIRISH H R	CSE	TCS	3.36 LPA
2018-19	JAGADEESHA R G	CSE	TCS	3.36 LPA
2018-19	Vedashree k.	CSE	TCS	3.36 LPA
2018-19	Kalpitha V Bekal	CSE	TCS	3.36 LPA
2018-19	Karthik Bharadwaj H D	CSE	TCS	3.36 LPA
2018-19	Kedari K L	CSE	TCS	3.36 LPA
2018-19	Keerthana A	CSE	TCS	3.36 LPA
2018-19	M.Aravind	CSE	TCS	3.36 LPA
2018-19	Manjunath M	CSE	TCS	3.36 LPA
2018-19	Pooja V P	CSE	TCS	3.36 LPA
2018-19	Poornima T	CSE	TCS	3.36 LPA
2018-19	Prakruthi B Gowda	CSE	TCS	3.36 LPA
2018-19	Rahul J	CSE	TCS	3.36 LPA



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Year	Name	Department	Accredited by	Grade
2018-19	Alankrita	CSE	Terralogic	3.2 LPA
2018-19	B M PRAJWAL	CSE	Terralogic	3.2 LPA
2018-19	Durgamatha Krishnaprasad Karituri	CSE	Terralogic	3.2 LPA
2018-19	Rakshith S	CSE	Terralogic	3.2 LPA
2018-19	Rashmi B	CSE	Terralogic	3.2 LPA
2018-19	SAI MANASA P S	CSE	Terralogic	3.2 LPA
2018-19	Sandesh S Upadhyaya	CSE	Terralogic	3.2 LPA
2018-19	Vishram K Kushala Shetty	CSE	Terralogic	3.2 LPA
2018-19	Guruprasad BR	CSE	Terralogic	3.2 LPA
2018-19	Swagath	CSE	Terralogic	3.2 LPA
2018-19	Meghana R	CSE	Xoriant	4.6 LPA
2018-19	Shashank pandey	CSE	Xoriant	4.6 LPA
2018-19	Skanda J	CSE	Xoriant	4.6 LPA
2018-19	Raj Patnaik	CSE	Xoriant	4.6 LPA
2018-19	Siddharth K P	CSE	Xoriant	4.6 LPA
2018-19	Laasya Ravi	CSE	Mphasis	3.25 LPA
2018-19	Pooja S	CSE	Mphasis	3.25 LPA
2018-19	Sushma N	CSE	Mphasis	3.25 LPA
2018-19	Alankrita	CSE	Mindtree	3.5 LPA
2018-19	Ayushman Mishra	CSE	Mindtree	3.5 LPA
2018-19	Durgamatha Krishnaprasad Karituri	CSE	Mindtree	3.5 LPA
2018-19	Pooja S	CSE	Mindtree	3.5 LPA
2018-19	Rahul J	CSE	Mindtree	3.5 LPA
2018-19	Rajani S N	CSE	Mindtree	3.5 LPA
2018-19	Tejas D S	CSE	Mindtree	3.5 LPA
2018-19	Shubham Srivastava	CSE	Syntellect	4 LPA
2018-19	SUDHANSHU KUMAR	CSE	Syntellect	4 LPA
2018-19	Vidyashree R	CSE	Syntellect	4 LPA
2018-19	SIRIGOWRI N A	CSE	People XCD	3.5 LPA
2018-19	Thejas P	CSE	People XCD	3.5 LPA
2018-19	Rakshith SV	CSE	BYJU's	10 LPA
2018-19	Gokul Krishna R	CSE	Digital API Craft	3-5 LPA
2018-19	Lakshmishree.D.N.	CSE	Digital API Craft	3-5 LPA
2018-19	Sowmya R P	CSE	Digital API Craft	3-5 LPA
2018-19	VINAY VIDYADHAR HEGDE	CSE	Digital API Craft	3-5 LPA
2018-19	M ILA BHAT	CSE	L & T Infotech	3.6 LPA
2018-19	NIKHIL H PATIL	CSE	L & T Infotech	3.6 LPA
2018-19	Srujana C	CSE	L & T Infotech	3.6 LPA
2018-19	Sudeepth p	CSE	L & T Infotech	3.6 LPA

Ref. No.

Date :



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Year	Name	Branch	Company	Grade
2018-19	Rajani S N	CSE	TCS	3.36 LPA
2018-19	Ravi Kumar Tiwary	CSE	TCS	3.36 LPA
2018-19	Raviteja R	CSE	TCS	3.36 LPA
2018-19	RIYA KHARBANDA	CSE	TCS	3.36 LPA
2018-19	ROHIT KUMAR	CSE	TCS	3.36 LPA
2018-19	ROHIT KUMAR SINGH	CSE	TCS	3.36 LPA
2018-19	Shashank kulkarni	CSE	TCS	3.36 LPA
2018-19	Shiva Shankar L	CSE	TCS	3.36 LPA
2018-19	shivani kumari	CSE	TCS	3.36 LPA
2018-19	Shravan	CSE	TCS	3.36 LPA
2018-19	SHUBHAM SHARMA	CSE	TCS	3.36 LPA
2018-19	Shubham Srivastava	CSE	TCS	3.36 LPA
2018-19	Siddharth K P	CSE	TCS	3.36 LPA
2018-19	Skanda J	CSE	TCS	3.36 LPA
2018-19	Sohan D Souza	CSE	TCS	3.36 LPA
2018-19	SUHAS K R	CSE	TCS	3.36 LPA
2018-19	Swastik ijari	CSE	TCS	3.36 LPA
2018-19	Sweta Das	CSE	TCS	3.36 LPA
2018-19	T S Rahul	CSE	TCS	3.36 LPA
2018-19	Tejas M P	CSE	TCS	3.36 LPA
2018-19	Thejas P	CSE	TCS	3.36 LPA
2018-19	Vinutha.M	CSE	TCS	3.36 LPA
2018-19	Yakshita Jagadish Naik	CSE	TCS	3.36 LPA
2018-19	Tejas D S	CSE	TCS	3.36 LPA
2018-19	Raj Patnaik	CSE	TCS	3.36 LPA
2018-19	Sathya Narayana naik B M	CSE	TCS	3.36 LPA
2018-19	AJAY JP	CSE	Infosys	3.6 LPA
2018-19	Gouthami devale	CSE	Infosys	3.6 LPA
2018-19	Laasya Ravi	CSE	Infosys	3.6 LPA
2018-19	Madhu R Kumar	CSE	Infosys	3.6 LPA
2018-19	MANISHA S	CSE	Infosys	3.6 LPA
2018-19	Prasoon Upadhyay	CSE	Infosys	3.6 LPA
2018-19	SANDEEP A S	CSE	Infosys	3.6 LPA
2018-19	shivani kumari	CSE	Infosys	3.6 LPA
2018-19	SHRUSTI K R	CSE	Infosys	3.6 LPA
2018-19	SUDHANSHU KUMAR	CSE	Infosys	3.6 LPA
2018-19	Sumanth H B	CSE	Infosys	3.6 LPA
2018-19	Tejaswini E S	CSE	Infosys	3.6 LPA
2018-19	Vidyashree R	CSE	Infosys	3.6 LPA

Ref. No.

Date :



Panchajanya Vidya Peetha Welfare Trust (Regd)

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CSE I & T Infotech 3.6 LPA

BDA Outer Ring Road, Malleshwari, Bengaluru - 560 056

Ref. No.

2018-19	K R Snehasree	CSE	BETSOL	6 LPA
2018-19	SHRUSTI K R	CSE	BETSOL	6 LPA
2018-19	Kalpitha V Bekal	CSE	BETSOL	6 LPA
2018-19	GAYATHRI M	CSE	BETSOL	6 LPA
2018-19	Durgamatha Krishnaprasad Karituri	CSE	Global Logic	4.82 LPA
2018-19	Pratik Kumar	CSE	Global Logic	4.82 LPA
2018-19	DEEPASHREE C S	CSE	RxLogix	5 LPA
2018-19	GOPAL KUMAR	CSE	RxLogix	5 LPA
2018-19	PRUTHVI RAJ N	CSE	RxLogix	5 LPA
2018-19	Ruksha Dahal	CSE	RxLogix	5 LPA
2018-19	Laasya Ravi	CSE	Wipro	3.3 LPA
2018-19	Priya Kumari Gupta	CSE	Wipro	3.3 LPA
2018-19	Shubham Srivastava	CSE	Wipro	3.3 LPA
2018-19	Sowmya R P	CSE	Wipro	3.3 LPA
2018-19	SUDHANSHU KUMAR	CSE	Wipro	3.3 LPA
2018-19	Sweta Das	CSE	Apostek	6.5 LPA
2018-19	Anirudh S	CSE	Subex	4 LPA
2018-19	BALAJI R	CSE	NTT Data	3.2 LPA
2018-19	Tejashree k s	CSE	NTT Data	3.2 LPA
2018-19	Poornima T	CSE	NTT Data	3.2 LPA
2018-19	Tejas D S	CSE	IBM	7 LPA
2018-19	Sweta Das	CSE	IBM	7 LPA
2018-19	ANIL KUMAR G A	CSE	Collabera	2.5 LPA
2018-19	GOKUL K G	CSE	Collabera	2.5 LPA
2018-19	Hithyshi Bm	CSE	Collabera	2.5 LPA
2018-19	Nisarga. M. K	CSE	Collabera	2.5 LPA
2018-19	Harish R S	CSE	Collabera	2.5 LPA
2018-19	Kavitha B	CSE	Collabera	2.5 LPA
2018-19	Meghana M	CSE	Collabera	2.5 LPA
2018-19	Monika R	CSE	Collabera	2.5 LPA
2018-20	Suma B	CSE	Collabera	2.5 LPA

Date :

Placement Officer

TRAINING AND PLACEMENT OFFICER
Dr. Ambedkar Institute of Technology
Bengaluru-560 056

Principal

Dr. Ambedkar Institute of Technology
Bangalore - 560 056



Panchajanya Vidya Peetha Welfare Trust (Regd)

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BDA Outer Ring Road, Mallathalli, Bengaluru - 560 056

This is to certify that the following students of Computer Science and Engineering department have
been placed for the academic year 2019 - 20

Ref. No. *Dr. AIT/CSE/951*

Date : *7.11.23*

Year	Candidate Name	Department	Company	Package
2019-20	Abhilakshay Pathania	CSE	TCS	3.36 LPA
2019-20	AJITH KUMAR	CSE	TCS	3.36 LPA
2019-20	ANUPAMA A V	CSE	TCS	3.36 LPA
2019-20	APOORVA C	CSE	TCS	3.36 LPA
2019-20	APOORVA S	CSE	TCS	3.36 LPA
2019-20	ARUN Sai S	CSE	TCS	3.36 LPA
2019-20	CHARITH U	CSE	TCS	3.36 LPA
2019-20	CHEZHAN H M	CSE	TCS	3.36 LPA
2019-20	DIVYA I B	CSE	TCS	3.36 LPA
2019-20	HITESH ROSHAN	CSE	TCS	3.36 LPA
2019-20	Hrishikesh Shankar D	CSE	TCS	3.36 LPA
2019-20	KIRAN Kumar A	CSE	TCS	3.36 LPA
2019-20	Kiran A	CSE	TCS	3.36 LPA
2019-20	KISHORE V	CSE	TCS	3.36 LPA
2019-20	MANSI	CSE	TCS	3.36 LPA
2019-20	MOHAN V P	CSE	TCS	3.36 LPA
2019-20	NAGA SANDEEP H P	CSE	TCS	3.36 LPA
2019-20	NAGESH YALAKKI	CSE	TCS	3.36 LPA
2019-20	Nakul Shah	CSE	TCS	7.5 LPA
2019-20	NAMRATHA C	CSE	TCS	3.36 LPA
2019-20	NIHARIKA	CSE	TCS	3.36 LPA
2019-20	Nikhil Kumar	CSE	TCS	3.36 LPA
2019-20	NIRANJAN N C	CSE	TCS	3.36 LPA
2019-20	PAKSHAL BHANDARI	CSE	TCS	3.36 LPA
2019-20	PAVAN Srivathsa R	CSE	TCS	3.36 LPA
2019-20	PRASHANT Sholapur N S	CSE	TCS	3.36 LPA
2019-20	RAHUL G A	CSE	TCS	3.36 LPA
2019-20	SAHANA Bs	CSE	TCS	3.36 LPA
2019-20	SATISH	CSE	TCS	3.36 LPA
2019-20	SEEMA F BANU	CSE	TCS	3.36 LPA
2019-20	Shagun	CSE	TCS	3.36 LPA
2019-20	SHALINI M	CSE	TCS	3.36 LPA
2019-20	SHARATH S	CSE	TCS	3.36 LPA



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2019-20	Manonandan S K	CSE	Mphasis	3.25 LPA
Ref. No.	2019-20 Srinidhi V S	CSE	Mphasis	3.25 LPA
2019-20	Anwesh Nandi	CSE	Xoriant	4.6 LPA
2019-20	Hrishikesh Shankar D	CSE	Xoriant	4.6 LPA
2019-20	Dannana Venkataramana	CSE	Xoriant	4.6 LPA
2019-20	Shreyas Guruprasad	CSE	Xoriant	4.6 LPA
2019-20	Shazeb Fahmi	CSE	Xoriant	4.6 LPA
2019-20	NAGA SANDEEP H P	CSE	Infosys	5 LPA
2019-20	NIRANJAN N C	CSE	Infosys	3.6 LPA
2019-20	SAHZEB FAHMI	CSE	Infosys	5 LPA
2019-20	TEJAS S	CSE	Infosys	5 LPA
2019-20	YAJNESH PUTTA	CSE	Mindtree	3.5 LPA
2019-20	ANURAG SINGH	CSE	Mindtree	3.5 LPA
2019-20	JAGLUR KALPAK MADHUKESHWAR	CSE	Hexaware	3 LPA
2019-20	LIKITH G P	CSE	Hexaware	3 LPA
2019-20	SHWETA NAIKODI	CSE	Hexaware	3 LPA
2019-20	Amrutha R	CSE	Infosys	3.6 LPA
2019-20	Anagha D M	CSE	Infosys	3.6 LPA
2019-20	Anusha Y A	CSE	Infosys	3.6 LPA
2019-20	Apoorva C	CSE	Infosys	3.6 LPA
2019-20	Arun Sai S	CSE	Infosys	3.6 LPA
2019-20	Ashirwadam Rai	CSE	Infosys	3.6 LPA
2019-20	Bhavana M	CSE	Infosys	3.6 LPA
2019-20	Chandan Gowda M S	CSE	Infosys	3.6 LPA
2019-20	Ganesh S	CSE	Infosys	3.6 LPA
2019-20	Hitesh Roshan	CSE	Infosys	3.6 LPA
2019-20	Jaglor Kalpak Madhukeshwar	CSE	Infosys	3.6 LPA
2019-20	Mansi Raina	CSE	Infosys	3.6 LPA
2019-20	Mayur Deshpande	CSE	Infosys	3.6 LPA
2019-20	Pranav R	CSE	Infosys	3.6 LPA
2019-20	Sahana B S	CSE	Infosys	3.6 LPA
2019-20	Soujanya K	CSE	Infosys	3.6 LPA
2019-20	Soukhya S N	CSE	Infosys	3.6 LPA
2019-20	Suhas S Warad	CSE	Infosys	3.6 LPA
2019-20	Tejas D	CSE	Infosys	3.6 LPA
2019-20	V J Harshita	CSE	Infosys	3.6 LPA
2019-20	Vignesh Rohit Hegde	CSE	Infosys	3.6 LPA



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Ref. No.	Year	Name	Branch	Company	Salary
	2019-20	Abhishek Mahesh Powar	CSE	Infosys	3.6 LPA
	2019-20	ANAGHA D M	CSE	CGI	3.39 LPA
	2019-20	ANUSHREE DABBE	CSE	CGI	3.39 LPA
	2019-20	ASHIRWADAM RAI	CSE	CGI	3.39 LPA
	2019-20	KIRAN KUMAR G S	CSE	CGI	3.39 LPA
	2019-20	KIRAN M N	CSE	CGI	3.39 LPA
	2019-20	KIRAN	CSE	CGI	3.39 LPA
	2019-20	MEGHANA KG	CSE	CGI	3.39 LPA
	2019-20	SANDESH	CSE	CGI	3.39 LPA
	2019-20	SHARATH	CSE	CGI	3.39 LPA
	2019-20	SRINIVAS M	CSE	CGI	3.39 LPA
	2019-20	PAVAN	CSE	CGI	3.39 LPA
	2019-20	Abhilakshay Singh Pathania	CSE	IBM	4.65 LPA
	2019-20	Aryan Joy Bose	CSE	IBM	4.65 LPA
	2019-20	Jeevika S	CSE	IBM	4.65 LPA
	2019-20	Kiran Kumar A	CSE	IBM	4.65 LPA
	2019-20	Nikhil Jain S P	CSE	IBM	4.65 LPA
	2019-20	Shalini M	CSE	IBM	4.65 LPA
	2019-20	R P Deekshith Acharya	CSE	IBM	4.65 LPA
	2019-20	Anupama AV	CSE	IBM	3.8 LPA
	2019-20	Jaglur Kalpak Madhukeshwar	CSE	IBM	3.8 LPA
	2019-20	Anurag Singh	CSE	Cognizant	4 LPA
	2019-20	Ashlrwadam	CSE	Cognizant	4 LPA
	2019-20	Hitesh Roshan	CSE	Cognizant	4 LPA
	2019-20	Mansi Lokesh	CSE	Cognizant	4 LPA
	2019-20	Namratha C	CSE	Cognizant	4 LPA
	2019-20	Nikhil Kumar	CSE	Cognizant	4 LPA
	2019-20	Pavan Srivathsa R	CSE	Cognizant	4 LPA
	2019-20	V S Srinidhi	CSE	Cognizant	4 LPA
	2019-20	ANURAG SINGH	CSE	Wipro	3.5 LPA
	2019-20	MANSI LOKESH	CSE	Wipro	3.5 LPA
	2019-20	SHRESTHA KARMAKAR	CSE	Wipro	3.5 LPA
	2019-20	TANVI GURU	CSE	Wipro	3.5 LPA
	2019-20	V J HARSHITA	CSE	Wipro	3.5 LPA
	2019-20	ABHISHEK POWAR	CSE	Wipro	3.5 LPA
	2019-20	MANOJ KUMAR	CSE	Wipro	3.5 LPA
	2019-20	Vignesh Hegde	CSE	Subex	4 LPA



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Ref. No.

Year	Name	Branch	Specialization	Salary
2019-20	Shravan	CSE	TCS	7.5 LPA
2019-20	SHRESTHA KARMAKAR	CSE	TCS	3.36 LPA
2019-20	Shreya Emanti	CSE	TCS	7.5 LPA
2019-20	Shreyas G	CSE	TCS	7.5 LPA
2019-20	Shreyas G	CSE	TCS	3.36 LPA
2019-20	SHRIDHAR SHIVAM	CSE	TCS	3.36 LPA
2019-20	SIDDHARTHA KUMAR	CSE	TCS	3.36 LPA
2019-20	SOUKHYA Shivanand NAYAK	CSE	TCS	3.36 LPA
2019-20	SUHEL ALAM	CSE	TCS	3.36 LPA
2019-20	SUMA N B	CSE	TCS	3.36 LPA
2019-20	TANVI GURU	CSE	TCS	3.36 LPA
2019-20	TEJAS D	CSE	TCS	3.36 LPA
2019-20	Tejas S	CSE	TCS	3.36 LPA
2019-20	TEJASHWINI V	CSE	TCS	3.36 LPA
2019-20	V J Harshita	CSE	TCS	3.36 LPA
2019-20	VAIBHAV SUNNY	CSE	TCS	3.36 LPA
2019-20	VAISHAK K	CSE	TCS	3.36 LPA
2019-20	VIGNESH Rohit HEGDE	CSE	TCS	3.36 LPA
2019-20	VINITH Kumar	CSE	TCS	3.36 LPA
2019-20	ABHISHEK Mahesh POWAR	CSE	TCS	3.36 LPA
2019-20	MANOJ Kumar	CSE	TCS	3.36 LPA
2019-20	Adwait V	CSE	Birla Soft	3.25 LPA
2019-20	Amrutha R	CSE	Birla Soft	3.25 LPA
2019-20	Apoorva C	CSE	Birla Soft	3.25 LPA
2019-20	Aryan Joy Bose	CSE	Birla Soft	3.25 LPA
2019-20	Chaitra Mahantesha Pattanashetti	CSE	Birla Soft	3.25 LPA
2019-20	Deepak Yadav	CSE	Birla Soft	3.25 LPA
2019-20	Diya M G	CSE	Birla Soft	3.25 LPA
2019-20	Harshita V J	CSE	Birla Soft	3.25 LPA
2019-20	Manoj Shet	CSE	Birla Soft	3.25 LPA
2019-20	Mayur Deshpande	CSE	Birla Soft	3.25 LPA
2019-20	Namitha M	CSE	Birla Soft	3.25 LPA
2019-20	Nanda S	CSE	Birla Soft	3.25 LPA
2019-20	Ramya B	CSE	Birla Soft	3.25 LPA
2019-20	Sahana M R	CSE	Birla Soft	3.25 LPA
2019-20	Varun Hegde	CSE	Birla Soft	3.25 LPA
2019-20	Brunda R N	CSE	Mphasis	3.25 LPA



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Ref. No.	Year	Name	Branch	Company	LPA
	2019-20	Suhel Alam	CSE	Subex	4 LPA
	2019-20	Abhishgk Mahesh Powar	CSE	Subex	4 LPA
	2019-20	Chinmoy Ranjan Pradhan	CSE	Subex	4 LPA
	2019-20	Shrestha Karmakar	CSE	Subex	4 LPA
	2019-20	PAKSHAL BHANDARI	CSE	BETSOL	6 LPA
	2019-20	MOHAN.V.P	CSE	BETSOL	4 LPA
	2019-20	TEJAS D	CSE	People XCD & Consleague	4 LPA
	2019-20	NIRANJAN.N.C	CSE	Juniper Networks	11 LPA
	2019-20	PRANAV.R	CSE	Juniper Networks	11 LPA
	2019-20	V.J.HARSHITHA	CSE	Juniper Networks	11 LPA
	2019-20	DIVYA.J.B	CSE	Netgear	3 LPA
	2019-20	SAGARI.C	CSE	COLT Technologies	5 LPA
	2019-20	HEMALATHA.N.K	CSE	COMVIVA	3.75 LPA
	2019-20	SUNIL KUMAR A HIREMANI	CSE	COMVIVA	3.75 LPA
	2019-20	SAGAR P.GOWDA	CSE	ATOS Syntel	4 LPA


Placement Officer

TRAINING AND PLACEMENT OFFICER
Dr. Ambedkar Institute of Technology
Bengaluru-560 056


Principal

Dr. Ambedkar Institute of Technology
Bangalore - 560 056



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Ref. No. Dr. A.I.T./CSE/952

Date: 7/1/23

This is to certify that the following students of Computer Science and Engineering department have been placed for the academic year 2020 – 21

Year	Candidate Name	Department	Company Name	Package
2020-21	Paavani Kormala	CSE	Agile Point	3 LPA
2020-21	Lavanya S	CSE	Agile Point	3 LPA
2020-21	Prajwal T R	CSE	Betsol	4.5 LPA
2020-21	Namitha Rao	CSE	Betsol	4.5 LPA
2020-21	Ashish Kumar	CSE	Betsol	4.5 LPA
2020-21	Sumanth L	CSE	Betsol	4.5 LPA
2020-21	NARASIMHA SINDHNOOR	CSE	Birla Soft	3.5 LPA
2020-21	ABHISHEK GAUTAM	CSE	Birla Soft	3.5 LPA
2020-21	Anagha Ajoykumar	CSE	Birla Soft	3.5 LPA
2020-21	Blessy Catherine R	CSE	Birla Soft	3.5 LPA
2020-21	Devika D	CSE	Birla Soft	3.5 LPA
2020-21	Divyanshu Bhaskar	CSE	Birla Soft	3.5 LPA
2020-21	Ekta Singh	CSE	Birla Soft	3.5 LPA
2020-21	K Keerthana	CSE	Birla Soft	3.5 LPA
2020-21	Kruthi Katte	CSE	Birla Soft	3.5 LPA
2020-21	Madhura A S	CSE	Birla Soft	3.5 LPA
2020-21	Mohit Kumar R	CSE	Birla Soft	3.5 LPA
2020-21	Nayan Bhushan K N	CSE	Birla Soft	3.5 LPA
2020-21	Nikita Ashok Shet	CSE	Birla Soft	3.5 LPA
2020-21	Nirosha R	CSE	Birla Soft	3.5 LPA
2020-21	POOJA J S	CSE	Birla Soft	3.5 LPA
2020-21	Raksha S Harde	CSE	Birla Soft	3.5 LPA
2020-21	Rakshitha L	CSE	Birla Soft	3.5 LPA
2020-21	SATHWIK VU	CSE	Birla Soft	3.5 LPA
2020-21	SHRUSTI	CSE	Birla Soft	3.5 LPA
2020-21	SUHAS S F	CSE	Birla Soft	3.5 LPA



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Ref. No.	2021-22	Sparsha K	CSE	Capgemini	4 LPA
	2021-22	V.Rahul.....	CSE	Capgemini	4 LPA
	2021-22	Vanlaldika	CSE	Capgemini	4 LPA
	2021-22	Nida Fathima	CSE	Capgemini	4 LPA
	2021-22	Manjunath N	CSE	Capgemini	4 LPA
	2021-22	Amanpreet Singh	CSE	Capgemini	7.5 LPA
	2021-22	Mohammed Muzammil Ahmed	CSE	Capgemini	7.5 LPA
	2021-22	Deepak Singh	CSE	Maple Labs	5.50 LPA
	2021-22	Keerthana V	CSE	Maple Labs	5.50 LPA
	2021-22	Sachin Verma	CSE	Maple Labs	5.50 LPA
	2021-22	Shrimad Mishra	CSE	Maple Labs	5.50 LPA
	2021-22	Vishal Kharvi	CSE	Maple Labs	5.50 LPA
	2021-22	Ascharya Soni	CSE	Hashedin Technologies	8 LPA
	2021-22	Deepak Singh	CSE	Hashedin Technologies	8 LPA
	2021-22	Likith R	CSE	Hashedin Technologies	8 LPA
	2021-22	Abhimanyu Kumar	CSE	Accenture	4.5 LPA
	2021-22	Aishwarya B R	CSE	Accenture	4.5 LPA
	2021-22	Anupama A S	CSE	Accenture	4.5 LPA
	2021-22	Deekshith S Amarnath	CSE	Accenture	4.5 LPA
	2021-22	Deepak S R	CSE	Accenture	4.5 LPA
	2021-22	Divakar Doreiswamy	CSE	Accenture	4.5 LPA
	2021-22	Suhas Gajendra	CSE	Accenture	4.5 LPA
	2021-22	Haripriya Satish Jorapur	CSE	Accenture	4.5 LPA
	2021-22	Jagriti Priyadarshani	CSE	Accenture	4.5 LPA
	2021-22	Kartik Baswanappa	CSE	Accenture	4.5 LPA
	2021-22	Kshithija Sulikumar	CSE	Accenture	4.5 LPA
	2021-22	Likith Ramesh	CSE	Accenture	4.5 LPA
	2021-22	Manjunath Kempegowda	CSE	Accenture	4.5 LPA
	2021-22	Medhini Prabhakar	CSE	Accenture	4.5 LPA
	2021-22	Mohammed Ali	CSE	Accenture	4.5 LPA
	2021-22	Mukundha U V	CSE	Accenture	4.5 LPA
	2021-22	Niteeshmurthy Bhat	CSE	Accenture	4.5 LPA
	2021-22	Prashanth H E	CSE	Accenture	4.5 LPA
	2021-22	Prateeksha P Kumtakar	CSE	Accenture	4.5 LPA
	2021-22	Rohan Anand Mangsuli	CSE	Accenture	4.5 LPA
	2021-22	Dhanush Sathyan	CSE	Accenture	4.5 LPA
	2021-22	Sai Deepthi Bp	CSE	Accenture	4.5 LPA



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Ref. No.	Year	Name	Branch	Company	Salary
	2020-21	Prajwal M	CSE	Hashedin Technologies	8 LPA
	2020-21	Sourabh R	CSE	Hashedin Technologies	8 LPA
	2020-21	Aditya Rouniyar	CSE	HCL Technologies	3.5 LPA
	2020-21	Chandana K	CSE	HCL Technologies	3.5 LPA
	2020-21	Chandana N	CSE	HCL Technologies	3.5 LPA
	2020-21	Chandrakala P	CSE	HCL Technologies	3.5 LPA
	2020-21	Darshan H K	CSE	HCL Technologies	3.5 LPA
	2020-21	Deepthi	CSE	HCL Technologies	3.5 LPA
	2020-21	Hemika BS	CSE	HCL Technologies	3.5 LPA
	2020-21	N Priyanka gowda	CSE	HCL Technologies	3.5 LPA
	2020-21	Paavani Komarla	CSE	HCL Technologies	3.5 LPA
	2020-21	Pooja B S	CSE	HCL Technologies	3.5 LPA
	2020-21	Poojit Chowdry	CSE	HCL Technologies	3.5 LPA
	2020-21	Rachitha G K	CSE	HCL Technologies	3.5 LPA
	2020-21	Ranjith kumar D R	CSE	HCL Technologies	3.5 LPA
	2020-21	Rohan	CSE	HCL Technologies	3.5 LPA
	2020-21	Sachin S	CSE	HCL Technologies	3.5 LPA
	2020-21	Shwetha B S	CSE	HCL Technologies	3.5 LPA
	2020-21	Divyashree R	CSE	HCL Technologies	3.5 LPA
	2020-21	Supritha M Bhat	CSE	IBM India Pvt Ltd.	3 LPA
	2020-21	Vidit Singh Brahmania	CSE	IBM India Pvt Ltd.	3 LPA
	2020-21	Subrahmanya K P	CSE	Kaar Technologics Pvt Ltd.	6.5 LPA
	2020-21	Abhishek Gautam	CSE	NTT Data	5 LPA
	2020-21	Ankitha V Bhat	CSE	NTT Data	5 LPA
	2020-21	Bhoomika P Shastry	CSE	NTT Data	5 LPA
	2020-21	Chandru L	CSE	NTT Data	5 LPA
	2020-21	Goutham G R	CSE	NTT Data	5 LPA
	2020-21	Keerthan HS	CSE	NTT Data	5 LPA
	2020-21	Manjunath N K	CSE	NTT Data	5 LPA
	2020-21	Megha M	CSE	NTT Data	5 LPA
	2020-21	Nikhita Kalburgikar	CSE	NTT Data	5 LPA
	2020-21	Nikita Ashok Shet	CSE	NTT Data	5 LPA
	2020-21	Nirosha R	CSE	NTT Data	5 LPA
	2020-21	Roopesh Kumar C K	CSE	NTT Data	5 LPA
	2020-21	SHRUSTI S	CSE	NTT Data	5 LPA
	2020-21	Supritha M Bhatt	CSE	NTT Data	5 LPA
	2020-21	Anusha D	CSE	NTT Data	5 LPA
	2020-21	Siddu Hanamanth Gudagudi	CSE	PWC	6 LPA



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Ref. No.	2020-21	Yashas Jawali A M	CSE	PWC	6 LPA
	2020-21	Kruthi Katte	CSE	PWC	6 LPA
	2020-21	Tanishq Patri	CSF	Subex	4 LPA
	2020-21	Nishan Paudel	CSL	TCS Digital	7.5 LPA
	2020-21	saurav chaudhary	CSE	TCS Digital	7.5 LPA
	2020-21	Sourabh R	CSE	TCS Digital	7.5 LPA
	2020-21	Subrahmanya K P	CSE	TCS Digital	7.5 LPA
	2020-21	Suvij Surya.B.V	CSE	TCS Digital	7.5 LPA
	2020-21	Vaibhav vivek	CSE	TCS Digital	7.5 LPA
	2020-21	vineet kalghatgi	CSE	TCS Digital	7.5 LPA
	2020-21	Aishwarya R	CSE	TCS Ninja	3.36 LPA
	2020-21	Blessy Catherine R	CSE	TCS Ninja	3.36 LPA
	2020-21	Harsha R	CSE	TCS Ninja	3.36 LPA
	2020-21	SINDHU JAYAM	CSE	TCS Ninja	3.36 LPA
	2020-21	Madhura A S	CSE	TCS Ninja	3.36 LPA
	2020-21	Manjunath N K	CSE	TCS Ninja	3.36 LPA
	2020-21	MEGHASHREE M B	CSE	TCS Ninja	3.36 LPA
	2020-21	Nirja Pankaj Shah	CSE	TCS Ninja	3.36 LPA
	2020-21	Nirosha R	CSE	TCS Ninja	3.36 LPA
	2020-21	Preetha P	CSE	TCS Ninja	3.36 LPA
	2020-21	Preetham M.N	CSE	TCS Ninja	3.36 LPA
	2020-21	R P RAGHAVA	CSE	TCS Ninja	3.36 LPA
	2020-21	Ravish S H	CSE	TCS Ninja	3.36 LPA
	2020-21	SHIVASHANKAR Y S	CSE	TCS Ninja	3.36 LPA
	2020-21	SRINIVAS B S	CSE	TCS Ninja	3.36 LPA
	2020-21	Suma M N	CSE	TCS Ninja	3.36 LPA
	2020-21	Supritha M Bhatt	CSE	TCS Ninja	3.36 LPA
	2020-21	Suraj Jha	CSE	TCS Ninja	3.36 LPA
	2020-21	Tanishq Patni	CSE	TCS Ninja	3.36 LPA
	2020-21	Viha Agrawal	CSE	TCS Ninja	3.36 LPA
	2020-21	VISHAL JAIN CN	CSE	TCS Ninja	3.36 LPA
	2020-21	YASHASWINI M K	CSE	TCS Ninja	3.36 LPA
	2020-21	NIKHITA KALBURGIKAR	CSE	Technologics Pvt Ltd	3 LPA
	2020-21	Rakshitha L	CSE	Wiley Mthree	7 LPA
	2020-21	Shreya S	CSE	Wiley Mthree	7 LPA
	2020-21	Aditya K	CSE	Xoriant Solutions	4.6 LPA
	2020-21	PRAJWAL M	CSE	Xoriant Solutions	4.6 LPA
	2020-21	Prajwal Venkatesh	CSE	Xoriant Solutions	4.6 LPA

Ph : 23211232, Fax : 080-23217789, E-mail : principal@drait.edu.in, Website : www.drait.edu.in



Panchajanya Vidya Peetha Welfare Trust (Regd)

Dr. Ambedkar Institute of Technology

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BDA Outer Ring Road, Mallathalli, Bengaluru - 560 056

Ref. No.	2020-21	Name	Stream	Company	Salary
	2020-21	Vaibhav Vivek	CSE	Capgemini	3.8 LPA
	2020-21	Viha Agrawal	CSE	Capgemini	3.8 LPA
	2020-21	Vinutha Vishwanatha Devadiga	CSE	Capgemini	3.8 LPA
	2020-21	YASHASWINI M K	CSE	Capgemini	3.8 LPA
	2020-21	shravya ms	CSE	Capgemini	3.8 LPA
	2020-21	Santosh Pipalwa	CSE	Capgemini	3.8 LPA
	2020-21	Yugeshwari J	CSE	Capgemini	3.8 LPA
	2020-21	Aishwarya R	CSE	Cognizant	4 LPA
	2020-21	Akshaya K	CSE	Cognizant	4 LPA
	2020-21	Harsha R	CSE	Cognizant	4 LPA
	2020-21	K Keerthana	CSE	Cognizant	4 LPA
	2020-21	Madhura A S	CSE	Cognizant	4 LPA
	2020-21	Mohit Kumar R	CSE	Cognizant	4 LPA
	2020-21	Nirja Shah	CSE	Cognizant	4 LPA
	2020-21	Nirosha R	CSE	Cognizant	4 LPA
	2020-21	Pooja J S	CSE	Cognizant	4 LPA
	2020-21	Preetha P	CSE	Cognizant	4 LPA
	2020-21	R P Raghava	CSE	Cognizant	4 LPA
	2020-21	Rahul K R	CSE	Cognizant	4 LPA
	2020-21	Ravish S H	CSE	Cognizant	4 LPA
	2020-21	Suraj Jha	CSE	Cognizant	4 LPA
	2020-21	Varshitha T	CSE	Cognizant	4 LPA
	2020-21	Vidit Singh	CSE	Cognizant	4 LPA
	2020-21	Vineet Kalghatgi	CSE	Cognizant	4 LPA
	2020-21	Yashas Jawali A M	CSE	Cognizant	4 LPA
	2020-21	Anusha D	CSE	Cognizant	4 LPA
	2020-21	Namitha Rao	CSE	Comviva	3.75 LPA
	2020-21	Nikita Ashok Shet	CSE	Comviva	3.75 LPA
	2020-21	Pooja	CSE	Comviva	3.75 LPA
	2020-21	Shwetha R	CSE	Comviva	3.75 LPA
	2020-21	Divyashree R	CSE	Comviva	3.75 LPA
	2020-21	Gagana S N	CSE	Comviva	3.75 LPA
	2020-21	Harishmurthy K	CSE	Comviva	3.75 LPA
	2020-21	Meghana T	CSE	Comviva	3.75 LPA
	2020-21	Prashanth Kulkunda	CSE	Comviva	3.75 LPA
	2020-21	Chandru L	CSE	Dover India	6.5 LPA
	2020-21	Viha Agarwal	CSE	Dover India	6.5 LPA
	2020-21	Kruthika J	CSE	Hashedin Technologies	8 LPA



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Ref. No.	2020-21	VARSHA P R	CSE	Birla Soft	3.5 LPA
	2020-21	Vistal Jain CN	CSE	Birla Soft	3.5 LPA
	2020-21	Yashas PS	CSE	Birla Soft	3.5 LPA
	2020-21	SHRAVYA M S	CSE	Birla Soft	3.5 LPA
	2020-21	Amogh S	CSE	BYJU's India Pvt Ltd.	10 LPA
	2020-21	Vijaya Jayasinha Raja	CSE	Capgemini	3.8 LPA
	2020-21	Abhishek Gautam	CSE	Capgemini	3.8 LPA
	2020-21	Anagha Ajoykumar	CSE	Capgemini	3.8 LPA
	2020-21	Ankita Gourla	CSE	Capgemini	3.8 LPA
	2020-21	Ankitha V Bhat	CSE	Capgemini	3.8 LPA
	2020-21	Ashish M U	CSE	Capgemini	3.8 LPA
	2020-21	Bhoomika P Shastry	CSE	Capgemini	3.8 LPA
	2020-21	Chandru L	CSE	Capgemini	3.8 LPA
	2020-21	Devika D	CSE	Capgemini	3.8 LPA
	2020-21	H R HARSHITHA	CSE	Capgemini	3.8 LPA
	2020-21	Harsha Rajendra	CSE	Capgemini	3.8 LPA
	2020-21	Aditya K	CSE	Capgemini	3.8 LPA
	2020-21	K Keerthana	CSE	Capgemini	3.8 LPA
	2020-21	KIRTHI K	CSE	Capgemini	3.8 LPA
	2020-21	Kruthi Katte	CSE	Capgemini	3.8 LPA
	2020-21	Megha M	CSE	Capgemini	3.8 LPA
	2020-21	Munish K	CSE	Capgemini	3.8 LPA
	2020-21	Namitha Rao	CSE	Capgemini	3.8 LPA
	2020-21	Nayan Bhushan	CSE	Capgemini	3.8 LPA
	2020-21	Prajwal Venkatesh	CSE	Capgemini	3.8 LPA
	2020-21	R P Raghava	CSE	Capgemini	3.8 LPA
	2020-21	RANJAN RAJ	CSE	Capgemini	3.8 LPA
	2020-21	Sambit Sanyal	CSE	Capgemini	3.8 LPA
	2020-21	Sathwik VU	CSE	Capgemini	3.8 LPA
	2020-21	Shreya Bg	CSE	Capgemini	3.8 LPA
	2020-21	Shreya S	CSE	Capgemini	3.8 LPA
	2020-21	Shreya Srinivas	CSE	Capgemini	3.8 LPA
	2020-21	Shrusti	CSE	Capgemini	3.8 LPA
	2020-21	Siddu H Gudagudi	CSE	Capgemini	3.8 LPA
	2020-21	Subrahmanya K P	CSE	Capgemini	3.8 LPA
	2020-21	Sumanth L	CSE	Capgemini	3.8 LPA
	2020-21	Suraj Jha	CSE	Capgemini	3.8 LPA
	2020-21	Thejaswini H V	CSE	Capgemini	3.8 LPA



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Ref. No.	Year	Name	Branch	Company	Salary
	2020-21	Sambit Sanyal	CSE	Xoriant Solutions	4.6 LPA
	2020-21	SUBRAHMANYA K P	CSE	Xoriant Solutions	4.6 LPA
	2020-21	Viha Agrawal	CSE	Xoriant Solutions	4.6 LPA
	2020-21	Blessy Catherine R	CSE	Infosys	3.6 LPA
	2020-21	HEMIKA BS	CSE	Infosys	3.6 LPA
	2020-21	Manasa M J	CSE	Infosys	3.6 LPA


Placement Officer

TRAINING AND PLACEMENT OFFICER
Dr. Ambedkar Institute of Technology
Bengaluru-560 056


Principal
Dr. Ambedkar Institute of Technology
Bengaluru - 560 056



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This is to certify that the following students of Computer Science and Engineering department have

Ref. No. ... been placed for the academic year 2021 - 22

Date : 2/1/23

Dr. AIT/CSE/953

Year	Candidate Name	Department	Company	Package
2021-22	Keerthi K	CSE	Accolite Digital	5 LPA
2021-22	Abhishek Kujur	CSE	TCS Digital	7 LPA
2021-22	Anuraag Khare	CSE	TCS Digital	7 LPA
2021-22	Ascharya Soni	CSE	TCS Digital	7 LPA
2021-22	Nikit Periwal	CSE	TCS Digital	7 LPA
2021-22	Ranganatha Gowdas	CSE	TCS Digital	7 LPA
2021-22	Ranjith V	CSE	TCS Digital	7 LPA
2021-22	Sachin Dev	CSE	TCS Digital	7 LPA
2021-22	Shivam Tiwari	CSE	TCS Digital	7 LPA
2021-22	V Rahul	CSE	TCS Digital	7 LPA
2021-22	VIKAS KUMAR	CSE	TCS Digital	7 LPA
2021-22	Aishwarya B R	CSE	Capgemini	4 LPA
2021-22	Amrutha T A	CSE	Capgemini	4 LPA
2021-22	AVNISH KUMAR	CSE	Capgemini	4 LPA
2021-22	Brunda P	CSE	Capgemini	4 LPA
2021-22	DARSHAN BALAJI PS	CSE	Capgemini	4 LPA
2021-22	Deekshith S A	CSE	Capgemini	4 LPA
2021-22	Deepa V J	CSE	Capgemini	4 LPA
2021-22	Harshitha R	CSE	Capgemini	4 LPA
2021-22	Kshithija S	CSE	Capgemini	4 LPA
2021-22	Manish Thapa	CSE	Capgemini	4 LPA
2021-22	Manohar K H	CSE	Capgemini	4 LPA
2021-22	Medhini Prabhakar	CSE	Capgemini	4 LPA
2021-22	Nandan T S	CSE	Capgemini	4 LPA
2021-22	Niteeshmurthy bhat	CSE	Capgemini	4 LPA
2021-22	Prateeksha P Kumtakar	CSE	Capgemini	4 LPA
2021-22	Rachna G S	CSE	Capgemini	4 LPA
2021-22	Rajkumar S	CSE	Capgemini	4 LPA
2021-22	Sachin Verma	CSE	Capgemini	4 LPA
2021-22	Sai Deepthi BP	CSE	Capgemini	4 LPA
2021-22	Sanjay Revanna	CSE	Capgemini	4 LPA
2021-22	Shilpa Rajesh Lingadal	CSE	Capgemini	4 LPA
2021-22	Shyamanth R Upadhya	CSE	Capgemini	4 LPA



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Ref. No.

2021-22	Nalini A R	CSE	Cognizant GenC	4 LPA
2021-22	NEELAMBIKA	CSE	Cognizant GenC	4 LPA
2021-22	Nisha Kumari Shah	CSE	Cognizant GenC	4 LPA
2021-22	Pavan L M	CSE	Cognizant GenC	4 LPA
2021-22	prakhar kumar	CSE	Cognizant GenC	4 LPA
2021-22	RISHABH AGRAWAL	CSE	Cognizant GenC	4 LPA
2021-22	Rohan Anand Mangsuli	CSE	Cognizant GenC	4 LPA
2021-22	Dhanush S	CSE	Cognizant GenC	4 LPA
2021-22	S G ANUSHKA	CSE	Cognizant GenC	4 LPA
2021-22	Sai Deepthi BP	CSE	Cognizant GenC	4 LPA
2021-22	A Saiteja	CSE	Cognizant GenC	4 LPA
2021-22	Sanjay S Dev	CSE	Cognizant GenC	4 LPA
2021-22	SHARAN MEGHA CR	CSE	Cognizant GenC	4 LPA
2021-22	Shashank S	CSE	Cognizant GenC	4 LPA
2021-22	SHREYA C N	CSE	Cognizant GenC	4 LPA
2021-22	Shrivathsa N V	CSE	Cognizant GenC	4 LPA
2021-22	SNEHA SPURTHI	CSE	Cognizant GenC	4 LPA
2021-22	Sushmitha K R	CSE	Cognizant GenC	4 LPA
2021-22	Swethashree B	CSE	Cognizant GenC	4 LPA
2021-22	Vaishnavi H A	CSE	Cognizant GenC	4 LPA
2021-22	varshitha s	CSE	Cognizant GenC	4 LPA
2021-22	Venkatesh R Hegde	CSE	Cognizant GenC	4 LPA
2021-22	Vignesh G	CSE	Cognizant GenC	4 LPA
2021-22	YASHASWINI K	CSE	Cognizant GenC	4 LPA
2021-22	Sudhanva K S	CSE	Cognizant GenC	4 LPA
2021-22	Nida Fathima	CSE	Cognizant GenC	4 LPA
2021-22	Chandan Kumar Singh	CSE	Cognizant GenC	4 LPA
2021-22	Prajwal N R	CSE	Cognizant GenC	4 LPA
2021-22	Ranjan Gowda S B	CSE	Cognizant GenC	4 LPA
2021-22	Deekshith S A	CSE	Cognizant GenC Elevate	4 LPA
2021-22	Kishan Kandu	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Kshithija S	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Anusha Lagldi	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Manish Thapa	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Manohar K H	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Namrita Kour	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Nandan T S	CSE	Cognizant GenC Elevate	4.25 LPA



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Ref. No.

2021-22	Niranjana Mahesh	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Rajdeep Bhagat	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Shashank M Kadiwal	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Shivam Tiwari	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Snehananda H A	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Sparsha K	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Vishwas K S	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	Yashika A Pawar	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	YESHASWINI C	CSE	Cognizant GenC Elevate	4.25 LPA
2021-22	ASHUTOSH SINGH	CSE	TCS Ninja	4.25 LPA
2021-22	Lagidi Anusha	CSE	TCS Ninja	3.36 LPA
2021-22	Nikhil Mehra	CSE	TCS Ninja	3.36 LPA
2021-22	shashank purohit	CSE	TCS Ninja	3.36 LPA
2021-22	Shivam Tiwari	CSE	TCS Ninja	3.36 LPA
2021-22	Varshitha S	CSE	TCS Ninja	3.36 LPA
2021-22	Dhanush KJ	CSE	TCS Ninja	3.36 LPA
2021-22	Tejaswini B R	CSE	Acies Global	3.36 LPA
2021-22	Aishwarya R D	CSE	Wipro Ltd	3.75 LPA
2021-22	Anupama A S	CSE	Wipro Ltd	3.5 LPA
2021-22	BRUNDA N MAILI	CSE	Wipro Ltd.	3.5 LPA
2021-22	Jagriti Priyadarshani	CSE	Wipro Ltd.	3.5 LPA
2021-22	KARTHIK SURESH	CSE	Wipro Ltd.	3.5 LPA
2021-22	Kasthuri B	CSE	Wipro Ltd.	3.5 LPA
2021-22	Kiran Mahalingappa Hegganadavara	CSE	Wipro Ltd.	3.5 LPA
2021-22	Meghana D H	CSE	Wipro Ltd.	3.5 LPA
2021-22	Mohammed Ali	CSE	Wipro Ltd.	3.5 LPA
2021-22	Mohammed Owais Gogi	CSE	Wipro Ltd.	3.5 LPA
2021-22	Nagabhushan K M	CSE	Wipro Ltd.	3.5 LPA
2021-22	Nalini A R	CSE	Wipro Ltd.	3.5 LPA
2021-22	Niranjana Mahesh	CSE	Wipro Ltd.	3.5 LPA
2021-22	Nisha Kumari Shah	CSE	Wipro Ltd.	3.5 LPA
2021-22	Preetham DP	CSE	Wipro Ltd.	3.5 LPA
2021-22	RISHABH AGRAWAL	CSE	Wipro Ltd.	3.5 LPA
2021-22	Rohan Anand Mangsuli	CSE	Wipro Ltd.	3.5 LPA
2021-22	SAHANA M	CSE	Wipro Ltd.	3.5 LPA
2021-22	Sanjay S Dev	CSE	Wipro Ltd.	3.5 LPA
2021-22	SHREYA C N	CSE	Wipro Ltd.	3.5 LPA



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Ref. No.	2021-22	Shashank M Kadiwal	CSE	Accenture	4.5 LPA
	2021-22	Shivam.Tawari	CSE	Accenture	4.5 LPA Date:
	2021-22	Shreya C N	CSE	Accenture	4.5 LPA
	2021-22	Shyamanth Raghuchandra Upadhya	CSE	Accenture	4.5 LPA
	2021-22	Sindhu Nagesha	CSE	Accenture	4.5 LPA
	2021-22	Sneha Spurthi	CSE	Accenture	4.5 LPA
	2021-22	Snehashree Suresh Puttaswamy	CSE	Accenture	4.5 LPA
	2021-22	Sushmitha K R	CSE	Accenture	4.5 LPA
	2021-22	Ujval D R	CSE	Accenture	4.5 LPA
	2021-22	Venkatesh Hegde	CSE	Accenture	4.5 LPA
	2021-22	Vignesh Gurubasavaraj	CSE	Accenture	4.5 LPA
	2021-22	Yashika A Pawar	CSE	Accenture	4.5 LPA
	2021-22	Sudhanva K S	CSE	Accenture	4.5 LPA
	2021-22	Manisha H Dongre	CSE	Accenture	4.5 LPA
	2021-22	Nida Fathima	CSE	Accenture	4.5 LPA
	2021-22	Pranathi Prashanth	CSE	Accenture	4.5 LPA
	2021-22	Lavanya Manjunath	CSE	Accenture	4.5 LPA
	2021-22	Keerthana Vijaya Kumar	CSE	Accenture	6.5 LPA
	2021-22	Namrita Kour	CSE	Accenture	6.5 LPA
	2021-22	Nikhil Mehra	CSE	Accenture	6.5 LPA
	2021-22	Snehananda H A	CSE	Accenture	6.5 LPA
	2021-22	Shubham Saurav	CSE	Accenture	6.5 LPA
	2021-22	Nikit Periwal	CSE	Cognizant GenC Next	7 LPA
	2021-22	Advaith Yeshohdar	CSE	Cognizant GenC	4 LPA
	2021-22	Amanpreet Singh	CSE	Cognizant GenC	4 LPA
	2021-22	Ankitha R Desai	CSE	Cognizant GenC	4 LPA
	2021-22	BHARATH H K	CSE	Cognizant GenC	4 LPA
	2021-22	Chethan G	CSE	Cognizant GenC	4 LPA
	2021-22	G Suhas	CSE	Cognizant GenC	4 LPA
	2021-22	Gnanavi B.S	CSE	Cognizant GenC	4 LPA
	2021-22	Harshitha R	CSE	Cognizant GenC	4 LPA
	2021-22	Kiran Mahalingappa Hegganadavara	CSE	Cognizant GenC	4 LPA
	2021-22	Likith R	CSE	Cognizant GenC	4 LPA
	2021-22	Medhini Prabhakar	CSE	Cognizant GenC	4 LPA
	2021-22	Mihir kumar	CSE	Cognizant GenC	4 LPA
	2021-22	Mohammed Ali	CSE	Cognizant GenC	4 LPA
	2021-22	Mohammed Owais Gogi	CSE	Cognizant GenC	4 LPA



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Ref. No.	2021-22	Student Name	Branch	Company	Salary
	2021-22	Shruthi D	CSE	Wipro Ltd.	3.5 LPA
	2021-22	SINDHU.N.	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Skanda Kumar M R	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Swapnil	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Swethashree B	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Vaishali B	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Vishwa Jyestha Mishra	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Wamiq Yousuf	CSE	Wipro Ltd.	3.5 LPA
	2021-22	YESHASWINI C	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Nida Fathima	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Chandan Kumar Singh	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Charan Naidu	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Sanal Krishna U	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Sandeep U S	CSE	Wipro Ltd.	3.5 LPA
	2021-22	Nandan T S	CSE	Betsol	3.5 LPA
	2021-22	Prakhar Kumar	CSE	Betsol	5.5 LPA
	2021-22	Sai Deepthi B P	CSE	Betsol	4.5 LPA
	2021-22	Varshitha S	CSE	Betsol	5.5 LPA
	2021-22	Ayushi Sinha	CSE	Valfech India	4.5 LPA


Placement Officer

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Dr. Ambedkar Institute of Technology
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Principal

Principal
Dr. Ambedkar Institute of Technology
Bengaluru-560 056

Comviva Technologies Limited.
Regd. Office
Capital Cyberscape
Sector 50
Golf Course Extension Road
Gurugram-122102, Haryana
India
Tel: + 91 124 481 9000
Fax: + 91 124 481 9777
CIN: U72200HR1000PLC041214

comviva.com
info@comviva.com

Date: June 11, 2021

To,

Gagana S N

Dr. Ambedkar Institute of Technology, Bangalore

Subject: Letter of Intent for hiring

Dear Gagana

Congratulation

We are pleased to Shortlist you for a position with Comviva. The date of joining will be communicated to you at a later stage.

Your hiring is conditional upon the following:

- You may be posted at any location and/or any business unit within or outside India, however, final decision will be subject to business requirements.
- This offer of employment with Comviva is subject to the successful completion of your course with a minimum 60 % passing marks along with the confirmation of positive background check.
- Should not have any active backlog at the time of joining/commencement of your training.
- Formal letter of appointment with all the terms and conditions will be shared at the time of joining
- You may be requested to take the additional assessment if it is in line with the specific business unit hiring requirements.
- You are required to share the final acceptance of the letter on or before three working days from the date of issuance of this LOI for further consideration.
- Comviva holds all the rights to modify the initial training duration and stipend offered.
- You may be required to work in rotational shifts (night), and the same will be communicated to you in advance through the authorized representatives of Comviva

An indicative compensation structure offered by Comviva for the position in respect of which you have been selected is appended herewith as an Annexure. At the time of joining, you will be required to sign an Employment Agreement containing detailed terms of your subsequent employment with Comviva.

We wish you an enriching career at Comviva. In case of any queries regarding the terms of this letter or your joining, please reach out to us at campus@comviva.com

Sincerely,

Vaishnavi Shukla
Deputy General Manager- Human Resources
Date: 11 June, 2021

Read, Understood and Accepted

Dec 6, 2021

MSys / Offer Letter/ HR

Ms. DINAKAR SRINIVASA
Muddareddyhalli(v), varlakonda (p)
Gdibande (T), Chickaballapur (D)

OFFER OF EMPLOYMENT

Dear DINAKAR SRINIVASA,

We are pleased to appoint you as "Software Engineer Trainee" at MSys Tech India Pvt. Ltd., at Bangalore.

Please note the employment terms contained in the letter are subject to company policy.

1) APPOINTMENT

- a) Your date of appointment is effective from Dec 8, 2021 subject to your acceptance of this offer.
- b) You will be on probation for a period of One (1) year from the date of joining. The company reserves the right to extend this period if necessary. If found suitable in the appointed post, you will be confirmed in your appointment in writing, on completion of probation, based on clearing the performance parameters.

2) TRANSFER

During your employment with the company, you are liable to be transferred, as determined by the company, from time to time, to any other location, department, function, division or branch of the company, associate company, affiliate, customer / client of the company, in India or abroad with mutual discussion. In such case, the terms and conditions governing your service shall be those applicable at the location of transfer, or those applicable to employees of the associate, as the case may be, in addition to the terms and conditions mentioned herein.

3) PROBATION

You will be on probation for one year from the date of joining. During the period you will be given an on-the-job training for various assignments and knowledge transfer process, the contents of which are Company's / Client's proprietary information and confidential information.

MSys Technologies LLC
11532 Park Woods Circle
Suite 700 Alpharetta
Georgia, 30005, 2413 US
Ph - 1 770-602-2217
info@msystechnologies.com

MSys Tech India Private Limited
ASV Chandiya Towers, 8th Floor, #3-397,
Rajiv Gandhi Estate (CMP), Okkyam,
Thoraakkam, Chennai - 600 025
Ph - +91 44 20167015
www.msystechnologies.com

MSys-INEN-11

V 1 1

MSys - Internal

media.net

India: +91.22.61487300
US: +1.415.358.0886

September 30, 2021

Divyanshu Bhaskar,

Dear Divyanshu:

Media.net Software Services (I) Pvt. Ltd. is very pleased to make you an offer of employment to begin work as a "**Associate Web Application Developer**" on **18th October 2021 (Tentative)**. You will be on probation for a period of **6 months** starting from the day you join the organization. Your position will carry a compensation package of **INR 6,14,958/-** inclusive of fixed components, performance bonus and benefits.

Your compensation is unique and exclusive to you and should be treated confidentially and as a non-comparable package with other employees.

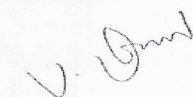
This offer expires on **1st October 2021** Eod (it may self-destruct thereafter ☺) and we request that you join us on **18th October 2021**.

An Employee Confidentiality and Non-Competition Agreement as well as an Appointment Letter will be provided to you upon acceptance of this offer for review and execution on or before your first day of work.


On or before your joining date we will require you to submit the various documents for our records as mentioned in the list enclosed. Your appointment with Media.net Software Services (I) Pvt. Ltd. will come into effect only after you produce all the relevant documents from the attached list of documents. All offers are subject to satisfactory completion of reference checks.

Please feel free to contact us at Harshank.k@media.net with any questions and to accept this offer.

Yours Sincerely,



Varun Vijayakumar
Senior Director – Human Resources

DocuSigned by:

4C3F613CEE304C6...
Divyanshu Bhaskar

Enclosures:

1. Compensation & Benefits package details
2. List of documents to be submitted

April 20, 2022

Mr. Fali Kumar Sah

Contact Number: +91- 8310812579

Email: fali.sah90@gmail.com

Dear Fali,

Sub: Offer of employment as Associate Software Engineer.

We refer to your application and the subsequent interviews you had with us. We are pleased to extend you an offer for the position of **Associate Software Engineer** on an annual remuneration of **INR 3,25,000/- (Rupees Three Lakh and Twenty Five Thousand Only)** on cost to company (CTC). The CTC amount is split up into components of pay as per the existing rules of the company for payroll purposes and are subject to statutory deductions, as applicable. Please refer to the annexure for details on your salary break-up.

This offer is valid for a period of three days from the date of issue of this offer letter and is contingent upon confirmation of current salary drawn and clearance of background checks. You are requested to join on or before **April 20, 2022**. A formal appointment letter will be issued to you on your joining enumerating the terms and conditions of employment. Kindly ensure that you submit the following documents at the time of joining the company:

1. Relieving letter and latest Salary Slip from your current employer (NA for freshers).
2. Four latest passport size color photographs with white background.
3. Originals and Photocopies of all your education certificates/testimonials.
4. Originals and Photocopies of previous employment experience letters (NA for freshers).
5. Original and Photocopy of any address proof document such as Valid Passport, Driver's License, Voter's ID or Ration Card.
6. Original and Two Photocopies of Aadhaar Card is mandatory.
7. Original and Two Photocopies of PAN Card is mandatory along with copy of Passport if any.
8. A cancelled cheque leaf or a bank account statement having the account number and IFS Code mentioned on it.

Please sign on the duplicate copy of this letter as a commitment of your having accepted the offer with the above conditions.

For details on our company, our products and our services, we request you to visit our website www.ionidea.com. If you have any questions, we will be happy to address them.

We welcome you to IonIdea and wish you every success.

Yours sincerely,

For **IonIdea Interactive Private Limited**

Sangeeta Tandon
Director – Human Resources

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

NTT DATA
Services

26-March-2021
Goutham G R
DR AMBEDKAR INSTITUTE OF TECHNOLOGY

Dear Goutham,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

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

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

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

Confidential

BSL/HR/APPT/2021-479029

EKTA SINGH
Takiya Gumati,,
Rohtas, Bihar, 821115

Letter of Offer-cum-Appointment

Dear EKTA SINGH,

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Junior Analyst (3B) with Birlasoft Limited ("Birlasoft").

We take this opportunity to appreciate your decision to join Birlasoft family. As mutually agreed upon, your joining will be on or before September 20, 2021.

This Letter of OffercumAppointment and its terms will become effective only from the date of your joining and post issuance of \ Letter of Confirmation of Appointment\ by HR upon your joining.

The emphasis in our journey together will be aligned to our Core Values of being "**Engaged, Dependable and Challenger**", and in this journey we will establish benchmarks that others may follow. We remain dedicated to maintain a workplace that respects and values people from diverse backgrounds and facilitates all employees to do their very best. Our inclusive work environment uniquely combines the talent, experience, and perspectives of each employee that make us successful. We are confident that Birlasoft and you will make a great team.

Your employment with us will be governed by the terms and conditions as detailed in Annexure A. Your compensation would be as outlined in Annexure B.


Employment as per this offer for appointment is subject to your confirmation and acknowledgement made during the interview that you are medically fit to perform your regular duties. In case you are not medically fit on the above mentioned date of your joining, this offer will stand automatically withdrawn.

It is a precondition to your joining that on or before the date of joining, you would be required to furnish filled in 'Employment Application Form' along with photocopies of all documents as listed in Annexure D.

During the course of your employment with the Company, you will be subject to terms and conditions set out in this offer letter and the Company's policies, practices and procedures, as notified to the employees of the company, from time to time.

We are proud to welcome you as a Birlasoftian, and wish you a long, productive and satisfying career at Birlasoft.

Yours sincerely,
For and behalf of Birlasoft Limited.



Raihan Shahzada
Assistant Vice President Talent Acquisition

Birlasoft Limited
(Formerly KPIT Technologies Limited)

The Assotech Business Cresterra Tower 3, Plot no 22, Noida-Greater Noida Expressway, Sector 135, Noida (UP) 201301, India

Tel: +91 120 6629000 | contactus@birlasoft.com | www.birlasoft.com

Registered Office: 35 & 36, Rajiv Gandhi Infotech Park, Phase - I, MIDC, Hinjawadi, Pune MH 411057 IN

CIN: L72200PN1990PLC059594

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No - 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4603030

Registered Office: 808 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: August 18, 2021

Dear Darshan H K,
#18/1 9th Main , 4th Cross
Akkaiyappa Garden, Mohan Kumar Nagar, Yeshwanthpur, Bangalore,
Karnataka, India, 560022

Dear Darshan H K, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2021** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F-6F,7F:2,8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential

HCL

17CS040



Strictly Private and Confidential

Date:26-Aug-2021

Deepthi Naik
C10003773

KORALA DARKHAS HOUSE HIRGANA POST AND VILLAGE, KARKALA TALUK, UDUPI
7624892383

Dear Deepthi Naik,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

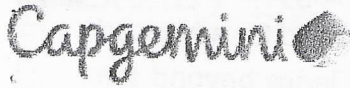
Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



Devika.D
IDA17CS042

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

Superset ID: 300707

Letter of Intent ("LOI")

Dear Devika D,

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear

September 12, 2021

Dear **Aakriti Sah**,

Welcome to Wipro!

We hope you are safe amidst the prevailing COVID-19 pandemic in the country. We are glad to have you on-board and join our Wipro Family. You will soon be connecting with your managers and working on your respective projects to build a bolder tomorrow.

We are aware that some of you are yet to complete your final semester examinations and thus as a welcome gesture, we have introduced 2 weeks of paid exam leave for all whose examinations will get scheduled in due course of time. The employee must inform their manager and Campus Team and will be required to submit the exam admit card which should include the start and end date of the exam.

Please Note:

- The additional 2 weeks paid leaves are only applicable for those who have not completed their final semester exam
- It is mandatory to submit the required documents

We wish you the very best for your final exams in advance!

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

21052594

Abhishek A
India

Date: September 22, 2021

Dear Abhishek A,

It was a pleasure meeting you to explore a career opportunity for you with ITC Infotech India Limited. Based on our discussion, we are pleased to offer you the position of **Associate IT Consultant** for grade IS1

1. Your annual gross salary along with the break-up of salary is enclosed at the end.
2. You are required to join us on or before November 9, 2021 and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
3. You are requested to report at 9.30 AM to complete the joining formalities. Your initial place of posting will be at Bangalore. At the time of joining you are requested to submit the copies of documents as per the checklist enclosed.
4. For any further clarifications, request you to communicate with the concerned recruiter contact.

Your appointment is subject to

- You regularly attending the learning programs nominated by the Company.
- You completing the assessments in a timely manner and as per the threshold completion criteria specified by the Company.
- Your passing the Company's medical examination successfully. The decision of Company's medical team in this regard will be final.
- The Company receiving appropriate and satisfactory replies from your referees. The decision of the Company in this regard will be final.
- Your producing acceptable certified documentary evidence of your date of birth. This evidence must be a Birth Certificate or School Leaving Certificate, Copy of your passport or an Affidavit attesting your date of birth and sworn by your father, mother or a close relative. This date once accepted will be used for all purposes in connection with your employment and no cognisance will be taken for any alterations in the future.

ITC INFOTECH INDIA LTD, A wholly owned subsidiary of ITC LIMITED

18, Banaswadi Main Road, Maruthiseva Nagar, PO. Bangalore – 560 005, India

Tel: + 91 – 80 – 2298 8331 – 38 Fax: + 91 – 80 – 2298 8081

Regd. Office: Virginia House, 37, J.L. Nehru Road, Kolkata – 700 071, India

Visit us at www.itcinfotech.com | Corporate Identity Number: U65991WB1996PLC077341 | e-mail: contact.us@itcinfotech.com

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

NTT DATA
Services

26-March-2021
Abhishek Gautam
DR AMBEDKAR INSTITUTE OF TECHNOLOGY

Dear Abhishek,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

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

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

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

Confidential

Date:07-Jul-2021

To

 ADITYA ROUNIYAR
 INDIA

Dear ADITYA ROUNIYAR,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

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

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.





Offer: Computer Consultancy
Ref: TCSL/CT20203312862/Mumbai
Date: 11/08/2021

Mr. Aditya Sharma
C43 Kiran Garden Uttam Nagar New Delhi 59,
Mahindra Hospital,
New Delhi-110059,
Delhi.
Tel# 91-7291081525

Dear Aditya Sharma,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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 Xperience (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.

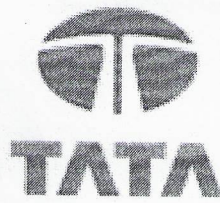
TCS Confidential
TCSL/CT20203312862

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: Wipro Building, 2nd Floor, Subhash Nagar, Preeti Nagar, New Delhi (West) - 110064, India
Tel: 91 22 6778 2000/22 7144 91 22 6778 2296 Wipro.com
Registered Office: Mahindra Building, 9th Floor, Naraina, New Delhi, India - 110028
TCS Career Services Line: 1800 299 1111 Email: careers@tcs.com

Aditya



17CS009

Offer: Computer Consultancy
Ref: TCSL/CT20192712977/Bangalore
Date: 09/01/2021

Ms. Aishwarya R
13/24th A Main,
Sampige Layout ,Pattegarapalya,
Bangalore-560079,
Karnataka.
Tel# 91-8970271633

Dear Aishwarya R,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

1708010

Offer Letter

Date:

Name: AKSHAYA K

Email: akshayakumar1811@gmail.com

Ph No: 8310103993

Dear AKSHAYA K

Further to your application and interview with **Revature**, we accept your application as Trainee in our Organization.

Given hereunder are the terms & conditions of service applicable to you, if you choose to accept this offer. Please convey your acceptance by counter-signing the duplicate of this letter at the spaces indicated and return the same to us.

Your training is scheduled to start Jul 05, 2021 for a period of three (3) months. During this period, you will receive a stipend of Rs.5,000/- (Rupees Five Thousand Only) per month. Revature expends considerable amount of money for this training. You will be given a Contingent offer letter at the end of 4th week, during your mid training program. Upon successful completion of your 12-week training and client assessment, at the sole discretion of client and Revature and in accordance with the terms in Training Agreement, you will be offered an employment as "**Software Engineer**" by the Client with the CTC of **INR 5 LPA**.

Signing of Training Agreement & Training NDA is mandatory along with this.

Yours Sincerely,

For Revature Consultancy Services Private limited

Authorized Signatory

I, _____ herein, accept and agree to the above terms and conditions.



Rayvector Technologies Private Limited

Jan 5 2022

Mr. Amogha Srikanth

Address: #141 7th main 7th cross,
Srinivasa Nagar BSK 1st stage
Bengaluru 560050

OFFER LETTER

Dear Amogha,

This has reference to your application for training in the company and subsequent interview you had with us, The Company has favorably considered your request and agrees to provide you training in the area of "Software development" on the following terms:

1) The company will provide you training for a period of 12 months. During the period of training, you should work under the supervision and guidance of the company's executives and officers in any area of work you are deputed to. You shall also be required to undergo training in shifts, whenever required, further you shall undergo training even during holidays and or weekly off days whenever directed by the company. The company shall have the right to extend the period of training at its discretion, if the company feels that such extension is necessary.


2) The company shall have the right to discontinue your training at any time during the period of training, if the company feels that you are not taking the training seriously and or that you do not have aptitude to learn work for which you are being trained, and or the company feels that it is not desirable to continue to train you for any reason whatsoever. For such discontinuation of training, the company need not give any reason whatsoever, So also, the company need not give you any advance notice for terminating the training. Termination of your training shall be deemed to be one under Section 2 (bb) of the Industrial Disputes Act, 1947.





18/1, 4th Floor, Mahalakshmi complex
Bull Temple Road, Basavanagudi
Bangalore, Karnataka, India, PIN: 560004

CIN U72900KA2021PTC146419

Amogha.S

+91 98459 09314 

info@rayvector.com 

www.rayvector.com 



22-Mar-2021

Dear Anagha Ajoykumar,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology_Bengaluru

Candidate ID – 15830390

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500** /- as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

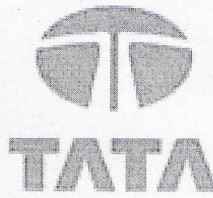
1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized



17CS015

Offer: Computer Consultancy**Ref: TCSL/DT20206848006/Lucknow****Date: 14/01/2022**

Ms. Anjali Umesh Khadme
Laxmi Narayana Nilaya Green View Layout Kodipalya, Kengeri Patel Sanjeevappa Road,
Kodipalya,
Bidar-560056,
Karnataka.
Tel# 91-9110202884

Dear Anjali Umesh Khadme,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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 Xperience (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/DT20206848006**

1

TATA CONSULTANCY SERVICES**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

Candidate ID: 4868442 /926050,

Date of Joining: 09/07/2021,

Joining Location: Bangalore,

Designation: Analyst,

Dear Ankitha V Bhat,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Bangalore office, for joining formalities as per the address mentioned below:

Address

164-165, EPIP Phase II,
EPIP Industrial Area, Whitefield, Bengaluru 560066



Anupama SU
India

Date: September 22, 2021

Dear Anupama SU,

It was a pleasure meeting you to explore a career opportunity for you with ITC Infotech India Limited. Based on our discussion, we are pleased to offer you the position of **Associate IT Consultant** for grade IS1

1. Your annual gross salary along with the break-up of salary is enclosed at the end.
2. You are required to join us on or before November 9, 2021 and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
3. You are requested to report at 9.30 AM to complete the joining formalities. Your initial place of posting will be at Bangalore. At the time of joining you are requested to submit the copies of documents as per the checklist enclosed.
4. For any further clarifications, request you to communicate with the concerned recruiter contact.

Your appointment is subject to

- You regularly attending the learning programs nominated by the Company.
- You completing the assessments in a timely manner and as per the threshold completion criteria specified by the Company.
- Your passing the Company's medical examination successfully. The decision of Company's medical team in this regard will be final.
- The Company receiving appropriate and satisfactory replies from your referees. The decision of the Company in this regard will be final.
- Your producing acceptable certified documentary evidence of your date of birth. This evidence must be a Birth Certificate or School Leaving Certificate, Copy of your passport or an Affidavit attesting your date of birth and sworn by your father, mother or a close relative. This date once accepted will be used for all purposes in connection with your employment and no cognisance will be taken for any alterations in the future.

ITC INFOTECH INDIA LTD, A wholly owned subsidiary of ITC LIMITED

18, Banaswadi Main Road, Maruthiseva Nagar, PO. Bangalore – 560 005, India
Tel: + 91 – 80 – 2298 8331 – 38 Fax: + 91 – 80 – 2298 8081

Regd. Office: Virginia House, 37, J.L. Nehru Road, Kolkata – 700 071, India

Visit us at www.itcinfotech.com | Corporate Identity Number: U65991WB1996PLC077341 | e-mail: contact.us@itcinfotech.com

14-June-2021

Dear Ashish Kumar
AIT, Bangalore
Email: ashish05219@gmail.com
Phone: +91 7023283901

SUBJECT: Letter of Selection

We are pleased to offer you the position of "Associate Software Engineer" with BETSOL. Your total CTC would be ~~INR 10,00,000~~ (Four Lakh Fifty Thousand only). The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company, you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.

We expect you to join on or before 5th July 2021, otherwise this offer stands withdrawn

automatically. Again, congratulations and welcome to the BETSOL family.

On behalf of
BETSOL

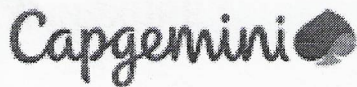
I agree and accept the selection on
the above terms and conditions

fshait

Fehminaaz Sayyed
HR, Business Partner BETSOL

Ashish Kumar
AIT, Bangalore

17CS022



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

Superset ID: 202612

Letter of Intent ("LOI")

Dear Ashish M U,

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear



STRICTLY PRIVATE & CONFIDENTIAL

Ref: Appt/I3L/Campus/152/2021-22

12 Sep 2021

Azmath Ikram
267, LIG,1 STAGE, 5 MAIN,
KHB COLONY, BASAVESHWARANAGAR ,
BANGALORE.560079

Sub: Appointment Letter

Dear Azmath Ikram

We are pleased to offer you appointment as **Associate IT Consultant (Grade "IS1")** in the Management Cadre of ITC Infotech India Limited (the "Company") on the following terms and conditions with effect from **14-Sep-2021**

Please note that your base location will be **Coimbatore** and work location will be **Coimbatore**

1. This appointment is subject to

- a) Your employment is subject to passing the pre-employment medical check-up, as per the policy of the Company. Decision of the Company's medical team in this regard will be final.
- b) You regularly attending the learning programs nominated by the Company; and you completing the assessments in a timely manner and as per the threshold completion criteria specified by the Company
- c) The Company receiving appropriate and satisfactory replies from your referees. The decision of the Company in this regard will be final.
- d) Your producing acceptable certified documentary evidence of your date of birth. This evidence must be a Birth Certificate or School Leaving Certificate, copy of your passport or an Affidavit attesting your date of birth and sworn by your father, mother or a close relative. This date once accepted will be used for all purposes in connection with your employment and no cognisance will be taken for any alterations in the future.
- e) Your producing acceptable certified documentary evidence of your academic and professional qualifications.
- f) The Company receiving appropriate and satisfactory report on your background check i.e. past employment and education details.

2. Quality Certification Program Test

The Company places immense importance in ensuring that its employees have awareness and understanding of the quality processes and systems of the Company.

Page 1 of 11

ITC INFOTECH INDIA LTD, A wholly owned subsidiary of ITC LIMITED

18, Banaswadi Main Road, Maruthiseva Nagar, Bengaluru - 560 005, Karnataka, India Tel: +91 - 80 - 22988331 - 37

Regd. Office: Virginia House, 37, J.L. Nehru Road, Kolkata - 700 071, West Bengal, India

Visit us at www.itcinfotech.com | Corporate Identity Number: U65991WB1996PLC077341 | e-mail: contact.us@itcinfotech.com

17CS024



www.primusglobal.com

22-Jul-22

To,

Bhargav Nagaraj B

No 101, NHCS Layout, 3rd Stage, 4th Block, Basaveshwaranagar, Bangalore-560079.

Further to our offer and your acceptance thereof, we have the pleasure of appointing you as **Server Support Engineer** in PRIMUS (hereinafter referred to as PRIMUS or Company). The specific terms and conditions of our offer including your compensation and benefits, is as mentioned herein, Please read them carefully, including your compensation and benefits.

ACCEPTANCE AND COMMENCEMENT

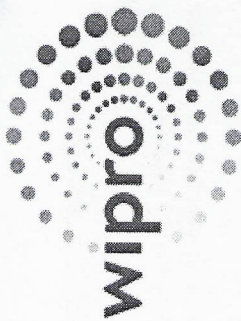
Your appointment will be effective on your joining date, i.e. **25-Jul-22**. If you do not confirm your acceptance of joining date, this offer will stand withdrawn.

THE OTHER TERMS AND CONDITIONS OF THE OFFER ARE AS FOLLOWS:

1. Your annual salary will be **INR 3,60,000/- (Rupees Three Lakh(s) Sixty Thousand Only)** per annum. The salary will comprise a) Basic Pay b) Medical Allowance and c) other allowance. Your individual remuneration is confidential and is strictly between yourself and the Company. It has been determined based on numerous factors such as your previous experience/job, skills-specific background, and professional merit. This information and any changes made therein should also be treated as personal and confidential.
2. You are being deputed as **Server Support Engineer** at **Hewlett-Packard Enterprise** hereinafter referred to as the client.
3. Your Employment shall be "at will," meaning that either you or PRIMUS (upon directions of the Client or otherwise) shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without cause. Any contrary representations that may have been made to you shall be superseded by this Agreement. This Agreement shall constitute the full and complete agreement between you and the Company on the "at-will" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized personnel/officer of PRIMUS.
4. Your appointment is subject to the undermentioned conditions;
 - (i) Receipt of Work/Purchase order from the Client and commencement of work thereunder. The commencement of work may be different from the date of deputation and in such cases, for the purposes of disbursement of salary and other benefits the date of actual commencement of work shall be considered

28/2 Siddapura
Whitefield Main Road
Bangalore - 560066
Ph: +91-20-3346-6500

Vaishnavi's Cynosure Suite 5A
2-48/5/6 Old Mumbai Hwy
Cachibowli, Hyderabad - 500037
Ph: +91-30-4201-6500



APPOINTMENT LETTER

August 8, 2021

Dear Bhavana N R,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

17CS025

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:24-Aug-2021

**Bhavani T R
C9973400**

#218,Ramu s/o budukegowda Talagavadi [v] and[p],Malavalli [tq],Mandya[dist].

9113844843

Dear **Bhavani T R,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

NTT DATA Global Delivery Services Private Limited

Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services**November 01, 2021****Ms. BHOOMIKA SHASTRY****NO. 292, 6TH MAIN, I T I LAYOUT, MALLATHAHALLI, BANGALORE, INDIA - 560056**

Dear BHOOMIKA,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you a position in NTT DATA Global Delivery Services Private Limited ("the Company", which expression shall unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors-in-title and assigns), as a **Services IT Development Program Senior Associate II** in Salary Grade **5** at the office of the Company in **Bangalore**.

The following are the terms and conditions:

- 1) Your total compensation and benefits will be as per the enclosure as in **Annexure-A**. All the tax liabilities on the entire compensation, at present or in the future, shall be borne by you.
- 2) You will be on probation during the first six (6) months of your joining the Company. You would be confirmed in the services of the Company based on your performance review at the end of the probation period. In case your performance is found to be unsatisfactory, your services are liable to be terminated or your probation period might be extended as per the discretion of the Management.
- 3) Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Company. You agree to serve the Company faithfully and perform such duties as may be entrusted by your assigned supervisor(s) as authorized by the Company from time to time.
- 4) During the term of your employment you agree to devote your entire energy, full and undivided attention exclusively to provide services to the Company/ its clients and commit that you will not represent, handle or otherwise undertake any other business activity, it being clearly understood that you will devote your full working time exclusively to the Company's work and business. You will not carry on, without prior permission in writing, any lecturing or any business, either alone or in partnership, or be directly or indirectly employed or be concerned with any business, trade or profession whatsoever as a principal or an agent or otherwise, take up any office or place/ position of profit or serve any other company as an agent/ partner/ employee or in any other capacity during the term of your employment with the Company. Breach of this condition shall lead to immediate termination of your services by the Company without any notice or compensation.
- 5) You agree and represent to the Company that you are not subject to any other existing contract, which would affect or impede your ability to perform in accordance with this letter.
- 6) This agreement may be terminated by providing a notice in writing on either side or salary in lieu of such notice. As per the Company's current policy, the notice period is 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Your relieving from the services however, depends on the satisfactory completion of any assignment(s) you are working on during the said notice period and the completion of hand over formalities as defined by your supervisor. Please bear in mind that the Company's policies (including the one pertaining to notice period / separation) are subject to changes from time to time and you will be communicated of those changes in a timely manner.

CIN: U72900KA2011PTC060769 | www.nttdataservices.com

Regd. Office: NTT DATA Global Delivery Services Private Limited
Plot 123, EPIP Phase II, Whitefield Industrial Area, Bangalore, Karnataka 560066, India
Confidential

HCL TECHNOLOGIES LTD.

Corporate Identity Number: U74140DL1901PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 128, NOIDA 201 304, UP, India

T +91 120 6129000 F +91 120 4683030

Registered Office: 806 Saksham, 96, Mehru Place, New Delhi-110019, India

www.hcltech.com

www.hcl.com

NAME: CHANDANA.K

USN: IDAITCS034

OFFER & APPOINTMENT LETTER

Offer Release Date: August 18, 2021

Dear Chandana K,
#710/48, 2nd cross, 2nd main,
D Block, 2nd stage, Rajajinagar,, Bangalore,
Karnataka, India, 560010

Dear Chandana K, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on August 19, 2021 at 9:00 A.M at the following address BengaluruSEZ-T4-US-4F-6F,7F:2,8F:1-3 .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be INR 3,50,000 per annum, outlined in Annexure I.

You will be required to sign a service agreement of 24 months with a surety amount of INR 1.25 Lakhs. This amount shall be payable to the Company only on the event of your separation from the company before 24 months from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential

HCL

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC048389
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 F +91 120 4883000
Registered Office: B06 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com

OFFER & APPOINTMENT LETTER

16th August, 2021

**Chandana N
Mudugurki, Devanagari taluk ,Bengaluru rural district
Karnataka**

Dear **Chandana N,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as **Software Engineer** in band **E1**.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **17th August, 2021 at 9:00 A.M** at the following address **HCL Technology Ltd, BengaluruSEZ-Tower1-GF to 3F**.Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be INR **3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within **3 days** of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No - 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 8/6, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER**Offer Release Date: August 18, 2021**

Dear Chandrakala P,
#95, Behind Vaishnavi coconut factory
Annapurna 3rd cross, Tiptur,
Karnataka, India, 572201

Dear Chandrakala P, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2021** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F-6F,7F:2,8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.



June 10, 2021

To,

Chandru L

1224 2nd Floor 9th Cross Sunnadakeri Siddapajji Temple Road KR Mohalla

Mysore, Karnataka 570024

Dear Mr Chandru,

Congratulations! on successful completion of our selection process. We believe you will be a great addition to the team and with pleasure we extend an offer of employment as Software Engineer with Dover Corporation , a Dover Company.

Date of Joining

We expect you to join us on or before July 1, 2021 subject to satisfactory completion of medical examination and background verification as per criteria outlined by Dover.

Remuneration

Your annual CTC will be ₹650,000.00 . Please refer to the annexure for further details.

Location

Your position will be based out of Bangalore Bagmane Laurel, Block-C,Level 02, (LOC_IND001) . During performance of your duties, your services are transferable and company shall require you to work at any of our offices /client's location in India and abroad.



18-Nov-2021

Dear Ganapathi S,
B.E., Computer Science & Engineering
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 18960860

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500** /- as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

Appointment Letter

Date: June 11, 2021

To,

**Harishmurthy K
Dr Ambedkar Institute Of Technology, Bangalore**

Dear Harishmurthy,

We are pleased to offer you the position of **Engineer tarinee** at Comviva Technologies Limited. The details of your offer are enclosed herewith.

We look forward to your association and contributions towards helping Comviva enrich lives of over a billion people with mobile solutions beyond VAS.

With best wishes and regards,



**Vaishnavi Shukla
Director - Human Resources
Date: June 11, 2021**

Enclosure: Appointment Letter

Harishmurthy K – Read, Understood & Accepted



28-Apr-2021

Dear Harsha R,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15564376

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

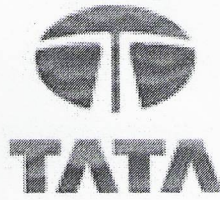
1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



17CS058

Offer: Computer Consultancy
Ref: TCSL/CT20203313467/Bangalore
Date: 09/01/2021

Ms. Sindhu Jayam Surendra
#2-11,
Tenagallu, Kundurpi,
Anantapuramu-515765,
Andhra Pradesh.
Tel# 91-9740209349

Dear Sindhu Jayam Surendra,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

Ref: HR/Internal Offer letter/Q3/2021/1489
30-Nov-2021

Ms. JHANA VI R
Address- #297, 11th cross, 2nd main, opposite to chaluvarayaswamy stores, hoysalanagar, sunkadakatte, Bangalore
5600091

Dear JHANA VI R,

Sub: Letter of Offer

This has reference to the discussion we had with you. We are pleased to inform you that we intend to appoint you as "Trainee - Software Engineer" in Grade 'T1' in our Software division under the following terms:-

1. You will be on training for an initial period of 6 months from your date of joining the training for developing your skills and knowledge.
2. You will be undergoing training in our Software division. You will be trained in technologies/services depending on the need of the Organisation. You agree to undergo the training in specified technologies/services as specified by the Organisation.
3. Tests and reviews will be conducted at regular intervals, if needed and your overall performance will be monitored closely during the training period. Depending upon the overall performance during the training period, you will be considered for a position in our Software division. However, if you do not acquire the required skills & knowledge at the end of your initial/extended training period, your training will be terminated without any notice or compensation in lieu of notice.
4. The company shall bear all costs connected with your training on your behalf. In consideration of the company reposing in you and assigning you the said training, you agree to serve the Company for a period of 24 months commencing from the date of your joining the Company.
5. On successful completion of your initial/extended training period, you will be regularized in the services of the Company in the appropriate grade.
6. Your Annual Stipend (Cost to Company) including Company Contribution of PF and Insurance/ESIC will be **Rs. 4,00,000/- (Rupees Four Lacs Only)**.
7. Your next appraisal will fall due upon completion of 1 year from the date of joining and your salary will be revised to **Rs. 4,80,000 (Rupees Four Lacs Eighty Thousand Only)**, subject to your overall satisfactory performance.
8. You are required to sign a service agreement for 2 (Two) years from the date of joining the training.
9. You will be governed by rules and regulations of the company as amended from time to time.
10. Leave & holidays will be applicable to you as per the Company policy.

Tower C, 11th Floor
Prestige Shantiniketan
Sadaramangala, Hoodi Village
Whitefield, Bangalore - 560 048

Regd. Office:
33-36, Road No. 4
Export Promotion Industrial Park
Whitefield Bangalore 560 066

The Loom
14 Gowers Walk
London E1 8PY

Loddon Business Centre
Roentgen Road, Basingstoke
Hampshire RG24 8NG

1345 Avenue of the Americas
2nd Floor
New York, NY 10105

Tel: +91 (0) 80 49071100

Tel: +91 (0) 80 42035558

Tel: +44 (0) 20 7959 5700

Tel: +44 (0) 20 7959 5700

Tel: +1 646 277 4428

CIN : U72200KA2005PTC035621



Ref: ML_ASADoJ4Aug2021/06/21

Date: 16th June 2021

Aditya K

#4, Indira Sadan, 3rd Cross, 7th A Main, Nanda Gokula Layout, Shampura Extension, Bengaluru 560045

Dear Aditya K

We are pleased to confirm our offer of employment to you as **Associate Software Engineer in Grade G1** starting **August 4, 2021**. You are requested to report to the said address on **August 4, 2021** not later than **9:30:00 AM**.

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.4,60,000.00 (Rupees Four Lakh Sixty Thousand Only)** the breakup for which is given in **Annexure A**.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at MapleLabs are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with MapleLabs. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of 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.

ANNUAL LEAVE/PUBLIC HOLIDAYS

You will be entitled for 18 days of paid leaves and 8 days of casual leaves per calendar year of service, or pro-rata for partial period of service in a calendar year. You are also entitled for 11 public holidays.

NOTICE PERIOD/TERMINATION

This contract of employment may be terminated by either party by giving sixty days written notice or gross monthly salary in lieu thereof.

Project allocation is subject to availability of positions in the respective project at the time of your joining. Kindly note that while you accept this offer, we will be initiating your reference check in parallel. In case of a negative reference check, this offer will stand cancelled.

A detailed appointment letter will be issued to you on your date of joining us.



23-Mar-2021

Dear K Keerthana,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15564029

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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August 28, 2021

Offer No: SG19919
Mr. Keerthan Hs
bangalore

Dear Keerthan,

Sub: Offer Letter

Further to the interviews you have had with us, we are pleased to offer you a position as "Software Engineer" in Société Générale Global Solution Centre Private Limited ("Company" or "SG GSC"), Bangalore.

Your annual basic salary will be Rs.200,000/- (Two Lakhs Only). In addition, you will be entitled to other benefits as per the Company's compensation policy as detailed under this employment agreement ("Agreement").

This offer of employment is contingent upon successful completion of your background check. The background verification would take approximately a minimum of four (4) weeks from the day all documents asked by SG GSC team are submitted. Your prospective date of joining the Company, post successful completion of the background check, has been calculated as September 13, 2021, therefore you should plan to report for duty on September 13, 2021, at 9:30 am. However, please note that the actual date of joining will be confirmed to you by your respective recruiter through a separate mail, and your failure to join on the date confirmed will render this offer of employment withdrawn.

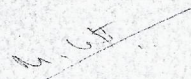
Please arrange to produce the following documents for our records at the time of joining: (In case you do not have any of the below document, please discuss this with your recruiter).

1. Relieving letter or Resignation acceptance with last working date and employee code (Hardcopy or email) is mandatory
2. Service certificates and last three (3) months salary slips from your current employer
3. 10 Passport Photographs

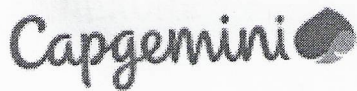
Kindly send your e-mail acceptance of our offer for our records.

Looking forward to a long and fruitful association with you.

Yours faithfully,
For **Societe Generale Global Solution Centre Pvt Ltd**,


Mohit Sharma
Head - Talent Acquisition

D-SR/C-SJ



17CS064

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

Superset ID: 331371

Letter of Intent ("LOI")

Dear KIRTHI ,

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

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

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

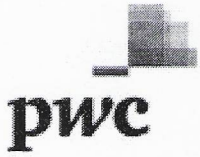
The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear

17CS065



Date: 22 May 2021

To
Kruthi Katte
Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park

Dear Kruthi,

As per the PwC AC Bangalore offer terms and conditions that were discussed with you at the time of offer, we are pleased to offer you a joining bonus of INR. **150,000/-**(taxes applicable as per the Indian Income tax norms) **One Lakh Fifty Thousand Only**. This is a onetime payment which is offered in exceptional circumstances only and offered with the sole discretion of the company. This amount will be paid out to you along with your first salary.

As explained to you earlier, this payment is being made with the condition that you will agree to complete a minimum 1 year of employment service with PwC AC Bangalore. If you voluntarily decide to leave the company before 1 year of service, you will be required to payback this amount in full and will be recovered from you at the time of final settlement.

Please note that this communication is personal and strictly confidential. You are expected not to share this with others.

Welcome once again and we are pleased to have you on board!

Yours sincerely,

Acknowledgement

PwC AC Bangalore Private limited

Director - Human Capital

Kruthi Katte

Date:

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:17-Jul-2021

Lavanya Sankaragallu
C9774395

Gokul Nivas , opposite Mahatma gandhi School , Shiva Nagara, Challakere
9448080116

Dear Lavanya Sankaragallu,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



22-Mar-2021

Dear Madhura A S,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15564350

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

August 18, 2021

HRD/3T/1002130118/21-22

Ms. Manasa M J

#c-55

Mallenahalli, Lingadahalli(p), Tarikere(Taluk)

Chikmagalur-577129

India

Ph: +91-7019469578

Dear Manasa,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.08.18 11:16:22 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



Manjunath N.K
DA 75076

Offer: Computer Consultancy
Ref: TCSL/CT20203081948/Bangalore
Date: 09/01/2021

Mr. Manjunath N K
No 75 E Ramesh Building 14th Main 4th Cross G K Layuot,
Hosa Road,
Bangalore-560100,
Karnataka.
Tel# -

Dear Manjunath N K,

Sub: Letter of Offer

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

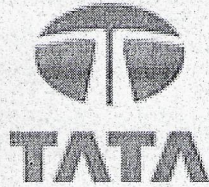
This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

TCS Confidential
TCSL/CT20203081948



(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.

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

NTT DATA
Services

26-March-2021

Megha M

DR AMBEDKAR INSTITUTE OF TECHNOLOGY

Dear Megha,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

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

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

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

Confidential



17CS079
Comviva Technologies Limited
Regd. Office
Capital Cyberscape
Sector 59
Golf Course Extension Road
Gurugram-122102, Haryana
India
Tel: + 91 124 481 9000
Fax: + 91 124 481 9777
CIN: U72200HR1999PLC041214

comviva.com
info@comviva.com

Date: June 11, 2021

To,

Meghana T

Dr. Ambedkar Institute of Technology, Bangalore

Subject: Letter of Intent for hiring

Dear **Meghana**

Congratulation

We are pleased to Shortlist you for a position with Comviva. The date of joining will be communicated to you at a later stage.

Your hiring is conditional upon the following:

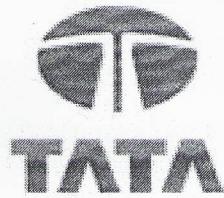
- You may be posted at any location and/or any business unit within or outside India, however, final decision will be subject to business requirements.
- This offer of employment with Comviva is subject to the successful completion of your course with a minimum 60 % passing marks along with the confirmation of positive background check.
- Should not have any active backlog at the time of joining/commencement of your training.
- Formal letter of appointment with all the terms and conditions will be shared at the time of joining
- You may be requested to take the additional assessment if it is in line with the specific business unit hiring requirements.
- You are required to share the final acceptance of the letter on or before three working days from the date of issuance of this LOI for further consideration.
- Comviva holds all the rights to modify the initial training duration and stipend offered.
- You may be required to work in rotational shifts (night), and the same will be communicated to you in advance through the authorized representatives of Comviva

An indicative compensation structure offered by Comviva for the position in respect of which you have been selected is appended herewith as an Annexure. At the time of joining, you will be required to sign an Employment Agreement containing detailed terms of your subsequent employment with Comviva.

We wish you an enriching career at Comviva. In case of any queries regarding the terms of this letter or your joining, please reach out to us at campus@comviva.com

Sincerely,

Vaishnavi Shukla
Deputy General Manager- Human Resources
Date: 11 June, 2021



17CS080

Offer: Computer Consultancy
Ref: TCSL/CT20203081947/Bangalore
Date: 09/01/2021

Ms. Meghashree M B
Sri Vinayaka Nilaya 3rd Cross,
Lakshmesh Nagar, Kadur,
Kadur-577558,
Karnataka.
Tel# -

Dear Meghashree M B,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

EPICUREAN TECHNOLOGIES PVT LTD

Date: - 31/08/2021

To,
Mohammed Farhan
Software Engineer,
#884, First floor, Dr. Modi Hospital
Road, Rajajinagar, Bangalore-
560086

Dear Mohammed Farhan,

Congratulations, further to your application for employment with us, we are delighted to offer you a position of Software Engineer. As a member of **Epicurean Technologies Pvt Ltd** (hereafter referred as "**The Company**"), we would ask for your commitment to deliver outstanding quality and results that exceed expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of the Company. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Your initial place of posting will be in Bangalore. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary. The effective date of your joining the Company will be on or before **01/09/2021**.

This offer of employment with Epicurean Technologies Private Limited is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that:

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

IDA17CS083

*Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services
Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722*

kyndryl

Dear Mohit Kumar R,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl/IBM as a Network Engineer, effective November 9, 2021. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

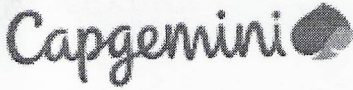
We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you



17CS084

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

Superset ID: 251981

Letter of Intent ("LOI")

Dear Monish K,

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER**Offer Release Date: August 18, 2021**

Dear N Priyanka,
#1345 dwarakawasa road
BEL layout bhathnagar 2nd stage byadarahalli, Bangalore,
Karnataka, India, 560091

Dear N Priyanka, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2021** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F-6F,7F:2,8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential**HCL**

PRIVATE & CONFIDENTIAL5th July 2021

BETSOL
Bengaluru, India

Dear Namitha Rao

Address: L-102, 1st main, 5th
cross, Kirloskar colony, 3rd
stage, Basaveshwara nagar,
Bangalore-560079

Mobile: 8317356957

Email: namitharao1999@gmail.com

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Associate Software Engineer** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on or before **Monday, 5th July 2021**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be **INR ₹ 35,000/- per month**. This brings your total compensation to **INR 4,20,000/- per annum**. Your total compensation will comprise of annual base salary, flexible benefits, bonus, gratuity and provident fund.

Note: Your employment with BETSOL is contingent on passing a pre-employment background check.

Allowances and Perquisites

Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are described in the annexure to this letter. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, reimbursements, benefits and perquisites will be given to you in the employee handbook on the day of joining.

Annual Leave Entitlement

You will be entitled to 15 working days of Earned leave each year of service in addition to the 10 National holidays and 9 Sick/Casual leaves. New employees are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year.

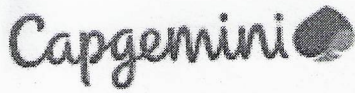
BETSOL shall, during the term of this Agreement, provide Employee with benefits and such benefits plan may be changed from time to time by BETSOL in accordance with standard health and welfare benefit policies.

Personal income Taxes

All your personal income taxes will be your personal responsibility irrespective of your citizenship. If you possess citizenship or permanent residency outside India, you will be responsible for all tax liability including those outside India.

Retirement Age

You shall be retired from the services of the Company on attaining the age of sixty (60) years and shall not have any claim to be continued in service thereafter. The actual date of retirement shall be the last working day of the calendar month in which your sixtieth birthday falls.



17CS092

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

Superset ID: 227551

Letter of Intent ("LOI")

Dear Nayan Bhushan,

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

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

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

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

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

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

17CS090

28 June 2022

To,

Naveen N J,

Bengaluru, Karnataka
India.

Dear Mr. Naveen,

Further to our meetings and discussions, we are extremely pleased to offer you the position of **Associate Software Engineer** with **SpanIdea Systems Pvt Ltd**. Your employment will commence on **28 June 2022**.

You will be paid an annual compensation of **Rs 3,80,000/- (Rupees Three Lakh Eighty Thousand Only)**. The breakup of the compensation structure will be as per the salary sheet in **Annexure - A**.

Your offer of employment will be subject to the terms and conditions of employment and satisfactory reference, background, and medical check. This document will be an official appointment letter on acceptance.

We extend a very warm welcome to the SpanIdea Systems family and look forward to a long and mutually rewarding association.

Wishing you all the best.

For **SpanIdea Systems Pvt Ltd**.

Accepted _____

Name: **Naveen N J**

Date:

September 9, 2021

HRD/3T/1002058694/21-22

Mr. Naveen Sagar H M
Hithalahalli Sidlaghatta Chikkaballapur
Hithalahalli Sidlaghatta Chikkaballapur
Bangalore-562102
India

Ph: +91-8296911051

Dear Naveen,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com>, Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.09.09 17:16:46 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



17CS093

DirectCore/RH7638123/261807/Pune/October/V0

PRIVATE AND CONFIDENTIAL

September 30, 2021

Niharika M S

Karnataka Bengaluru

India .

Dear Niharika M S,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Trainee Associate Software Eng, in **Band 5** and **Level 1** with our organisation. The gross compensation will be **INR 2,50,000/-** (Two Lakhs Fifty Thousand **rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 3 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination,

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

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

26-March-2021
Nikhita Kalburgikar
Dr. Ambedkar Institute Of Technology

Dear Nikhita,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

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

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

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

Confidential



Birlasoft| Letter of Intent

1 message

Campus Team <Campusteam@birlasoft.com>
To: niki24111999@gmail.com <niki24111999@gmail.com>

Wed, 16 Sep, 2020 at 3:25 pm



LETTER OF INTENT

Dear Nikita Ashok Shet

Dated: 16th September 2020

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Engineer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 3.60 lakh per annum.**
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a mentioned based on project requirements which are dynamic in nature.



28-Apr-2021

Dear Nirja Shah,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15564239

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500** /- as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

NTT DATA Global Delivery Services Private Limited

Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

26-September-2021**Nirosha R****#54, 15th main 18th cross JC nagar kurubarahalli bangalore****Dear Nirosha R,**

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you the opportunity to train (as "Trainee") in NTT DATA Global Delivery Services Private Limited (formerly known as "Keane India Limited"), (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) at the office of the Company located at **Bangalore**. Your training shall commence on **27-September-2021**. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. You would be paid a gross stipend of **Rs. 12,000** per month (payable on a prorated basis depending on the duration of training).

The Company reserves the sole right to offer you employment, subject to:

- a) You passing the qualifying exams with maximum of two (2) arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate and producing the relevant documents evidencing proof of completion of the same to the Company. This aggregate includes all subjects of all semesters and language papers, if any.
- b) You passing the training with the prescribed minimum score in the final evaluation on completion of the training.
- c) Your acceptance to work in accordance with the timings prescribed by the Company. Your work timings will be determined by the nature of your project and you may be required to work in shifts. Failure to comply with such timings shall entitle the Company to initiate appropriate actions in accordance with the Company policy, at Company's sole discretion.
- d) Your willingness to relocate to any of our centers in India. The Company reserves the right to depute / transfer your services to any other location/ centers of the Company/ client location/ group company in consistence with the Company's business/ project requirement and interests. In case you fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
- e) You hereby give your consent for carrying out background verification which may include education, past employment, criminal background check, pending litigation, medical test and any other verifications as may be required by the Company or its clients from time to time.
- f) The Company receiving full satisfactory reports on your background verification (By signing a copy of this letter you authorize the Company to conduct such verification by, including without limiting, an agency of our choice). The Company may carry out background verification either at the time of your joining or anytime as and when you are being seconded to its clients. In the event of your background verification being negative, the Company shall have the right at its sole discretion to initiate appropriate action including termination of your employment.

The following are the terms and conditions:

- a) Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Company.
- b) The period of training may be modified at the sole discretion of the Company.
- c) On commencement of training you shall enter into the confidentiality undertaking as a condition of your training hereunder. Upon the completion of your training you will return to the Company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associates or branches or their clients and will not retain any copies or extracts there from.
- d) You will be governed by the statutory regulations / provisions and the laws and policies of the Company applicable to your position, which may be framed from time to time.

Confidential

CIN: U72900KA2011PTC060769 | www.nttdataservices.com

Regd. Office: NTT DATA Global Delivery Services Private Limited
Plot 123, EPIP Phase II, Whitefield Industrial Area, Bangalore, Karnataka 560066, India



DirectCore/RH8847876/264561/Pune/November/V0

PRIVATE AND CONFIDENTIAL

November 09, 2021

NISHCHITH M

76, 1st-K-block, Rajajinagar

Bengaluru

India .

Dear NISHCHITH M,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Trainee Associate Software Eng, in **Band 5** and **Level 1** with our organisation. The gross compensation will be **INR2,50,000/-** (Two Lakhs Fifty Thousand **rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/-(Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/-(Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 3 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw *our greatest strength from our people*. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and

Contact Us:

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E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294



PixelByte Studio Private Limited

CIN: U72900KA2020PTC142606

#62, 4th Main Road, Sridharanagar,
Kodipalya, Kengeri - 560060

25 August 2021

E00004

Nithin Kumar B

Dear Nithin Kumar B,

We are pleased to offer you a full-time position as **Software Engineer** at **PixelByte Studio Pvt Ltd**. We would like to thank you for your dedication and commitment to your work, and extend our appreciation for the contribution you have made so far for the company.

Appointment Summary

- ❖ Your initial place of service will be **Bangalore**. However, your services are transferable and you can be seconded or deputed by the company to any PixelByte Studio Pvt Ltd operation in India or abroad.
- ❖ Your detailed compensation will get reflected on the HRStop. Your compensation will be **INR 6 LPA**, with effect from August 1, 2021. For a detailed break up please refer to **Annexure - A**.
- ❖ Your equity compensation will be **0.5%***
- ❖ The new salary and benefits will be effective from August 1, 2021.
- ❖ All other terms and conditions of employment as contained in your letter of employment will remain unchanged.

*0.5% of the ESOP package will be offered, this will be vested over 4 years and one year cliff period. The specifics of the ESOP will be part of another dedicated paperwork.

Important: Your individual remuneration is purely a matter between yourself and the Company. We expect you to maintain this information and any changes made therein from time to time as Personal and Confidential.

The management congratulates on a well-deserved increment. We are sure you will make the best use of the opportunity offered to you and contribute substantially to the success of our organization as you have done in the past.

All the best

With warm regards,

Karthic Rao

Karthic Rao B G

Director

PixelByte Studio Pvt Ltd

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/16/2022

Niveditha Vijayakumar

C11078423

No 24,Gajaria Compound,5th cross ,Subhash Nagar, Behind TB bus stop ,Nelamangala-562123

7795038377

Dear Niveditha Vijayakumar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Low Code Development Associate

Management Level - 12

Job Family Group - Software Engineering



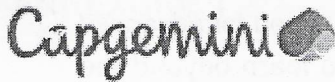
Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Paavani Komarla, Name : PA/PA/2018/8.

IDA17CS1003; USN : YB/A17CS1003



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

Superset ID: 309202

Letter of Intent ("LOI")

Dear Paavani Komarla,

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear



October 11, 2021

Pavan Kumar K

Bangalore

kumar172k@gmail.com

Offer Letter

Dear Pavan Kumar K,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- | | |
|----------------------------|---|
| 1. Designation | IT Trainee / Global Title – InP - IT Trainee |
| 2. Company | Fidelity Information Services India Private Ltd |
| 3. Place of Posting: | 2 nd & 3 rd Floor, Tower 3, Block Warp, SJR I Park, EPIP Zone
Whitefield Road, Bangalore – 560066 |
| 4. Date of Joining | 25th October 2021 |
| 5. Compensation & Benefits | Annual Fixed Pay : Rs. 465116/-
Performance Pay : Rs. 34884/-
Total Compensation (TC) : Rs. 500000/- |

Break up of above Compensation details are provided in Annexure I

6. **Background Checks:** Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer.
7. **Confidentiality:** You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
8. **Notice Period:** Notwithstanding anything stated herein, your services are liable to be terminated by the Company without assigning any reason, by giving you **75 days** Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving **75 days** Notice or salary in lieu of Notice. Salary for this purpose will be computed on Monthly Base pay excluding Employer PF contribution.
9. **Probation Period:** You will be on probation initially for a period of **6 [six]** months during which time your progress will be monitored. At the end of this period, your employment will be deemed confirmed, provided you achieve performance standard. In the event of unsatisfactory progress, appropriate procedures will be implemented which may either result in extension of your probationary period or termination of your employment either during or at the end of probation.
10. **Cause for Termination Means:** A wilful failure by You to substantially perform your duties and responsibilities, breach of Regd. Office: S-405(LGF), Greater Kailash Part II, New Delhi – 110048

Appointment Letter

Date: May 28, 2021

To,

Pooja
Dr. Ambedkar Institute Of Technology

Dear Pooja,

We are pleased to offer you the position of **Engineer Trainee** at Comviva Technologies Limited. The details of your offer are enclosed herewith.

We look forward to your association and contributions towards helping Comviva enrich lives of over a billion people with mobile solutions beyond VAS.

With best wishes and regards,

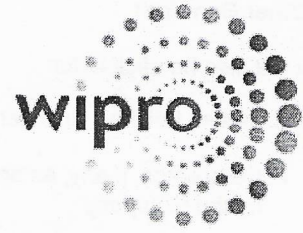


Vaishnavi Shukla
Director - Human Resources
Date: May 28, 2021

Enclosure: Appointment Letter

Pooja – Read, Understood & Accepted

Name: Pooja B.S.
USN: IDA17CS108



APPOINTMENT LETTER

June 13, 2021

Dear B S Pooja,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other



22-Mar-2021

Dear Pooja J S,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15563737

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



Regd. No. 1300/067/068
PAN: 600232009

Hydroelectricity Investment And Development Company Ltd.

हाइड्रोइलेक्ट्रीसिटी इन्भेष्टमेन्ट एण्ड डेभलपमेन्ट कम्पनी लिमिटेड

(A Company owned by Government of Nepal)



10A17CS111

मिति २०७८/१२/१५

प.सं. ०७८/७९
च.नं. (Ref. No.): ४५२

श्री प्राज्ञिक तिम्सिना
खाँदवारी-१२, संखुवासभा

विषय: करार नियुक्ति सम्बन्धमा ।

पदपूर्ति समितिको मिति २०७८/१२/१४ गतेको सिफारिस अनुसार तपाईंलाई मिति २०७८/१२/१६ देखि लागु हुने गरी १(एक) वर्षको लागि सूचना तथा संचार अधिकृत (तह-६) पदमा करारमा नियुक्ति गरिएको छ । करार सेवाका शर्तहरू यसैसाथ संलग्न कार्यसम्पादन सम्झौता बमोजिम हुनेछ र सो सम्झौता नियुक्तिको अभिन्न अंग हुनेछ ।

कम्पनीप्रति वफादार रही इमान्दार र अनुशासित तवरले कार्यसम्पादन गर्नहुनेछ भन्ने आशा एवं विश्वास लिएको छु ।

अर्जुन कुमार गौतम
प्रमुख कार्यकारी अधिकृत

बोधार्थ:

१. श्री वित्तीय तथा सामान्य व्यवस्थापन विभाग, HIDCL



COMIDATEchnologiesPvtL
td,
We Work,
RajapusphaSummit
Hyderabad Telangana-

Date: November 6, 2021

Mr. Prajwal M
No 4, Byraveshwara Nilaya,
Budappa Layout, MTS Colony,
New Masjid Road, T Dasarahalli,
Bangalore -560057

Dear Prajwal,

It is our pleasure to confirm our offer of employment to you as **"Fullstack Developer"** with Bikayi, product of Comida Technologies Pvt Ltd, Hyderabad. In this position, you will report directly to Ashutosh Singla.

We believe your background and abilities will be an asset to the Company and will offer a mutually beneficial opportunity for both you and the Company.

Your effective tentative date to join duties will be from 23rd November 2021 at our Hyderabad/Bangalore office. Your CTC would be INR 7 LPA Fixed + 1 Lakh Year End Bonus (Inclusive of tax). A detailed salary structure would be provided in Annexure – A (attached below).

01. Probationary Period and Confirmation as a Permanent Employee:

You would be on probation for 1 month. There would be performance evaluation for you post completion of 1 month at the company.

02. Increments and Promotions:

Your growth in the Company and increase in salary will depend solely on your performance and contribution to the Company.

03. Notice Period:

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company immediately and if you resign during this period, you will be required to serve notice period of One month. Upon confirmation as a regular employee, you will be required to give two months' notice in case you decide to leave our services. In the event of you are having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the two months' notice period. Similarly, the Company can terminate your services by giving you two months' notice or salary thereof. The Company may terminate your services immediately on disciplinary grounds.

EMPLOYMENT OFFER LETTER

Cappgemini Ref: 5188303 /1043677,

11/17/2021,

Prajwal N
356/A Sri Ranga Nivasa 1st Cross Shivananjappa Lay Out Behind Sai Baba Mandira,,
TIPTUR ,Karnataka,
India

Confidential

Dear Prajwal N,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Cappgemini Technology Services India Limited ('Cappgemini' or 'Company')** starting from 11/18/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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

PRIVATE & CONFIDENTIAL5th July 2021BETSOL
Bengaluru, India**Dear Prajwal T R****Address:** 351, 2nd Cross shiridi
sai layout, Malur (T), Kolar (D)
563130**Mobile:** 9880745856**Email:** prajwaltr93@gmail.com**EMPLOYMENT AGREEMENT**

We are pleased to offer you employment as **Associate Software Engineer** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on or before **Monday, 5th July 2021**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be INR ₹ **37,500/- per month**. This brings your total compensation to INR **4,50,000/- per annum**. Your total compensation will comprise of annual base salary, flexible benefits, bonus, gratuity and provident fund.

Note: Your employment with BETSOL is contingent on passing a pre-employment background check.

Allowances and Perquisites

Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are described in the annexure to this letter. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, reimbursements, benefits and perquisites will be given to you in the employee handbook on the day of joining.

Annual Leave Entitlement

You will be entitled to 15 working days of Earned leave each year of service in addition to the 10 National holidays and 9 Sick/Casual leaves. New employees are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year.

BETSOL shall, during the term of this Agreement, provide Employee with benefits and such benefits plan may be changed from time to time by BETSOL in accordance with standard health and welfare benefit policies.

Personal income Taxes

All your personal income taxes will be your personal responsibility irrespective of your citizenship. If you possess citizenship or permanent residency outside India, you will be responsible for all tax liability including those outside India.

Retirement Age

You shall be retired from the services of the Company on attaining the age of sixty (60) years and shall not have any claim to be continued in service thereafter. The actual date of retirement shall be the last working day of the calendar month in which your sixtieth birthday falls.

DocuSigned by:

Prajwal

7E286BB612D44CA...

7th Floor, Brigade Software Park, 27th Cross Banashankari 2nd Stage, Bangalore 560070, India, Tel: +91-80-26710458

www.betsol.com

1765115

Ref: HR/AP/08/2021
Date: 20th August 2021

To,
Prajwal Venkatesh
10230

Dear Prajwal Venkatesh

We are pleased to appoint you as **Associate Software Engineer in Grade G1** at **MapleLabs Solutions Private Limited (MapleLabs)**, Bangalore w.e.f. **August 18, 2021**, as per the terms and conditions given below.

I. COMPENSATION

Your gross annual compensation package is as mentioned in the Annexure A. Taxability of the salary and benefits will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

The terms of your employment are strictly confidential between you and the company. You are required not to discuss your compensation with any other employee or client.

We would like to make it 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.

II. DOCUMENTS

At the time of your first working date (or within one month thereafter) you are requested to submit the documents mentioned in Annexure C of your offer letter.

This appointment is offered on the basis of your having furnished the company, correct information regarding your past service and other records. If at any time it is revealed that employment has been obtained by furnishing false information or withholding pertinent information, the company can terminate your services at any time and without notice.

You are required to sign a Confidentiality Agreement which comes into effect from your date of joining.

III. LOCATION

You will be based at **MapleLabs**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

IV. OFFICE HOURS

You are expected to attend office, take leave or holidays according to the prevalent rules of the Company. You may also be called upon to attend to your duties as and when required in shifts or on holidays. While at the client site, you will be required to strictly follow the rules and regulations and the work schedule of the client.

Any unsanctioned absence from work for a continuous period of eight days (including your over-staying the sanctioned period of leave by eight days) may make you lose your lien on your job. Further, due to such unsanctioned leave, your services can be automatically terminated without any notice or any Compensation in lieu of such notice (as stated in the notice period of this letter) or even intimation from the Company.

If you are guilty of any misconduct the Company can terminate your employment with immediate effect.

V. LEAVES

You will be entitled for 18 days of paid leaves and 8 days of casual leaves per calendar year of service, or

Comviva Technologies Limited

Regd. Office
Capital Cyberspace
Sector 59
Golf Course Extension Road
Gurugram-122102, Haryana
India

Tel: + 91 124 481 9000
Fax: + 91 124 481 9777
CIN: U72200HR1999PLC041214

comviva.com
info@comviva.com

IDA

Appointment Letter

Date: June 11, 2021

To,

**Prashanth Kulkunda
Dr. Ambedkar Institute Of Technology, Bangalore**

Dear Prashanth,

We are pleased to offer you the position of **Engineer trainee** at Comviva Technologies Limited. The details of your offer are enclosed herewith.

We look forward to your association and contributions towards helping Comviva enrich lives of over a billion people with mobile solutions beyond VAS.

With best wishes and regards,



**Vaishnavi Shukla
Director - Human Resources
Date: June 11, 2021**

Enclosure: Appointment Letter

Prashanth Kulkunda – Read, Understood & Accepted



27-Apr-2021

Dear Preetha P,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15563795

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

August 18, 2021

HRD/3T/1002013604/21-22

Mr. Preetham M N
109, 5Th Cross Mallasandra,
Shettihalli Main Road Opp Maruthi Dry Cleaners
Bangalore-560057
India

Ph: +91-8431546855

Dear Preetham,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.08.18 11:52:12 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



23-Mar-2021

Dear R P Raghava,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15564096

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized



MR/M. PRIYANKA HANU KATHUD
D/O HANU

भारत इलेक्ट्रॉनिक्स लिमिटेड
(भारत सरकार का उद्योग, रक्षा मंत्रालय)
जalahalli पोस्ट, बंगलूरु - 560 013, भारत
BHARAT ELECTRONICS LIMITED
(A Govt. of India Enterprise, Ministry of Defence)
Jalahalli Post, BENGALURU - 560 013, India
फोन / Phone: 080-22195323
फैक्स / Fax:
ईमेल / E-mail:

No. 1410/HR/CLD/03/2021-22
Date: 25/01/2022

Dear Candidate,

Sub-Provisional offer for Apprenticeship Training

We are pleased to inform you that, you have been selected as "GRADUATE APPRENTICE" for ONE YEAR Apprenticeship Training in Bharat Electronics limited, Bangalore, under the Apprenticeship Amendment Act 1973.

- You are required to report on 07-02-2022 at 9:00 AM at Human Resources (HR) Department, Centre for Learning and Development (CLD), Bharat Electronics limited, Jalahalli post, Bangalore -560013 along with following documents in original.
 - Enrolment details (print out of the user id obtained on registering in National Apprenticeship Training Scheme (NATS) Web portal WWW.mhrdnats.gov.in).
 - Medical Fitness Certificate issued by any registered Medical Practitioner / Doctor.
 - Savings Bank A/c details State Bank of India (SBI) only.
 - Police Verification certificate.
 - Covid-19 RTPCR tested Negative report within 72 hrs & Vaccination certificate.
 - 2 stamp size photograph.
- In case if you do not report, shall presume that you are not interested in this offer and treated as cancelled. It is also mentioned that there will be no change in date of reporting.
- You are required to report for the training with below mentioned uniform at your own cost.

UNIFORM FOR BOYS	UNIFORM FOR GIRLS
Elephant Grey Pant	Elephant Grey Chudidhar
Elephant Grey Shirt (Half arm)	Elephant Grey Pyjama
Black Belt (Formal)	American light kaki Dupatta
Leather Black shoes & Socks	Leather Black shoes

- During the training period you will be paid only stipend. The current rate of stipend payable per month by BEL is Rs. 11,110/- (Rupees Eleven thousand one hundred and ten only) against Govt. prescribed stipend of Rs. 9,000/- PM.
- Facilities provided by BEL :
 - Canteen and Transport facilities on chargeable basis.
 - Free OPD Medical facilities at BEL Hospital as per Company norms.
 - Free Accident Insurance policy for sum insured of Rs. 5 lakhs.

P.T.O



23-Mar-2021

Dear Rahul K R,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15563655

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized



APPOINTMENT LETTER

August 4, 2021

Dear Raksha Hande,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

WILEY

PRIVATE & CONFIDENTIAL

July 31, 2021

Rakshitha L,
C Block 1102 Sterling Terraces Apartment Kathriguppe main road, Banashankari 3rd,
Bangalore, Karnataka - 560085

LETTER OF EMPLOYMENT

Dear Rakshitha,

The basic terms and conditions of your employment are as set out in this Letter of Employment. This document incorporates the written particulars of employment with Wiley India Private Limited (will be referred to as "the Company" hereafter) required to be given to you by statute.

1. Job Title

1.1 You will be employed as **Mthree Alumni - Junior Support Associate** and would be reporting to the **Alumni Engagement Manager** or any other person nominated by the Company as maybe. Such position and title information are merely descriptive and not intended to limit your duties or functions or guarantee you a certain job. Furthermore, your designation and role may be changed by the Company upon giving prior notice to you.

1.2 Your first two months (60 days) of employment with Wiley are classified as probation. At the completion of two months services, your performance will be assessed by your manager and provided that you are performing to the standard required, your appointment will be confirmed in writing. Until receipt of a written notification of having successfully passed the probationary period, your employment shall be deemed probationary. If deemed necessary, your probation may be extended for a maximum further period of three months.

At any time during the probationary period, termination of this contract shall be 15 Days' notice or pay in lieu thereof by either party.

1.3 You are expected to perform all duties which may be required of you in this role as assigned by your Superior.

1.4 Wiley India Private Limited may, at its discretion, require you to perform additional or other duties, not within the scope of your normal duties and may at its discretion amend your Job Description at any time. During the period of your employment, you shall whenever require by the Company, undertake such traveling in India and elsewhere in connection with or in relation to the business of the Company. You may also be placed in the work premises of any client of the Company, as may be determined by the Company at its sole discretion.

CORPORATE OFFICE:

1402, 14th Floor, World Trade Tower,
Plot No. C-1, Sector - 16, NOIDA - 201301
T +0120 6291100

csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India
Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India
CIN No.: U74899DL1999PTC099286

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4883449 /926116,

09/02/2021,

RANJAN RAJ
21,mohalla-lakhnu sarai,,
Rohtas ,Bihar,
India

Confidential

Dear RANJAN RAJ,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 09/07/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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

17CS136

IDA17CS136

17CS



IDA

Offer: Computer Consultancy
Ref: TCS/CT20192710517/Chennai
Date: 07/12/2021

Ms. Rashmi K N
Dr. Ambedkar Institute Of Technology,
Nagarbhavi,
Bangalore-560072,
Karnataka.
Tel# -

Dear Rashmi K N,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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 Xplorer/ TCS Xperience (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.

Rashmi K N

11/12/2021

Darwaganu

1

TCS Confidential
TCS/CT20192710517

TATA CONSULTANCY SERVICES

TATA Consultancy Services Limited

415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000



22-Mar-2021

Dear Ravish S H,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15563733

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



July 28, 2021

HRD/3T/21-22/1002127301

Mr. Rohan Nirnakar
Candidate ID: 1002127301
Plot No 12/1 ,
New Ghatge Layout ,Kalaburgi
Kalaburgi - 585103
Karnataka
India
Ph: (91) 80956 98514

Dear Rohan,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

NTT DATA
Services

26-March-2021

Roopesh Kumar C K

DR AMBEDKAR INSTITUTE OF TECHNOLOGY

Dear Roopesh,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

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

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



Mindtree

A Larsen & Toubro Group Company

17CS1AA

Date:07-Jul-2021

To

SACHIN S
INDIA

Dear SACHIN S,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

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

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

March 30th, 2021

Sahana S,
Bangalore

Offer Letter

Dear Sahana S,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Junior Software Engineer" with Visionet Systems Pvt. Ltd. at our Bangalore office. Your date of joining shall be on or before June 07th, 2021.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation on or before April 1st, 2021 post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.
- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000
Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel: +91 422 454 7700

www.visionetsystems.com

17CS147



SOLUTIONS PVT.LTD.

Ref:443366

Date: December 28, 2020

Mr Sambit Sanyal

#1042,2nd Floor,18 c Main Road , Rajajinagar 5th Block
Bangalore,Karnataka
India - 560010.

Dear Sambit Sanyal,

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1** starting **June 2, 2021**. You are requested to report to the said address on **June 2, 2021**, not later than **9:00:00 AM** .

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.460,000.00 (Rupees Four Lakh Sixty Thousand Only)**the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Medclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of 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.

Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai – 400076

Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5054857 /987649,

10/04/2021,

Sangram R Biradar
Sonal, (tq) Aurad(b),,Kamal Nagar, Sonala,,
Bidar ,Karnataka,
India

Confidential

Dear Sangram R Biradar,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 10/05/2021 (or such other date as may be communicated to you by the Company), as per details given below.

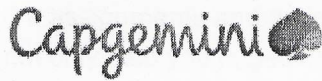
A) Your current designation will be Analyst/A4

B) You will be required to work at the Company's offices in location Hyderabad

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only). Please refer Annexure -B for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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



Sathwik. V. V.

IDA17CS151

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

Superset ID: 277424

Letter of Intent ("LOI")

Dear Sathwik VU,

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

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

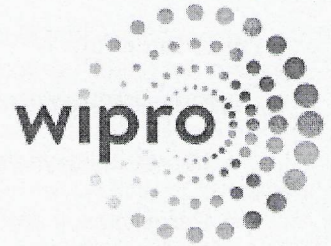
The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear



APPOINTMENT LETTER

January 10, 2022

Dear SENTHIL ANAND P,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other



APPOINTMENT LETTER

January 10, 2022

Dear SENTHIL ANAND P,

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

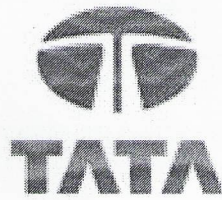
1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other



17CS155

Offer: Computer Consultancy
Ref: TCSL/CT20203085270/Bangalore
Date: 09/01/2021

Mr. Shivashankar Y S
TI2814Yelekethanahalli,
Near Govt Hospital,
Bangalore-562111,
Karnataka.
Tel# -6366144669

Dear Shivashankar Y S,

Sub: Letter of Offer

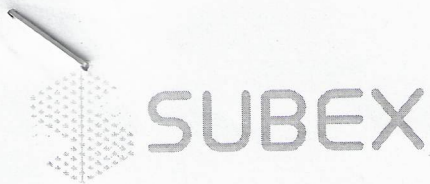
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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



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

Shreya B G
Bangalore

16-Aug-2021

Aadhar No.: 705497422196

Dear **Shreya**,

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 400,000**. 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 **17-Aug-2021**. 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, Bangalore – 560103

Candidate ID: 4850518 /924127,

Date of Joining: 09/02/2021,

Joining Location: Bangalore,

Designation: Analyst,

Dear Shreya Srinivas,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Bangalore office, for joining formalities as per the address mentioned below:

Address

164-165, EPIP Phase II,
EPIP Industrial Area, Whitefield, Bengaluru 560066

WILEY

PRIVATE & CONFIDENTIAL

July 23, 2021

Shreya S,
2-22-13/39, Behind Petrol Bunk, Lingsugur,
Raichur, Karnataka - 584122

LETTER OF EMPLOYMENT

Dear Shreya S,

The basic terms and conditions of your employment are as set out in this Letter of Employment. This document incorporates the written particulars of employment with Wiley India Private Limited (will be referred to as "the Company" hereafter) required to be given to you by statute.

1. Job Title

1.1 You will be employed as **Mthree Alumni - Junior Support Associate** and would be reporting to the **Alumni Engagement Manager** or any other person nominated by the Company as maybe. Such position and title information are merely descriptive and not intended to limit your duties or functions or guarantee you a certain job. Furthermore, your designation and role may be changed by the Company upon giving prior notice to you.

1.2 Your first two months (60 days) of employment with Wiley are classified as probation. At the completion of two months services, your performance will be assessed by your manager and provided that you are performing to the standard required, your appointment will be confirmed in writing. Until receipt of a written notification of having successfully passed the probationary period, your employment shall be deemed probationary. If deemed necessary, your probation may be extended for a maximum further period of three months.

At any time during the probationary period, termination of this contract shall be 15 Days' notice or pay in lieu thereof by either party.

1.3 You are expected to perform all duties which may be required of you in this role as assigned by your Superior.

1.4 Wiley India Private Limited may, at its discretion, require you to perform additional or other duties, not within the scope of your normal duties and may at its discretion amend your Job Description at any time. During the period of your employment, you shall whenever require by the Company, undertake such traveling in India and elsewhere in connection with or in relation to the business of the Company. You may also be placed in the work premises of any client of the Company, as may be determined by the Company at its sole discretion.

CORPORATE OFFICE:

1402, 14th Floor, World Trade Tower,
Plot No. C-1, Sector - 16, NOIDA - 201301
T +0120 6291100

csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India
Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India
CIN No.: U74899DL1999PTC099286

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

NTT DATA
Services

26-March-2021
Shrusti S
DR AMBEDKAR INSTITUTE OF TECHNOLOGY

Dear Shrusti,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

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

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

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

Confidential

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No. 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: BDE Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER**Offer Release Date: August 18, 2021**

Dear Shwetha B S,
Shwetha B S d/o Suresh B M, Bidarakere
Mallappanahally, Holalkere, Chitradurga,
Karnataka, India, 577554

Dear Shwetha B S, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 19, 2021** at 9:00 A.M at the following address **Bengaluru SEZ-T4-U5-4F-6F, 7F:2, 8F:1-3**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure, BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

Appointment Letter

Date: May 28, 2021

To,

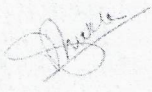
Shwetha R
Dr. Ambedkar Institute Of Technology

Dear Shwetha,

We are pleased to offer you the position of **Engineer Trainee** at Comviva Technologies Limited. The details of your offer are enclosed herewith.

We look forward to your association and contributions towards helping Comviva enrich lives of over a billion people with mobile solutions beyond VAS.

With best wishes and regards,


Vaishnavi Shukla
Director - Human Resources
Date: May 28, 2021

Enclosure: Appointment Letter

Shwetha R – Read, Understood & Accepted



Date: 16 June, 2021

To
Siddu Hanamanth Gudagudi
Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park

Dear Siddu,

As per the PwC AC Bangalore offer terms and conditions that were discussed with you at the time of offer, we are pleased to offer you a joining bonus of INR. **150,000/-**(taxes applicable as per the Indian Income tax norms) **One Lakh Fifty Thousand Only**. This is a onetime payment which is offered in exceptional circumstances only and offered with the sole discretion of the company. This amount will be paid out to you along with your first salary.

As explained to you earlier, this payment is being made with the condition that you will agree to complete a minimum 1 year of employment service with PwC AC Bangalore. If you voluntarily decide to leave the company before 1 year of service, you will be required to payback this amount in full and will be recovered from you at the time of final settlement.

Please note that this communication is personal and strictly confidential. You are expected not to share this with others.

Welcome once again and we are pleased to have you on board!

Yours sincerely,

Acknowledgement

PwC AC Bangalore Private limited

Director – Human Capital

Siddu Hanamanth Gudagudi

Date:

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4817237 /912290,

08/11/2021,

Sinchana P
Dasavara,
Dasavara ,Karnataka,
India

Confidential

Dear Sinchana P,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 08/12/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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

PRIVATE AND CONFIDENTIAL

28 Jun 2021
Sourabh R,
Bangalore, India

Dear Sourabh R,

Congratulations! It is with great pleasure that we invite you to join the exciting world of Hashedin Technology Pvt Ltd ("Hashedin"). As we continue to evolve, we look for people who are committed towards technology and our culture of innovation. We are delighted to offer you to join our team as a **Software Engineer-I**

We will provide you with a fixed compensation package of INR 6,00,000.00 per year. You will be entitled to the benefit of health insurance. Your start date will be 28 Jun 2021. Your home office would be in Bangalore, India.

Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your Manager from time to time. In accepting this offer of employment you will be required to perform all responsibilities assigned to you with due care and diligence and in compliance with the direction of management and company policies. You are also required to perform these tasks during business hours and such reasonable additional time as may be necessary.

Compensation and Allowances

Your compensation components are outlined in Annexure A to this agreement. All amounts and allowances outlined in Annexure A are Pre Tax amounts and will be taxable in accordance with the taxation laws in India. For allowances requiring reimbursement as non-taxable components, you will need to submit receipts/bills; otherwise they will be paid as taxable components. By accepting the present offer, you agree that the aforementioned consideration is sufficient for you to accept the offer and you agree that the terms and conditions contained in this Agreement are enforceable.

Benefits

www.hashedin.com

Email: contact@hashedin.com

Phone: 080 65681777, 080 65691777

Leapfrog Technology Nepal Pvt. Ltd.

17th March 2021

SPANDAN NEPAL
Kathmandu, Nepal

Appointment on probation

Dear Mr. Nepal,

The management is pleased to inform your appointment based on your application and subsequent to your interview in this company on the following terms as detailed below:

EMPLOYMENT DETAIL

Designation	: Associate Software Engineer
Employee Code	: LF 696
Employment Status	: Probation
Effective From	: 28th June 2021 (14th Ashadh 2078)
Effective Till	: 28th December 2021 (13th Poush 2078)
Time Duration	: Six Months

1. APPOINTMENT

You have been appointed at Leapfrog Technology Nepal (P) Ltd. and the relationship between you and the company will be governed by the terms and conditions as mentioned in this agreement. By accepting this appointment, you will be committing 2 years to Leapfrog. The rules and regulations of the company should be strictly observed with.

2. REMUNERATION

You will receive a second letter related to your remuneration after your acceptance because of the confidentiality requirement. The second letter will be given by the account department within a week of acceptance.

3. PROBATION

- The probationary period will be of 6 months (180 days)
- During the period, the appointment may be terminated by the company by giving notice in writing to the other party.
- Your probationary period can be shortened and your service will be confirmed as permanent employee subjected to satisfactory performance after six months from the date of joining.



SRINIVAS . B.S

IDAITCS169

Offer: Computer Consultancy
Ref: TCSL/CT20192711508/Bangalore
Date: 09/01/2021

Mr. Srinivas B S
B-523 Gowri Nilyam Near Sree Lakshmi Enterprises 2nd A Cross,
Bahubalinagar,
Bangalore-560013,
Karnataka.
Tel#.91-8360441761

Dear Srinivas B S,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

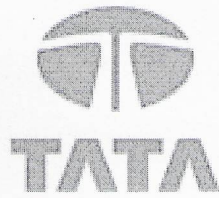
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

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TCSL/CT20192711508

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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, B2, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



17CS171

Offer: Computer Consultancy

Ref: TCSL/CT20192717886/Bangalore

Date: 09/01/2021

Mr. Subrahmanya K P
Hoysala P.G HostelPhase 2 ,Block 7,
Hosakerehalli ,Banashankari 3rd Stage,
Bangalore-560085,
Karnataka.
Tel# 91-9483820760

Dear Subrahmanya K P,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

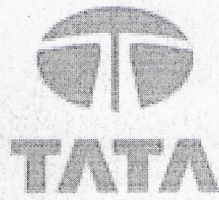
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TCSL/CT20192717886

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TATA CONSULTANCY SERVICES

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



Offer: Computer Consultancy
Ref: TCSL/CT20203287972/Lucknow
Date: 14/01/2022

Ms. Suguna Sv
Saddahalli , Palicherlu(Post) , Sidlaghatta(Taluq) , Chikkaballapur(Dist)Dibburahalli Road,
Dibburahalli Road,
Bangalore-562110,
Karnataka.
Tel# -

Dear Suguna Sv,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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 Xperience (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.

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TCSL/CT20203287972

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com

Registered Office: Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

Suhas S R
India

Date: October 19, 2021

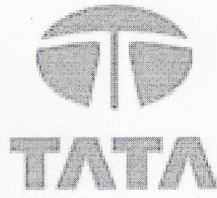
Dear Suhas S R,

It was a pleasure meeting you to explore a career opportunity for you with ITC Infotech India Limited. Based on our discussion, we are pleased to offer you the position of **Associate IT Consultant** for grade IS1

1. Your annual gross salary along with the break-up of salary is enclosed at the end.
2. You are required to join us on or before November 9, 2021 and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
3. You are requested to report at 9.30 AM to complete the joining formalities. Your initial place of posting will be at Bangalore. At the time of joining you are requested to submit the copies of documents as per the checklist enclosed.
4. For any further clarifications, request you to communicate with the concerned recruiter contact.

Your appointment is subject to

- You regularly attending the learning programs nominated by the Company.
- You completing the assessments in a timely manner and as per the threshold completion criteria specified by the Company.
- Your passing the Company's medical examination successfully. The decision of Company's medical team in this regard will be final.
- The Company receiving appropriate and satisfactory replies from your referees. The decision of the Company in this regard will be final.
- Your producing acceptable certified documentary evidence of your date of birth. This evidence must be a Birth Certificate or School Leaving Certificate, Copy of your passport or an Affidavit attesting your date of birth and sworn by your father, mother or a close relative. This date once accepted will be used for all purposes in connection with your employment and no cognisance will be taken for any alterations in the future.



17CS175

Offer: Computer Consultancy
Ref: TCSL/CT20192745646/Bangalore
Date: 09/01/2021

Ms. Suma M N
99,
Madanahalli,
Arsikere-573125,
Karnataka.
Tel# -7338595124

Dear Suma M N,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

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TCSL/CT20192745646

1

TATA CONSULTANCY SERVICES

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



BS(I)PL/QSP06/F05

PRIVATE & CONFIDENTIAL5th July 2021

BETSOL
Bengaluru, India

Dear Sumanth L

Address: 20, 13 A main, NGEF
LAYOUT, JNANAJYOTHINAGAR
MALLATHAHALLI, BANGALORE -
560056

Mobile: 9611417611**Email:** sumanth23gowda@gmail.com**EMPLOYMENT AGREEMENT**

We are pleased to offer you employment as **Associate Software Engineer** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on or before **Monday, 5th July 2021**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be INR ₹ **37,500/- per month**. This brings your total compensation to INR **4,50,000/- per annum**. Your total compensation will comprise of annual base salary, flexible benefits, bonus, gratuity and provident fund.

Note: Your employment with BETSOL is contingent on passing a pre-employment background check.

Allowances and Perquisites

Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are described in the annexure to this letter. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, reimbursements, benefits and perquisites will be given to you in the employee handbook on the day of joining.

Annual Leave Entitlement

You will be entitled to 15 working days of Earned leave each year of service in addition to the 10 National holidays and 9 Sick/Casual leaves. New employees are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year.

BETSOL shall, during the term of this Agreement, provide Employee with benefits and such benefits plan may be changed from time to time by BETSOL in accordance with standard health and welfare benefit policies.

Personal income Taxes

All your personal income taxes will be your personal responsibility irrespective of your citizenship. If you possess citizenship or permanent residency outside India, you will be responsible for all tax liability including those outside India.

Retirement Age

You shall be retired from the services of the Company on attaining the age of sixty (60) years and shall not have any claim to be continued in service thereafter. The actual date of retirement shall be the last working day of the calendar month in which your sixtieth birthday falls.

17CS177

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

NTT DATA
Services

26-March-2021
Supritha M Bhatt
Dr. Ambedkar Institute Of Tech.

Dear Supritha,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

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

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

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

Confidential

Suraj Jha
Dr AIT Men's Hostel Nagarbhavi
Bangalore, Karnataka 560056

Dear Suraj,

Date: 02/11/2021

LETTER OF APPOINTMENT TO CSG Systems International (India) Private ("CSG")

Welcome to CSG!

We have pleasure in offering you employment with the **CSG**. Your conditions of employment are as follows:

Position Details:

Job Title: Software Dev Engr Grad

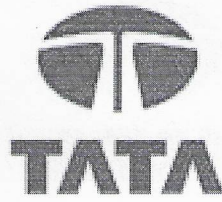
Date of Commencement of Employment:

The commencement date of your employment is 03/11/2021

Special Conditions

- a) This offer expires within 24 hours of receipt of this Offer of Employment.
- b) The Employee will be required to have and maintain the legal right to work in India.
- c) The Employee will be required to possess and maintain valid travel documents (passport etc.) as travel will fall part of the employment duties.
- d) This offer is also contingent upon your representation that you are not a party to or bound by a non-compete, non-solicitation or any other agreement with a current or former employer restricting you from accepting and performing the functions of this offer of employment.
- e) This conditional offer is subject to successful completion of a background check. Due to current circumstances related to the pandemic, background checks have been delayed dependent upon the location and jurisdiction from which information is being obtained. Therefore, the completion of the background check process may not occur until after you have been hired but your employment remains conditioned on a satisfactory background check. Should you decide to move forward with the process prior to the background check being completed, we ask that you consider this carefully prior to giving any notice to a current employer or finalizing plans to relocate if applicable. Even if you have been hired, you may be terminated after your hire date based on the results of a criminal check.

03-Nov-2021 1:10 AM



17CS179

Offer: Computer Consultancy
Ref: TCSL/CT20192712598/Bangalore
Date: 30/10/2020

Mr. Suvij Surya B V
#8, Shivaraksha 13th Main, Jagruthi Colony,
J.P Nagar 7th Phase,
Bangalore-560078,
Karnataka.
Tel# 91-9036317983

Dear Suvij Surya B V,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

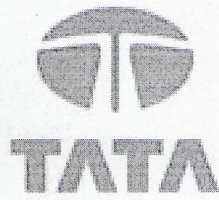
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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TCSL/CT20192712598

TATA CONSULTANCY SERVICES

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



IDA17CS180

Offer: Computer Consultancy

Ref: TCSL/CT20203314496/Bangalore

Date: 16/04/2021

Mr. Tanishq Patni

Siddhartha Mens Hostel, Dr. Ambedkar Institute Of Technology Outer Ring Road, Nagarbhavi,

Nagarbhavi,

Bangalore-560056,

Karnataka.

Tel# 91-7296991755

Dear Tanishq Patni,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TCSL/CT20203314496

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TATA CONSULTANCY SERVICES

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

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4837965 /898345,

08/19/2021,

Thejaswini H V
Village- K.hasur, Anoor, Taluq- Cintamani, Dist.-Chikkaballapur,
Chikkaballapur,
India

Confidential

Dear Thejaswini H V,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 08/26/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

B) You will be required to work at the Company's offices in location Chennai-PCT

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only). Please refer Annexure -B for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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



3 August 2022

Vaibhav Vivek
Patna

Dear Vaibhav,

Further to our offer and your acceptance thereof, we have pleasure in appointing you as **Software Engineer - Test** at our **Bangalore, Karnataka, India** office effective **19 September 2022**.

Your annual total cash compensation will be **INR 1,400,000 [Rupees Fourteen Lakhs Only]**. Your compensation is mentioned in the attached Annexure-I.

You will be awarded **147 Stock units** worth approximately **\$10,000.00 only** under the PhonePe Stock Option Plan 2020 (PSOP 2020). You will receive the stock grant letter within 90 days from the day of joining the organization post completing the necessary formalities.

Additionally, you will be eligible for a joining bonus of **INR 300,000**. This amount will be recoverable in full in case of your cessation of employment for any reason whatsoever from the company prior to completion of the first year of such employment

Additionally, you will be eligible for reimbursement towards Notice period buyout, on actuals. Should you decide to terminate the employment with the company, the above said amount will be recoverable as follows:

- Full recovery in case of termination in the first year of employment.
- 50% recovery in case of termination in the second year of employment.

In the event the Company decides to terminate your employment for misconduct, full amount of Notice period buy out will be recoverable.

In case you choose to leave PhonePe within 12 months from date of joining then all the relocation expenses incurred on actuals will be recovered in you full and final settlement. These relocation expenses include the travel and accommodation expenses incurred towards you and family, expenses towards local conveyance and movement of goods.

Either you or the Company shall be entitled to terminate your employment at any time as per this Agreement. Any contrary representations that may have been made to you shall be superseded by this Agreement. This Agreement shall constitute the full and complete agreement between you and the Company on the nature of your employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company.

You may voluntarily resign from your employment at any time on giving to the Company **Two calendar months'** prior written notice or pay salary in lieu thereof. However, the Company may at its sole discretion waive all or part of the notice or allow the employee to make payment to the Company in lieu of all or part of the notice period. In the event of promotion/role change for any reason, company's prevailing notice period policy as applicable to such new designation/role will apply.

Probation - For a period of one (1) month from your date of joining the PhonePe group **you shall be under probation**. At the end of the probation your employment shall be deemed to be confirmed unless you have been issued a communication from the Company in writing extending your probation for a period decided

PhonePe Private Limited

Regd. Office: Unit No.001, Ground Floor, Boston House, Suren Road, Off. Andheri-Kurla Road, Andheri (E), Mumbai, Maharashtra - 400093

Corporate Office: Office-2, Floor 4, 5, 6, 7, Wing A, Block A, Salarpuria Softzone, Service Road, Green Glen Layout, Bellandur, Bengaluru, Karnataka 560103

✉ support@phonepe.com

☎ 022-40071201

🌐 www.phonepe.com

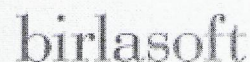
CIN: U67190MH2012PTC337657

**Birlasoft | Letter of Intent**

1 message

Campus Team <Campusteam@birlasoft.com>
To: prvarsha133@gmail.com <prvarsha133@gmail.com>

Wed, 16 Sep 2020 at 3:23 pm



**Congratulations!
Your Challenger
Spirit Amazed Us**

**LETTER OF INTENT****Dear VARSHA P R****Dated: 16th September 2020**

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Engineer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 3.60 lakh per annum.**
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a mentioned based on project requirements which are dynamic in nature.



22-Mar-2021

Dear Varshitha T,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15563738

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



September 7, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Vidit Singh Brahmania

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



IDA17CS190



Dover India Private Limited
 Bagmane Laurel, Block C, Level 2,
 Bagmane Tech Park
 Bangalore – 560093
 India.

Date: 18-May-2021

Intent to Offer

Dear **Viha Agrawal**

Congratulations!

Subsequent to your discussions we intend to make an offer for you to join us as a **Software Engineer**. This position will be based at Bangalore and the date of joining is **1st July 2021**.

Remuneration:

Salary Components	Annual	Monthly
Basic	2,60,000	21,667
HRA	1,04,000	8,667
FBP	2,10,819	17,568
Total Gross Salary	5,74,819	47,902
Employer Contribution to PF	31,200	2,600
(A) Total Fixed Salary	6,06,019	50,502
(B) Total Variable Pay	-	
Gratuity	12,500	
Medical Insurance	31,481	
(C) Total Benefits	43,981	
Total CTC (A+B+C)	6,50,000	

A joining bonus of **1,00,000 INR** will be paid in the first month of joining, provided you join us on the prescribed date as mentioned in the offer letter. Please note you will be liable to repay the 100% of sign-on bonus amount to the company if you decide to leave the organization within 24 months of employment with DIPL.

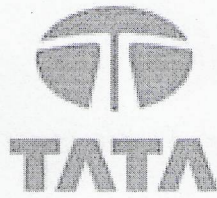
The other allowance will be planned to enable efficient tax planning, subject to the Income Tax laws prevailing from time to time.

We look forward to welcome you to Dover India Pvt Ltd and wish you a long and rewarding career with us.

With warm regards,
For Dover India Private Limited,

Digvijay Singh Tomar
Director Human Resources

Since 1955 | Redefining what's possible



17CS192

Offer: Computer Consultancy
Ref: TCSL/CT20203312916/Bangalore
Date: 29/10/2020

Mr. Vineet Kalghatgi
E-1401, Eta Gardens Apartment Magadi Road,
Near Leprosy Hospital,
Bangalore-560023,
Karnataka.
Tel# -

Dear Vineet Kalghatgi,

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.

Based on your performance in TCS Flagship Contest and the subsequent interviews, we are pleased to make you a differential offer. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TCSL/CT20203312916

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TATA CONSULTANCY SERVICES

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:27-Aug-2021

**Vinutha Vishwanatha Devadiga
C10014461**

Chethana Ladies Hostel, Dr Ambedkar Institute of Technology outer ring road, Mallathahalli, Bengaluru-560056
9148670224

Dear Vinutha Vishwanatha Devadiga,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

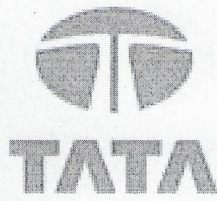
Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



17CS194

Offer: Computer Consultancy

Ref: TCSL/CT20203092667/Bangalore

Date: 09/01/2021

Mr. Vishal Jain C N

S/O Nagarajaiah C V, Nagarathna Nilaya, Jain Street, Chamarajanagar Taluk And District Jain Street,
Mahaveer Bhavan,
Chamarajanagar-571313,
Karnataka.

Tel# 91-9886070025

Dear Vishal Jain C N,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

TCS Confidential

TCSL/CT20203092667

1

TATA CONSULTANCY SERVICES

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

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

June 08, 2022

Yash Daga
Khagaria Gogri, Jamalpur
Bihar 851203
7070747714

OFFER OF EMPLOYMENT

Dear Yash,

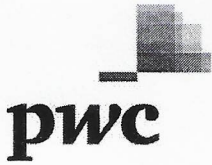
On behalf of Appfoster Software Pvt Ltd, we are pleased to formally offer you a position as **Associate Software Engineer - Level 1** in our company located in Noida, India. This offer is conditional upon you complying with the following conditions: -

1. Your employment shall be effective from on or before **13/06/2022**. Failing to report to work at the Noida office or online (due to Covid-19) on the mentioned date, the offer stands automatically cancelled.
2. You must send your acceptance of this offer letter within forty eight (48) hours of receiving this email.
3. You will be on probation during the first 3 months of your employment. During this period, you would be provided with a salary of **INR 15,000**. After the probation period, you will be appointed as **Associate Software Engineer - Level 2** and your salary would be as mentioned in point 5.
4. There is a **Service Bond for 1.6 years** from the date of joining the service i.e 13/06/2022. If you quit Appfoster Innovations Pvt. Ltd. for any reason before completion of 1.6 years you will have to make a payment of INR 1,00,000 to the company.
5. The offer is subject to satisfactory employment checks being obtained by the company.

Your annual Total Cost to the Company (CTC) salary will be **INR 4,50,000**. Please note this is an offer letter, your appointment letter will be given to you on your date of joining.

Appfoster Technologies Pvt Ltd
A 110, First Floor
42/G, Block A, Industrial Area
Sector 62, Noida
Uttar Pradesh - 201301
India

T: +91 88512 12430
E: info@appfoster.com
hr@appfoster.com
www.appfoster.com



29 June 2021

Yashas Jawali Attigodu Mahendra Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park

Dear **Yashas Jawali**,

We are pleased to offer you employment with **PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited ("Company" or "PwC AC Bangalore")** in the position of **Associate** in our **Acceleration Center ("AC")** Bangalore office. Your work location will be **Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park**. Reporting lines and location are subject to change depending on business requirements. The title, roles and responsibilities may also be varied from time to time as may be evaluated and considered appropriate by the Company and in accordance with the policy of the Company.

If you accept this offer, your commencement date with us will be on or before **16 August, 2021**, or such other date as may be communicated by us to you in writing.

Remuneration Package:

1. Annual Compensation: You are being offered a Gross Salary of Rs. **450,000/- Four Lakh Fifty Thousand Only**.

The details of gross salary are specified in Annexure 1 to this offer letter ("Offer Letter").

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

3. Benefits: You will be eligible for Company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. You are also eligible for the executive health check-up plan, for a free annual health check-up which contains a series of tests.

**Congratulations!
Your Challenger
Spirit Amazed Us**



LETTER OF INTENT

Dear Yashas. PS

Dated: 16th September 2020

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Engineer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 3.60 lakh per annum.**
- On joining you would be required to sign a **Service Agreement** which is applicable to you for period of **2 years** commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a mentioned based on project requirements which are dynamic in nature.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

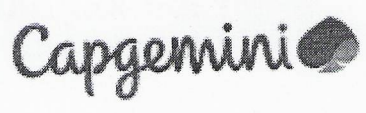
We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada

Assistant Vice President- Talent Acquisition

For Birlasoft (India) Limited



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

Superset ID: 214970

Letter of Intent ("LOI")

Dear YASHASWINI M K,

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear

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

26-March-2021
Anusha D
DR AMBEDKAR INSTITUTE OF TECHNOLOGY

Dear Anusha,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

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

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 65% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 500,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

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

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

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

Confidential

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4776837 /898278,

07/29/2021,

Shravya M S
H.No- 37, 9th Cross,,
Mandya ,Karnataka,
India

Confidential

Dear Shravya M S,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini' or 'Company') starting from **08/03/2021** (or such other date as may be communicated to you by the Company), as per details given below.

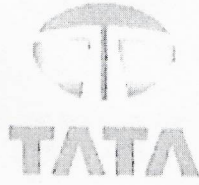
A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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



1808400

Offer: Computer Consultancy
Ref: TCSL/DT20219407028/Lucknow
Date: 20/01/2022

Ms. Aishwarya S Singhe
#2 Laxminarayana Nilaya KengeriPatel Sanjeevappa Road,
Kodipalya Kengeri,
Bangalore-560060,
Karnataka.
Tel# 91-9901746454

Dear Aishwarya S Singhe,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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 Xperience (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.

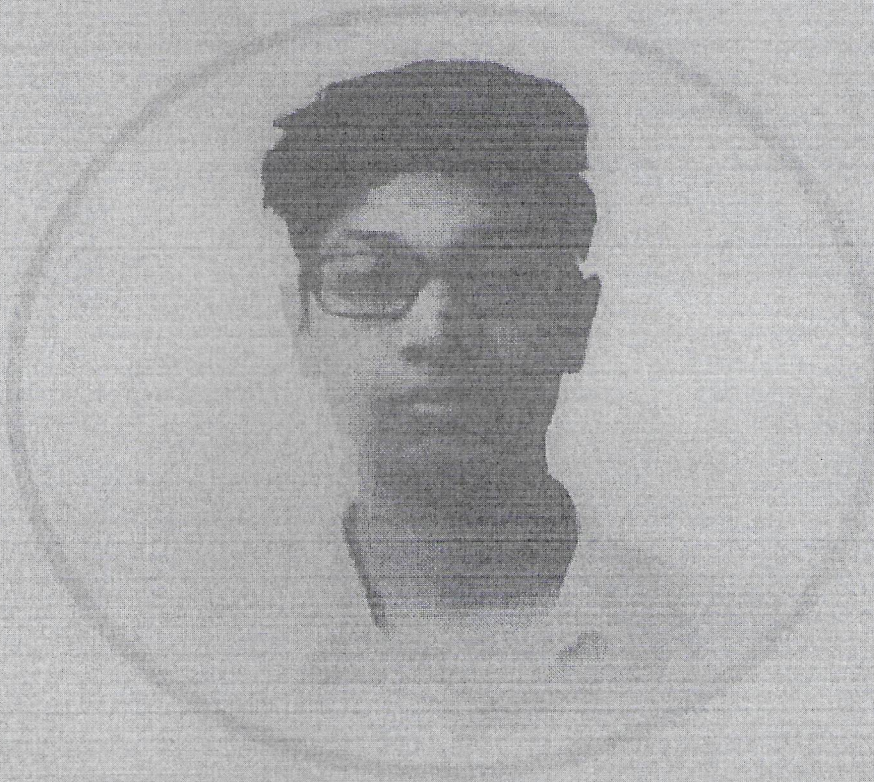
TCS Confidential
TCSL/DT20219407028

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 646 1001 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

1
Shahabud
03/02/2022

Western



Arun S

BSL/HR/APPT/2021-486345

DEEPA RANI B
#41 2nd Cross 6th main Balaji layout,
Bengaluru, Karnataka, 560094

Letter of Offer-cum-Appointment

Dear DEEPA RANI B,

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Trainee Developer (3B) with Birlasoft Limited ("Birlasoft").

We take this opportunity to appreciate your decision to join Birlasoft family. As mutually agreed upon, your joining will be on or before September 27, 2021.

This Letter of Offer-cum-Appointment and its terms will become effective only from the date of your joining and post issuance of \ Letter of Confirmation of Appointment\ by HR upon your joining.

The emphasis in our journey together will be aligned to our Core Values of being "Engaged, Dependable and Challenger" , and in this journey we will establish benchmarks that others may follow. We remain dedicated to maintain a workplace that respects and values people from diverse backgrounds and facilitates all employees to do their very best. Our inclusive work environment uniquely combines the talent, experience, and perspectives of each employee that make us successful. We are confident that Birlasoft and you will make a great team.

Your employment with us will be governed by the terms and conditions as detailed in Annexure A. Your compensation would be as outlined in Annexure B.


Employment as per this offer for appointment is subject to your confirmation and acknowledgement made during the interview that you are medically fit to perform your regular duties. In case you are not medically fit on the above mentioned date of your joining, this offer will stand automatically withdrawn.

It is a precondition to your joining that on or before the date of joining, you would be required to furnish filled in 'Employment Application Form' along with photocopies of all documents as listed in Annexure D.

During the course of your employment with the Company, you will be subject to terms and conditions set out in this offer letter and the Company's policies, practices and procedures, as notified to the employees of the company, from time to time.

We are proud to welcome you as a Birlasoftian, and wish you a long, productive and satisfying career at Birlasoft.

Yours sincerely,
For and behalf of Birlasoft Limited.



Raihan Shahzada
Assistant Vice President Talent Acquisition



Ms. Divya Nagaraj
D/o. Shri Nagaraj P
Hulkur, Hosamanegalu,
Guttahalli, Bethamangala,
KGF, Kolar- 563116

Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Ms. Divya:

We are happy to inform you that you are selected for a job in our company. We offer you employment once you successfully complete your course.

We are pleased to offer you the position of "Engineer Trainee- Software" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of **Rs. 30,000/-** (CTC Thirty thousand rupees only) and it will be credited to respective Bank salary account.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on the basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The Company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on Company work both, local and outstation, for which you will be paid travel expenses as per the Company policy.

You are required to report for the duty on **November 08, 2021**. This offer stands valid till **November 08, 2021** unless extended by Accord in future communication.

Kindly confirm your acceptance of the offer through email. In case you do not report on the above date without intimation your appointment stands cancelled.



Sun Technology Integrators Pvt. Ltd.

I.T. and Engineering Services # 510, 1st Stage, 4th Block, HBR Layout, Bangalore -56004

Aug 17, 2021

Divya Talekar
Email: divyatalekar13@gmail.com
Mobile: 7676352842

Sub: letter of offer

Dear Divya Talekar,

Consequent to your application and the subsequent discussions you had with us, we are pleased to offer you for the position of "System Engineer" with our organization on the following terms and Conditions:

- Your CTC will be Rs5,00,000 (Rupees Five Lakhs Only) per year.
- The Start date will be Aug 19, 2021.
- You will be on probation for a period of six months. During this period, your performance will be regularly reviewed. On your satisfactory completion of probationary period of employment your case for permanent absorption as regular employee of the company shall be considered by the management.
- You will provide the required information for Background Verification Check. If Background Verification Check results in a negative report, you will be required to leave our organization.
- If You desire to leave employment of Sun Technology Integrators Pvt. Ltd, you agree to give at least 2 months written notice to Sun Technology Integrators Pvt. Ltd. Should this Agreement be terminated without cause by Sun Technology Integrators Pvt. Ltd., then you shall be afforded a 2 months notice of said termination. During the probation period, your services are liable to be terminated by the Company without assigning any reason and without any notice period. However, during the probation period, you will be required to give two month of notice.
In case of adversaries, Sun Technology Integrators Pvt. Ltd. has full rights to take any necessary actions. Such notice shall be given to you either verbally or in writing and if in writing shall be effective as of date delivered, or sent, if by mail to your last known address carried on Sun Technology Integrators Pvt. Ltd. files.

You are requested to join us on or before **Aug 19, 2021** failing which this offer shall be rendered invalid. Please note that the final appointment letter will be issued to you after joining duty

On joining and submission of documents your detailed appointment letter will be given to you.

Looking forward for a long term association with you.

For Sun Technology Integrators Pvt Ltd
HR Department

Appointment Letter

Date: June 11, 2021

To,

**Divyashree R
Dr. Ambedkar Institute Of Technology, Bangalore**

Dear Divyashree,

We are pleased to offer you the position of **Engineer trainee** at Comviva Technologies Limited. The details of your offer are enclosed herewith.

We look forward to your association and contributions towards helping Comviva enrich lives of over a billion people with mobile solutions beyond VAS.

With best wishes and regards,



**Vaishnavi Shukla
Director - Human Resources
Date: June 11, 2021**

Enclosure: Appointment Letter

Divyashree R – Read, Understood & Accepted



Private & Confidential

29 October, 2021

Geethanjali D

Dear Geethanjali,

On behalf of Logitech Engineering and Designs India Private Limited (the Company) we are pleased to offer you an employment opportunity on the following terms and conditions, subject to satisfactory reference check from your previous employers.

1. Date of Commencement

Your exact commencement date with the Company is to be mutually agreed between your manager and yourself, but should not be later than **8th November, 2021**.

You shall have a probationary period of six months from the date of commencement. During the probationary period, either party may terminate the employment by giving 30 days notice or payment in lieu of notice. After the probationary period, either party may terminate the employment by giving 60 days notice or payment in lieu of notice.

2. Title & Duties

2.1 You shall be employed as **JR. EPM SUPPORT SPECIALIST (Career track level: I1)**.

2.2. You will report directly to **Manager Enterprise BI**.

2.3 Your will be based in **Chennai, India**.

2.4 You will perform all acts, duties and obligations and comply with such orders as may be designated by the Company and which are reasonably consistent with your job title. The Company may require you to undertake the duties of another position, either in addition to or instead of the above duties, it is being understood that you will not be required to perform duties which are not reasonably within your capabilities.

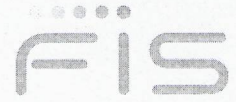
2.5 Under the terms of this Agreement, and without the need to terminate the employment relationship or to enter into a new agreement, the Company is permitted to assign you additional tasks, to modify or remove your assigned duties, change the place of your employment or to transfer your employment to any other entity which is a sister concern or group company or subsidiary or parent company of the Company, without additional compensation to you.

3. Hours of Work

3.1 Your normal working hours will be from 9:00 a.m. to 6:00 p.m., Monday to Friday. However, the Company reserves the right to change your start and finish times and the days upon which you work.

LOGITECH ENGINEERING & DESIGNS INDIA PVT.LTD.

Olympia Tech Park, No.01, Sidco Industrial Estate,
10th Floor (Level II), Fortius Block, Guindy,
Chennai-600 032. Tamil Nadu, India. T: +91 4243 2000
www.logitech.com, CIN No.U72900TN2009FTC073377.



October 6, 2021

Gururaj L

Bangalore

gururajgs14@gmail.com

Offer Letter

Dear Gururaj L,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

1. Designation **IT Trainee / Global Title – InP - IT Trainee**
2. Company **Fidelity Information Services India Private Ltd**
3. Place of Posting: **2nd & 3rd Floor, Tower 3, Block Warp, SJR I Park, EPIP Zone
Whitefield Road, Bangalore – 560066**
4. Date of Joining **25th October 2021**
5. Compensation & Benefits
Annual Fixed Pay : **Rs. 465116/-**
Performance Pay : **Rs. 34884/-**
Total Compensation (TC): Rs. 500000/-

Break up of above Compensation details are provided in Annexure I
6. **Background Checks:** Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer.
7. **Confidentiality:** You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
8. **Notice Period:** Notwithstanding anything stated herein, your services are liable to be terminated by the Company without assigning any reason, by giving you **75 days** Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving **75 days** Notice or salary in lieu of Notice. Salary for this purpose will be computed on Monthly Base pay excluding Employer PF contribution.
9. **Probation Period:** You will be on probation initially for a period of **6 [six]** months during which time your progress will be monitored. At the end of this period, your employment will be deemed confirmed, provided you achieve performance standard. In the event of unsatisfactory progress, appropriate procedures will be implemented which may either result in extension of your probationary period or termination of your employment either during or at the end of probation.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5280696 /1073217,

12/08/2021,

Jyothi G
#129/B, 17th Main, 6th Cross, Manjushree, Chowtri Opposite road Freedom fighter Layout,
Bangalore, Karnataka,
India

Confidential

Dear Jyothi G,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 12/09/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5156173 /1038712,

11/03/2021,

Karthik C
No-484, 13th Cross Muneshwara block,
Bengaluru, Karnataka,
India

Confidential

Dear Karthik C,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 11/09/2021 (or such other date as may be communicated to you by the Company), as per details given below.

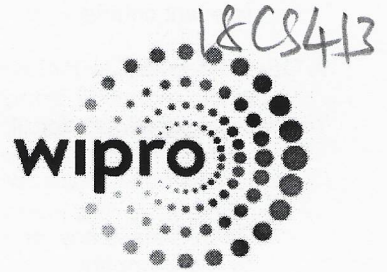
A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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



APPOINTMENT LETTER

September 22, 2021

Dear LAVANYA. V,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

18CS414



October 1, 2021

PMO/MEM/11510157/2022

Manjunatha N

Ragimakalahalli, poshettalli post,
chickballapur - 562101,
Karnataka, India

Dear Manjunatha,

Subject: Offer of Employment with EdgeVerve Systems Limited

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you employment in the role of **Product Developer - EV** with EdgeVerve Systems Limited (the "Company"). Your Role Designation will be **123BASPDEV : Associate Product Developer - EV**. Your location of reporting is **Bangalore**, India and the scheduled date of joining the Company is **October 11, 2021**. You shall be a part of the Finacle division within the Company.

Your Total Gross Salary will be **INR 54,167** per month. Kindly refer to the compensation details sheet for specifics.

The terms & conditions of our offer are as follows:

1. Date of Commencement of Employment:

Your employment with the Company shall commence on **October 11, 2021**.

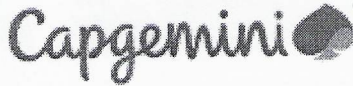
2. Location:

Your current location of employment shall be **Bangalore**. However, please note that the Company reserves the right to transfer its employees to any of its Unit (s), office(s) or of its Affiliates and/or the office of the Company's customer ("Work Location"), other than the one an employee was initially hired to work in. For the purpose of this agreement, "Affiliate" means any entity that controls, is controlled by, or is under common control with the Company. For purpose of this agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Accordingly, we want you to be aware that you may be transferred to another Work Location in the future depending on the Company's business requirements, and in the event thereof your remuneration and other benefits in relation thereto shall be determined in accordance with the Company's existing and future policies in that Work Location. Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the foregoing.

EDGEVERVE SYSTEMS LIMITED
Plot No. 47, Electronics City,
Hosur Road,
Bengaluru 560 100, India
T 91 80 3952 2222
F 91 80 2852 1300

Registered Office:
CIN: U72200KA2014PLC073660
Plot No. 44, Electronics City
Hosur Road
Bengaluru 560 100, India
www.edgeverve.com
edgeverve@edgeverve.com



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

Superset ID: 203197

Letter of Intent ("LOI")

Dear Yogeshwari J,

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4992760 /987588,

10/04/2021,

Shanmukha Timmappa Naik
#34/48, 2nd Main, 5th Cross, Pattegarapallya Vijayanagar Bangalore -560070.,
Bangalore ,Karnataka,
India

Confidential

Dear Shanmukha Timmappa Naik,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 10/05/2021 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be **Analyst/A4**
- B) You will be required to work at the Company's offices in location **Hyderabad**
- C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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

18CS426



020 2 1005 10

www.ibusinesssoftware.in

July 28, 2022

B S Sharath
Marale, Bekuppe,
Ramanagar 562 117

Dear B S Sharath,

We are pleased to offer you employment as the "Process Associate" on behalf of iBusiness Software Private Limited. We trust that your education, skills and experience are according to our requirement.

If you accept the offer, we anticipate you to join us on **August 01, 2022**.

This letter sets forth the terms of the offer which, if you accept, will guide and govern your employment.

Your responsibilities will be designated by the Company, with an initial focus on Data Entry. Your salary and compensation will be as per details provided in ANNEXURE-I of this letter of offer.

You will be eligible for participation in the Company's bonus plans as well as for vacation in accordance with policy of iBusiness Software. In addition, you will be eligible to participate in all other executive compensation and/or employee benefit programs on the same terms and conditions that are available to other executives at your level.

You will be on probation for a period of 120 days from the date of your joining the services of the Company. Upon completing probation period to the satisfaction of the management, you will be confirmed in the services of the Company.

While we hope that we both find our professional relationship mutually beneficial, this is an at-will position. If your performance during the probation period is not found satisfactory, your probation period may be extended at the discretion of the management.

During the probation period your services can be terminated by written notice of 15 (Fifteen) days without assigning any reasons whatsoever on either side. After completion of probation your services are terminable after a 60 (Sixty) day notice period if terminated by employee and 30 (Thirty) days if terminated by employer.

This offer is subject to your signing the prescribed Confidentiality Agreement as per the Company's policies and practices at the time of joining the service and as amended from time to time by the management.

You will observe working hours/shift timings as communicated to you by your superiors from time to time depending on the exigencies of work.



1st Floor, 'B' Block Mythri Centre,
Hosur Main Road, Behind ICICI Bank,
Bommanahalli, Bengaluru,
Karnataka - 560068, India
CIN : U72900KA2016PTC096833

EMPLOYMENT OFFER LETTER

Cappgemini Ref: 5147969 /1038765,

11/03/2021,

Sushmitha R
u 35,6th 'C' Cross, Mudappa Garden, Sri Ram Puram,
Bangalore ,Karnataka,
India

Confidential

Dear Sushmitha R,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Cappgemini Technology Services India Limited** ('Cappgemini' or 'Company') starting from 11/09/2021 (or such other date as may be communicated to you by the Company), as per details given below.

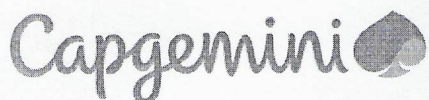
A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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



Capgemini Technology Services India Limited
Capgemini Knowledge Park SEZ, IT3/IT4 Airoli Knowledge Park, Thane - Belapur Road
Airoli, Navi Mumbai - 400 708, Maharashtra, India
Tel.: +91 22 7144 4283 | Fax: +91 22 7141 2121
E: cgcompanysecretary.in@capgemini.com
www.capgemini.com/in-en

3/5/2022

Suvarna Madev Gouda
46143311
Hyderabad

Capgemini Ref:

Subject: Addendum to the Employment Offer Letter dated 05 Oct 2021 ("Addendum")

Dear Suvarna,

This is in furtherance to the Employment Offer Letter issued to you on 04 Oct 2021, with Capgemini Technology Services India Limited ("the Company") (hereinafter referred to as an "Employment Offer Letter"), accepted and signed by you, below mentioned clause shall apply in addition to the existing terms of your Employment Offer Letter and shall be effective from 3/5/2022 ("Effective Date").

1. With effect from the Effective Date, clause 4.1 of the Employment Offer Letter i.e. Training Agreement / Service Agreement Clause shall be null and void.

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

With effect from the Effective Date, all other terms and conditions of your Employment Offer Letter shall remain in full force and effect.

Please note, in the event of any conflict between the terms and conditions of the Employment Offer Letter and this Addendum, the terms of this Addendum shall prevail to the extent of such conflict.

Please sign and return this Addendum marking it to CFMG as your acknowledgement to this Addendum.

18CS436

Invendis

Invent. Discover.

Date: 16th November 2021
Ref: AL-11-2021-00552

Mr. Yatheesha B
Nesepalya village,
Madabal Hobli & Post,
Magadi (T), Ramanagara,
Pincode - 562120.

APPOINTMENT LETTER

Dear Mr. Yatheesha B,

We are pleased to appoint you as 'Trainee Engineer' in 'INVENDIS Technologies (India) Pvt. Ltd' (INVENDIS). Your reporting manager will detail your responsibilities and deliverables.

Your appointment is effective from 16th November 2021 and is based on the following criteria:

1. **Cost to Company:** INR 3,60,000/- per annum (Rupees Three Lakhs Sixty Thousand Rupees Per annum). (Please refer annexure for details)
2. **During your employment, you will need to comply with the following terms, conditions, and policies:**
 - 2.1 **Probationary Period:** You will be on probation for a period of six months. This period may be 'reduced' or 'extended by 6 months' based on your performance. Your performance will be evaluated by your reporting manager/s during this period. Upon confirmation, you will receive a 'Confirmation Letter'.
 - 2.2 **Working Days, Working Hours and Holidays:** You will need to work for a minimum of 5 days per week and a minimum of 8.00 hours per day worked. As per the company policy there are 10 Public holidays per calendar year. The holiday list will be published at the beginning of each calendar year.
 - 2.3 **Dress Code:** You are requested to wear 'business casuals' on all working days. On special days- like customer visits, formal functions within the company, you will need to wear formals.
 - 2.4 **Leave and Attendance:** You will be entitled to 30 days of Earned Leave per calendar year, and 10 casual leave sanctioned as necessitated. The details will be available in the 'Employee Handbook' which you may read upon your joining. You are requested to swipe your badge at the machine or make an entry in the register at the office reception everyday when you enter the office and leave the office.
 - 2.5 **Transfers and Postings:** You will join at INVENDIS, Bangalore. However, you may need to travel on trips, deputations to other locations in India or abroad. Your services may be transferred to any of INVENDIS units/ subsidiary or an INVENDIS client outside Bangalore or India. In such situations, compensation as applicable to a specific location will be payable to you.
 - 2.6 **Notice Period:** Your services upon confirmation could be terminated with a notice period of 60 days or salary in lieu thereof. During Probation, the notice period is 30 days. However, the company reserves the right to take a decision about the notice period and waivers if any.

Invendis Technologies India Private Limited

Registered Office : # 230 1st Cross, 38th Main, BOOHBCS Layout, BTM 2nd Stage,
Bangalore - 560068. Tel : +91 80 26681681 / 82 Email: sales@invendis.com / www.invendis.com

GSTIN : 29AABCI7831B1ZQ CIN No. : U72200KA2007PTC043463



February 20, 2022
Ref No: Hyd/HR/R&S/OL/22/1871

Swapnil
10A18CS169

To
Swapnil
Room No. 119, Ananda Bhavan Hostel,
Dr. Ait Men'S Hostel, Dr. Ait,
Nagarbhavi, Bengaluru, 560056.

Dear Swapnil,

Further to your interview discussion, we are happy to offer you the position of **Consultant, Associate** with "Infor (India) Private Limited" subject to the reference check and background verification done by Infor India.

Your place of posting will be **Hyderabad**, and we expect you to join us on **April 04, 2022**.

You would be under an internship Programme through this fixed-term employment contract for 6 months from the date of joining and your salary will be **INR 30,000 (Rupees thirty thousand only)** per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to **INR. 540000/- per annum (Rupees Five Lakh Fourty Thousand)** per annum and the Variable Compensation will be **INR 60000/- per annum (Rupees Sixty Thousand)**, payable based on your performance. as per **Annexure2**.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

1. Softcopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. 3 passport size colored photographs.
3. Name on PAN card & Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Regards

For Infor (India) Pvt Ltd
Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E Mail: renu.ganotra@infor.com

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Shubham Saurav

IDAIBCS152

Date: 04/30/2022

Shubham Saurav

C10990020

boys Hostel, Dr. Ambedkar Institute Of Technology, BDA, outer ring road, Nagarbhavi

9798486565

Dear Shubham Saurav,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Advanced App Engineering Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/06/2022

Sindhu.N
LDAL8CS155

Sindhu Nagesha

C10975315

Chethana girls hostel, Dr.AIT Jnana Bharati, Bangalore ,560056.

6360799737

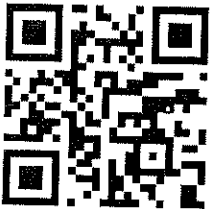
Dear Sindhu Nagesha,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 10.0 May-2022

1

Candidate's Signature _____

Reference Id: 5051f6bd-b456-4bba-ade6-bbb9dc6ecc03_1
Signed By: MAHESH VASUDEO ZURALE

Kshithija-S
IDA18CS070

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 04/19/2022

Kshithija Suilkumar

C10962906

No.413 NAKSHA5th block Vishweshwariah LayoutVishwaneedam Post

9620067333

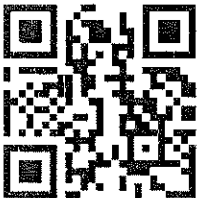
Dear Kshithija Suilkumar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



Mr. MIHIR KUMAR
Jai Prakash Nagar ward no 06
madhepura Bihar 852113

NOV 09, 2021

Dear Mihir kumar,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Mihir kumar, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition



08th August 2022

Manish Thapa

0076144192

Sub: Employment Proof

This letter is written to confirm that Manish Thapa is employed with Target Corporation India Private Limited ("Company"). As per the Company record, his date of joining is 08th August 2022 and his current title is Engineer - Target India.

This letter is issued for enabling the team member above named, to apply for receiving the certificates from Dr. Ambedkar Institute of Technology..

ARUN
ARVIND
KULKARNI

Digitally signed
by ARUN ARVIND
KULKARNI
Date: 2022.08.08
21:04:14 +05'30'

Arun Kulkarni

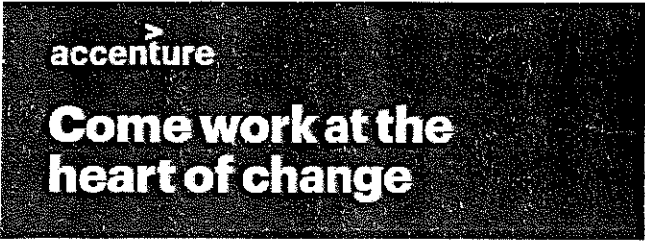
Senior Director HR

(The information is true and accurate as per records maintained by the Company as on the date in the letter. This letter contains information which is confidential and is intended for the use of the person or the organization to whom it is addressed and shall be used solely for the purpose for which it is provided. The Company accepts no liability caused by the misuse of this letter.)

Target Corporation India Private Limited

Registered Office: C2, Manyata Embassy Business Park – SEZ Unit, Nagawara Hobli, Outer Ring Road, Hebbal, Bangalore 560045 Tel: +91 80 4218 2017, Fax: +91 80 4218 2100, Website: www.target.com

18CS077



To,

Name : Manjunath Kempegowda

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Manjunath Kempegowda,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

1815073

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **HashedIn Technologies Private Limited** as **Software Engineering Associate** subject to the following:

- The Agreement shall be valid from **14th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

Signed and Accepted

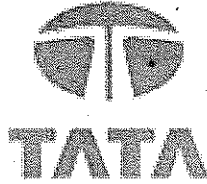
Candidate Name

Likith R

(Likith R)

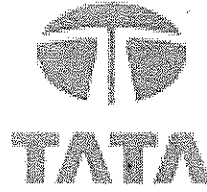
Date:

20/01/2022



(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.



LAGIDI ANUSHA
1DA18CS071

Offer: Computer Consultancy
Ref: TCSL/DT20218043677/Bangalore
Date: 09/05/2022

Ms. Anusha Lagidi
Sumukha P GM P M Layout,
Kengunte,
Bangalore-560056,
Karnataka.
Tel# -

Dear Anusha Lagidi,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218043677

TATA CONSULTANCY SERVICES

WORLD HEADQUARTERS: 1 BLOCK, 93, EPIP Whitefield, Bangalore 560 066 India
Tel: +91-80-6724 7890 Fax: 01-80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Madhav Nagar, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

Mr. MOHAMMED ALI
95/23-4 1st main ASI town
Nayandahalli Bangalore 560039

NOV 09, 2021

Dear Mohammed Ali,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Mohammed Ali, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A

Sandhya Gulati
Senior Director – Talent Acquisition

MOHAMMED MUZAMMIL

IDA18CS086



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

Superset ID: 1188811

Letter of Intent ("LOI")

Dear Mohammed Ahmed,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Senior Analyst and A5** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

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

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

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

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

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

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

Mohammed Owais Gogi
IDA18CS087



18CS087

*** Personal and Confidential ***

Mr. Mohammed Owais Gogi

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963191

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55787/2022

Date: 14-May-2022

Dear Mr. Mohammed Owais Gogi,

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

1. Compensation

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

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

2. Retirement

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

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

Messages

Sandeep Bhuvaneshwar Chaubey <Sandeep.Chaubey@itcinfotech.com>
To: nagabhushankm1707@gmail.com <nagabhushankm1707@gmail.com>

Mon, Apr 11, 2022 at 10:19 AM

Dear Nagabhushan,
Dr. Ambedkar Institute Of Technology
Your unique candidate id: 2022AIC0868

Greetings from ITC Infotech India Ltd!

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

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

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

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

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

Regards,

Sandeep Choubey

trimpixel

OFFER LETTER

29th March 2022

Namrita Kour,
BangaloreDear **Namrita**,Re: Offer letter for the position of **Software Engineer**.

We are pleased to extend this offer of employment to join **Trimpixel** a subsidiary of **Lorem Ipsum Software Pvt. Ltd.** ("COMPANY") for the position of **Software Engineer**. You will be based in **Bangalore** and will be reporting to the **CTO**.

Your **Net Package** would be **INR 12 Lacs** payable as per break up in Annexure 1. Offer will be effective from 1st of September 2022.

As an employee of the Company, your employment will be governed by applicable company policies. Your appointment is subject to you signing an Employment Agreement, production of requisite documents and verification of your employment and salary history.

Please confirm your acceptance of this offer by signing below.

Your Sincerely,
For **Lorem Ipsum Software Pvt. Ltd.**



Prakhar Saxena
Chief Executive Officer

I, **Namrita Kour**, accept the above mentioned terms and conditions of employment.

Signature:

Date: 29-03-2022
Location: Bangalore

Lorem Ipsum Software Private Limited | CIN U72900DL2020PTC371657

Regd. Office : L388, Pocket-L, Sarita Vihar, South Delhi, New Delhi – 110076 INDIA

Head Quarters – Tower-3 3045, Prestige Lakeside, Varthur, Bangalore KA – 560087 INDIA



02-May-2022

Dear Nisha Kumari Shah,
B.E., Computer Science & Engineering
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19824000

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

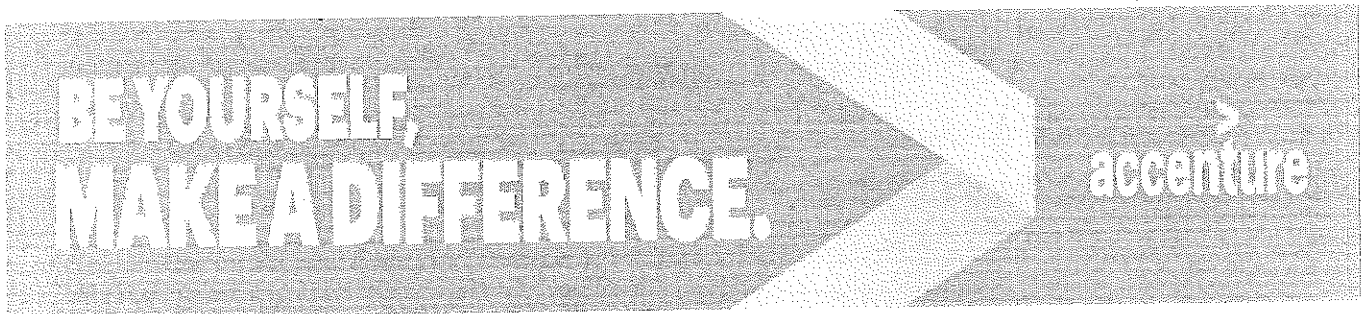
1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs



Strictly Private and Confidential

Date: 04/19/2022

Prashanth Habib Eshwar

[REDACTED]
#637/1, Out House, 3rd Cross, 2nd Main, 2nd Stage, E Block, Rajajinagar, Bangalore - 10

8553272223

Dear Prashanth Habib Eshwar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering

Rajkumar S

IDA18CS122

18CS122



BOSCH

*** Personal and Confidential ***

Mr. Rajkumar S

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963155

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55824/2022

Date: 14-May-2022

Dear **Mr. Rajkumar S,**

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

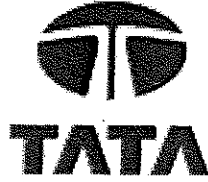
1. Compensation

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

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

2. Retirement

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



Ranganatha Gowda S
IDA18CSI24

Offer: Computer Consultancy
Ref: TCSL/CT20213652404/Bangalore
Date: 01/09/2021

Mr. Ranganatha Gowda S
#G-133010th Cross, 5th Main, Hal Cts,
Marathahalli, Near Cemilac,
Bengaluru-560037,
Karnataka.
Tel# 91-9483678983

Dear Ranganatha Gowda S,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

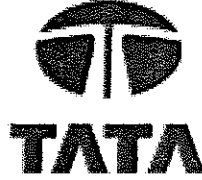
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

TCS Confidential
TCSL/CT20213652404

1

TATA CONSULTANCY SERVICES

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



Ranjith V
10A18CS125

Offer: Computer Consultancy
Ref: TCSL/DT20218045898/Bangalore
Date: 01/09/2021

Mr. Ranjith V
Mathru Shri Nilaya Sak Layout,
Maruthi Extension 2nd Stage,
Malur-563130,
Karnataka.
Tel# 91-8618354625

Dear Ranjith V,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs. 60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218045898

1

TATA CONSULTANCY SERVICES

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

Rijuta. D
IDAIBCS12G



* Personal and Confidential *

Ms. Rijuta D

Dr. Ambedkar Institute of Technology, CANDIDATE ID : 6771231,

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61361/2022

Date: 05-Jul-2022

Dear Ms. Rijuta D,

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

1. Compensation

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

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

2. Retirement

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

Rishab Agarwal
ID: 18CS127



Privileged and Confidential

Dear **RISHABH AGRAWAL**,

1) We are pleased to offer you the position of **Engineer** in Level 4 at Target Corporation India Private Limited ('Target India/ Company') subject to the terms and conditions of this letter ("Offer Letter"). Your tentative joining date with Target India will be in the month of **July/August 2022** (the exact date shall be communicated separately) and your joining date shall be treated as the employment effective date ("Date of Joining").

Once your employment is effective your projected gross annual compensation, on a **Cost to Company Basis (CTC)** will be **Rs.12,30,500/-** based on the following:

a. Your Total Fixed Compensation will be **Rs. 11,50,000/-**

b. Target India shall contribute a stipulated amount towards the Employees Provident Fund ("EPF"). The statutory deduction is calculated based on the basic salary threshold mandated under the law.

- If your basic salary is below INR 15,000 per month (INR 180,000 per annum), Target India shall contribute INR 1,800 per month. If the basic salary exceeds INR 15,000 per month (INR 180,000 per annum), Target India shall contribute 12% of the basic pay per month, towards EPF.

- If you hold International Worker status, the statutory contribution towards EPF is calculated at 12% per month on the sum total of basic salary and special allowance.

For those team members whose basic is less than Rs. 21,000 per month, we wish to bring to your notice that the "Special Allowance" portion of your CTC also includes a statutory bonus as per the requirement of the "Payment of Bonus Act, 1965". The statutory bonus component will reflect as a separate item in your pay slip.

c. Your Short Term Incentive (STI) Plan percent for the current fiscal year will be **07% (Rs. 80500/-)**. This is based on a Corporate Performance Score of 100%. However, your actual Short Term Incentive (STI) payout will vary based on both Company and individual performance.

d. STI for the current fiscal year will be pro-rated based on your actual Date of Joining.

e. To be eligible to receive the STI payout you must be employed by Target India on the date of payment of the STI (which is generally payable at the end of March) and should have joined Target India before November 1 of the previous year. Please note that if you are not employed by Target India on the date of the STI payout in a given fiscal year, you will not be eligible to receive the STI payout for that year.

f. Please note that this offer and your employment with Target India is subject to receiving satisfactory feedback on reference checks and background verifications made by Target India on your credentials. Further, this offer shall be valid only if your aggregate percentage of marks is **65%** or more at the end of your **BTech** from **Dr. Ambedkar Institute of Technology, Bengaluru** (i.e. the course that makes you eligible for the offer as determined by Target India and from the same university/college as a student of which you received this offer). Please also note that this offer is basis the assumption that the results of your graduation course will be out before your tentative Date of Joining. A delay by your university/college in declaring results for your batch may cause the Date of Joining to be reasonably shifted to accommodate for finishing the various internal formalities. Target India at its sole discretion may waive off any condition or requirement of this Offer Letter without affecting the other requirements.

g. In addition to the CTC mentioned above you will be eligible for a one time Sign-on payment of **Rs.100,000** (One lakh rupees only) ("Sign on payment") subject to deduction of taxes at source in compliance with prevailing income tax regulations. The Sign-on payment shall be paid along with your first month's salary, payable at the end of one month of your continuous employment with Target India. The Sign-on payment will be treated and dealt with in accordance with the terms of the Sign-on bonus repayment agreement attached hereto as attachment.

Danush S
IDA18CS129

18CS129



Daimler Truck
Innovation Center India

Head - Human Resources
Daimler Truck Innovation Center India Private Limited/Infot
Whitefield Palms, Plot No. 09 & 10
EPIP Zone, Phase 1, Whitefield Road
Near Satya Sai Hospital
Bangalore - 560 066, Karnataka, India

Dear Nikheel Sutrawe,

Receipt and Acceptance of Offer

This has reference to the offer letter no. OFFER/HR/DAI0000TKF/4798472 dated July 12, 2022.

I hereby accept the offer of employment by Daimler Truck Innovation Center India Private Limited (DTICI) for the position of Graduate Engineer Trainee in the Company's DTICI_T10 Grade, in the TT/SIE - DTICI - Mechatronics Engineering department.

I also agree with the terms and conditions as mentioned in the offer letter and will join DTICI on or before August 22, 2022.

Thanking You,

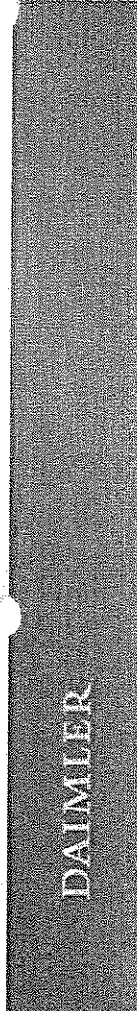
Yours sincerely,

Dhanush S

Date:

Danush.S
IDA18CS129

28/08/2022



Daimler Truck
Innovation Center India

Head - Human Resources
Daimler Truck Innovation Center India Private Limited/foit->
Whitefield Palms, Plot No. 09 & 10
EPIP Zone, Phase 1, Whitefield Road
Near Satya Sai Hospital
Bangalore - 560 066, Karnataka, India

Dear Nikheel Sutrawe,

Receipt and Acceptance of Offer

This has reference to the offer letter no. OFFER/HR/DAI0000TKF/4798472 dated July 12, 2022.

I hereby accept the offer of employment by Daimler Truck Innovation Center India Private Limited (DTICI) for the position of Graduate Engineer Trainee in the Company's DTICI_T10 Grade, in the TT/SIE - DTICI - Mechatronics Engineering department.

I also agree with the terms and conditions as mentioned in the offer letter and will join DTICI on or before August 22, 2022.

Thanking You,

Yours sincerely,

Dhanush S

Date:

Sachin Dev

IDA18LS131



HashedIn Technologies Private Limited
#36/5, Somasundara Palya,
27th Main Road, Sector 2,
HSR Layout, Bengaluru- 560102
Tel : +91 90360 16503

Mr. Sachin Dev
sachindev2106@gmail.com, 301706
India

Dear Sachin Dev

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of **Software Engineering Associate at B8**. Your internship with **HashedIn Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **14th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of Software Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 8,10,000/- (Rupees Eight Lakhs Ten Thousand Only). You can refer to the following table for the breakup.

Fixed CTC	₹ 630000
Performance Variable Bonus Upto	₹ 105000
Joining Bonus (One Time Payment)	₹ 75000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **HashedIn Technologies Private Limited**
Best Regards,

Authorized Signatory

Signature

28 Feb 2022

Date

SACHIN VERMA
IDAIBCS132



MONDAY, NOVEMBER 8, 2021

Strictly Private and Confidential

Sachin Verma
D-5/15, Shankar Hill Town,
Toranagallu,
Dist-Bellary - 583123
Karnataka

November 08, 2021

Dear Sachin,

Subject: Conditional Offer for Employment

Peak Business Insight Pvt. Ltd ("Company") is pleased to offer you an opportunity for **full-time** employment in the position of **Software Engineer**. You shall report to the **Senior Engineering Manager** and are required to follow directions given by the person occupying that position. You will be considered for a **full-time** role after the completion of 6 months based on your performance review. For the first 6 months, you will be titled as an **Intern**. Your total all-inclusive gross **monthly** compensation will be **Rs. 25,000** during internship subject to limits as per the applicable tax laws and the Company's policies and practices. The changed remuneration will be **Rs. 9,00,000** per annum + shares worth **Rs. 2,25,000** on the successful completion of your tenure. Please refer to **Annexure 1A and 1B** for the summary of your employment and compensation breakup. The terms and conditions of your employment with the Company are set out within the **Annexure 2** to this letter. Please note that this offer for employment is contingent upon

1. successful completion by the Company of your background checks and;
2. your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way may limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer for employment, and;

Sai Deepthi
2DA18CS135

27th May 2022

PRIVATE AND CONFIDENTIAL

Ms. Sai Deepthi

We are pleased to offer you the position of **Software Engineer** in **Technology department** with Zwayam Digital a wholly-owned subsidiary of Info Edge India Ltd.

1. This **Letter of Intent** is being issued subject to the following terms:
 - a) You shall join the company on or before **2nd June 2022**.
 - b) Accuracy of the testimonials and information provided by you.
 - c) Your being free from any contractual restrictions preventing you from accepting this offer or starting work on above mentioned date.
 - d) Successful background verification and reference check. In the event the background verification is not satisfactory in the sole opinion of the Company, the Company reserves the right to revoke the offer letter at any time without assigning any reason.
2. On your date of joining, you will be issued a formal Appointment Letter.
3. You shall be based in **Bangalore** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
4. As an employee of the company, you will receive an annual CTC (Cost to the Company) as mentioned in Annexure attached on Page 2.
5. In case you decide to leave the service of the organization, you will be required to give **60 days'** notice. The organization in its sole discretion can decide to waive off/ reduce the notice period depending upon the exigencies. In such case, you would be required to pay the organization the gross salary for the notice period so reduced/ waived off.
6. You agree that, during the term of this Agreement or any extensions and for a period of two (2) years thereafter, you will keep confidential any information which you obtains from the Company or any of said entities' subsidiaries, sister corporations or concerns, now or hereafter existing or created, concerning their client data properties, assets, content of this letter of intent, particular or detail of products, developing process, technical knowhow, administrative or organizational matters, proprietary assets, source codes, copyrights, business methods, and trade secrets.
7. Upon termination of employment, all company documents, information and property, business cards, office keys must be returned to the office prior to leaving.
8. **Work from home:** In view of the Covid-19 situation you will be working from home starting your joining date. While working from home you shall adhere to the company wide guidelines on work from home to ensure business continuity. However, you are expected to report to your work location as per the timelines decided by HR, once the office re-opens and is ready for the daily function.

Kindly sign and return a copy of this letter as a token of your acceptance. Yours

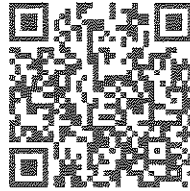
sincerely



I accept the terms and conditions of this offer

ZWAYAM DIGITAL PVT. LTD.

Unit No. N - 801 & 802, 8th Floor, North Block Manipal Centre, 47,
Dickenson Road Bangalore, KA 560042



10-Feb-2022

Dear A Saiteja,
B.E., Computer Science & Engineering
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19934136

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program, if offered to you:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

Sanjay S Dev
IDA18L3138

HITACHI

Inspire the Next

Hitachi Vantara Software Services India Private Limited
A Hitachi Vantara Company

REGISTERED ADDRESS
Plot No. 09, Survey No. 115/P
Nanakramguda Village, Serilingampally, Municipality, Gachibowli
Hyderabad - 500 032, India

PRIVATE & CONFIDENTIAL

06 July 2022

Sanjay S Dev
1st Floor, 1st Cross, Behind Power House, Govindpura
Tiptur, Karnataka
572202

Dear Sanjay S,

Employment Offer with Hitachi Vantara Software Services India Private Limited

I am delighted to offer you employment with us, Hitachi Vantara Software Services India Private Limited. ("Hitachi"). This letter provides you with the terms and conditions of your employment with us:

EXTERNAL JOB TITLE: Business Process Quality and Improvement - Associate

INTERNAL JOB TITLE: Business Process Quality and Improvement - Associate

BASED IN: Bengaluru, India
Travel outside of Bengaluru is required as part of your role.

C.R. Sharan Megha
1DA18CS140

18CS140



13-Jun-2022

Dear Sharan Megha CR,
B.E., Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19823920

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

Name: Shashank M Kadiwal
USN: IDA18C814F



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

25 July, 2022

Mr Shashank Kadiwal
191/14 M M Apartments, Flat-M3,
1st Cross, Kurubarahalli,
Bangalore,
Karnataka - 560086

Contact No: 9513801692
Email: shashankkadiwal2000@gmail.com

Dear Shashank,

**Subject: Appointment in the position of
Associate Software Engineer**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Global Delivery Services India LLP" (the "Firm") subject to the following terms and conditions:

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in Consulting in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Bangalore office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

3. WORKING HOURS:

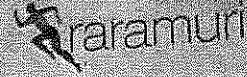
Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.

Shashank Purohit

LDA18LS142



21-03-2022

Shashank purohit
Bangalore

OFFER LETTER

Dear Shashank,

This has reference to your interest in taking up a full-time employment with ZopSmart (Raramuri Consultancy Services LLP)

We are pleased to offer you employment in the position of Software Engineer, with ZopSmart. You will be on Internship for a period of 6 months from the date of your joining in 21-03-2022 with a stipend of Rs. 30000 per month. And once the Internship period is over, you will be converted to full time employee. You will be reporting to the Lead Engineer or any other person authorized by the company.

1. Position

1.1 You will be employed with the Technology Team. In addition to your usual duties, you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the Company. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, the Company may from time to time change your duties and responsibilities at its sole discretion.

2. Location

2.1 You will be based at the Company's office at Bangalore.

2.2 The Company reserves the right to transfer you at any time to any other location in India or abroad, and/or to a branch office, subsidiary, affiliate company, department or establishment of the Company, whether in existence on the date of this letter or established or acquired later, provided that the terms and conditions of your employment set forth herein are not adversely affected by such transfer. The Company further reserves the right, subject to applicable laws, to transfer your employment to any other company or legal entity, as part of any transfer of relevant business of the Company or as part of any restructuring or amalgamation or reorganization plan implemented by the Company or by which the Company is bound.

3. Compensation and Benefits

3.1 Your gross compensation shall be as set out in Annexure A annexed hereto and will be subject to all statutory deductions that the Company is required to make.

3.2 The Company intends to provide all the applicable statutory benefits and such other benefits that the Company may from time to time decide to provide including (a) Employee Provident Fund, (b) Employee State Insurance (ESI), (c) Pension. It is however clarified that such benefits and other benefits, if any, and entitlements that may be provided to you by the

Shashank. S

IDA18CS143

18CS143



BOSCH

*** Personal and Confidential ***

Mr. Shashank

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963185

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55793/2022

Date: 14-May-2022

Dear **Mr. Shashank**,

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

1. Compensation

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

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

2. Retirement

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

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

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

Shilpa Rajesh Lingadal
IDA 18CS 144



11 March, 2022
Ref No: Hyd/HR/R&S/OL/22/2066

To
Shilpa Rajesh Lingadal
Lingadal Building, Bvvs College Road,
Ward No-10, Opposite Blood Bank,
Bagalkot, Karnataka -587101.

Dear Shilpa,

Further to your interview discussion, we are happy to offer you the position of **Software Engineer, Associate** with **Infor (India) Private Limited** subject to the reference check and background verification done by Infor India.

Your place of posting will be **Bengaluru**, and we expect you to join us on **04 April, 2022**

You would be under an internship Programme through this fixed-term employment contract for a duration of 6 months from the date of joining and your salary will be INR 30,000 (Rupees thirty thousand only) per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to **INR. 600000/-** per annum (**Rupees Six Lakh** per annum) Only as per **Annexure2**

Your employment with us is contingent upon the submission of the following documents on the date of joining.

1. Softcopy photocopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. 3 passport size colored photographs.
3. The name on the PAN card & the Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Thanking you

Regards

Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E-Mail: renu.ganotra@infor.com

Shivam Tiwari
IDA18CS145

Date: 29th Dec2021

BORDERFREE TECHNOLOGIES PRIVATE LIMITED

F11/1 Model Town II , Delhi 110009

Shivam Tiwari
251 Pipargao,
Aurai,Bhadohi, 221301

Dear Shivam

Borderfree Technologies Private Limited is pleased to offer you a position of Trainee Product Engineer with the Company on the terms described below.

1. **Position.** You will start as a full-time employee , having designation of Trainee Product Engineer. Your joining date will 1st January 2022
2. By signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.
3. **Compensation and Consultant Benefits.** You will be paid a payment of Rs. 35000/- per month. Your annual payment is Rs. 420000/- per year. Payment will be paid on regular payment date. Payment is confidential between you and company.
4. **Notice Period:** You shall be entitled to terminate your employment by giving three (3) months' notice in writing to the Company. The Company reserves the right to recover salary in lieu of notice period or to relieve you before the expiry of the notice period. During the Notice period the Consultant should prepare the handover documents which give the complete detail on the activities handled by the Consultant. The handover document should be given to management and the immediate manager (in-charge). On satisfactory completion of handover/notice period, the relieving letter & settlement if any will be given to the Consultant by the management, Once management relieved the consultant , they will get the experience certificate.
5. **Separation:**

January 12, 2022

Shivam Tiwari
S/O Suresh Chandra Tiwari
House No -89, Kapila Nagar Housing Bord
Bersiya Road, Karond Huzur, Bhopal
Madhya Pradesh: 462001

Dear Shivam

Offer letter for the position of "Engineer I, R&D"

This is further to our recent discussions in relation to the job opportunity you applied for. We are pleased to offer the opportunity to you as per details outlined below:

Date of joining	:	On or before July 18, 2022
Title	:	Engineer I, R&D
Job grade	:	08
Annual Base Salary	:	INR 1,000,008/-. Please refer break up in Annexure
Job location	:	Bangalore

You will initially be employed for a probationary period of 6 months and if performance is satisfactory your employment will be confirmed in writing.
Kindly submit a copy of your acceptance of this offer by signing below and returning one copy to the Human Resources Department.

Please note that your employment with us would be subject to you submitting all relevant personnel documents to the Human Resources Department, clearing your background verification and pre-employment (only for Goa location) medical test.

In case you fail to submit the resignation acceptance letter by **January 19, 2022** the offer stands cancelled.

Should you have any queries regarding the above, please do contact us.

Looking forward to you joining the team.

Yours sincerely,
For **CommScope Networks India Pvt Ltd**



Shrinivas Rao Turupati
Manager – HR

I **Shivam Tiwari** accept this Offer Letter & agree to maintain confidentiality of company processes, designs and company information.

I confirm to join on :

Signature :

Name :

COMMSCOPE NETWORKS INDIA PVT. LTD.,
(Formerly Airvana Networks India Pvt. Ltd.)

1st Floor, B Wing, Block A, Salarpuria Softzone, Bellandur Village, Varthur Hobli, (Outer Ring Road)
Bangalore – 560103, INDIA Tel.: +91 80 66189300, Web: www.commscope.com

CIN: U72200KA2004FTC034129

Ms. SHREYA C N
No 88/8 Amareshwara Nilaya, 2nd Cross,
1st Main Madavara Basavajyothi Nagara,
Bengaluru 562162

NOV 09, 2021

Dear Shreya C N,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Shreya C N, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Ltd.**,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition



Shrivathsa S V
IDA18LS150

13-May-2022

Dear Shrivathsa N V,
B.E., Computer Science & Engineering
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19823915

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

valtech

18CS151

Ms. SHRUTHI D
#V-80,3rd Cross, Pipeline,
Malleshwaram, Bangalore North,
Karnataka,560003

NOV 09, 2021

Dear Shruthi D,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Shruthi D, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FCS7EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition

Valtech India Systems Pvt. Ltd.
#30/A, 1st Main Road, JP Nagar 3rd Phase, Ind-Suburb,
Bengaluru – 560078, India

Tel: +9180 2607 9999
info@valtech.co.in
CIN: U72200KA2000PTC026220

18CS154

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/05/2022

Shyamanth Raghuchandra Upadhyia

C10973711

No 415 2nd C Cross, 4th Main, 14th Block, Nagarabhavi 2nd Stage

7760731410

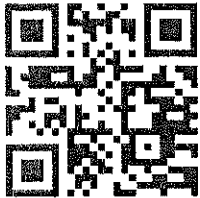
Dear Shyamanth Raghuchandra Upadhyia,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

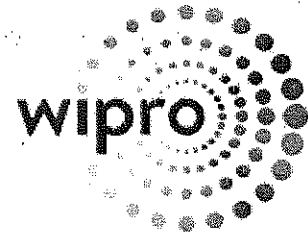
Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



APPOINTMENT LETTER

May 30, 2022

Dear Skanda Kumar M R,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. The retirement age is 58 years.
- c. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- d. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- e. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- f. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.



To,

Name : Snehananda H A

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Snehananda H A,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks-** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

18CS161



BOSCH

*** Personal and Confidential ***

Ms. Sparsha K

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963195

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55794/2022

Date: 14-May-2022

Dear **Ms. Sparsha K,**

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

1. Compensation

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

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

2. Retirement

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

Deloitte Touche Tohmatsu India LLP
Bengaluru
Prestige Trade Tower, Level 19
46, Palace Road, High Grounds
560001
Tel: +91 8061886000
Fax: 918066276011
www.deloitte.com

June 1, 2022

Ms Sushmitha K R
D/o Raghu K S, Kolavara V, Basavani P, Thirthahalli T,
Shimogga
Karnataka, 577432- India

Contact No.: 9480566401

Dear Sushmitha K R

Congratulations and welcome to the family of Deloitte India.

You have made a favourable impression on us during the interview process! Further to this and based on the credentials you have presented, we are pleased to offer you employment as **Analyst** in the **Consulting** function of **Deloitte Touche Tohmatsu India LLP** (Organization) based in **Bengaluru**.

This letter (Offer Letter) provides you with details of your remuneration and the terms and conditions of your employment.

There are two schedules attached to and forming part of this Offer Letter:

- Schedule 1 – which sets out your remuneration and related particulars; and
- Schedule 2 – which sets out the terms and conditions of your employment with the Organisation.

Please bring along with you the original documents specified per list attached, to enable our talent team representative to complete the joining formalities.

Please sign a copy of this Offer Letter in acceptance and return it to us no later than 3 working days from the date of this Offer Letter. You will appreciate if we do not receive your acceptance within this period, our offer will stand withdrawn.

**BOSCH**

* Personal and Confidential *

Ms. Swethashree B

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963209

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55795/2022

Date: 14-May-2022

Dear Ms. Swethashree B,

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

1. Compensation

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

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

2. Retirement

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



18CS173

March 09, 2022
Ref No: Hyd/HR/R&S/OL/22/2002

To
Ujval D R
#41/1, 3Rd Floor,
Nb Complex, Nyathappa Layout,
Arekere, Bengaluru 560-076.

Dear Ujval,

Further to your interview discussion, we are happy to offer you the position of **Consultant, Associate** with "Infor (India) Private Limited" subject to the reference check and background verification done by Infor India.

Your place of posting will be **Hyderabad**, and we expect you to join us on **April 04, 2022**.

You would be under an internship Programme through this fixed-term employment contract for 6 months from the date of joining and your salary will be **INR 30,000 (Rupees thirty thousand only)** per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to INR. **540000/- per annum (Rupees Five Lakh Fourty Thousand)** per annum and the Variable Compensation will be INR **60000/- per annum (Rupees Sixty Thousand)**, payable based on your performance. as per **Annexure2**.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

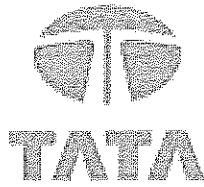
1. Softcopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. 3 passport size colored photographs.
3. Name on PAN card & Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Regards

For Infor (India) Pvt Ltd
Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E Mail: renu.ganotra@infor.com



IDA 18CS176

Offer: Computer Consultancy
Ref: TCSL/CT20213652986/Bangalore
Date: 01/09/2021

Mr. V Rahul Iyer
#264, Bld 174, Shirke Apts, Ks Town, Bengaluru,
Opposite To Water Tank,
Bengaluru-560060,
Karnataka.
Tel# 91-7019708108

Dear V Rahul Iyer,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20213652986

1

TATA CONSULTANCY SERVICES

GRAND CENTRAL STATION, 9A, EPIP Whitefield, Bangalore-560 066 India
T: +91 80 0734 7300 Fax: +91 80 2841 0114 Website: www.tcs.com
Regional Office: National Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers helpline: 1800 307 5111 Email: careers@tcs.com

21-October-2021

Dear Varshitha S

AIT

Email: varshitha.sathish09@gmail.com

Phone: +91 7349623531

SUBJECT: Letter of Selection

We are pleased to offer you the position of "Associate Software Engineer" with BETSOL. Your total CTC would be ₹ 4,50,000 (Four Lakhs fifty thousand only) which will be paid during your course of employment with BETSOL subject to the terms mentioned in the offer letter which will be given to you at the time of joining.

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company, you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.


We expect you to join on or before 1st July 2022, otherwise this offer stands withdrawn automatically.

Again, congratulations and welcome to the BETSOL family.

On behalf of
BETSOL

I agree and accept the selection on
the above terms and conditions

Neha Sawant


Varshitha (Oct 21, 2021 18:57 GMT+5.5)

Neha Sawant
Senior HR Business Partner, BETSOL

Varshitha S
AIT

1808183



BOSCH

*** Personal and Confidential ***

Mr. Venkatesh Hegde

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963231

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55797/2022

Date: 14-May-2022

Dear **Mr. Venkatesh Hegde**,

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

1. Compensation

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

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

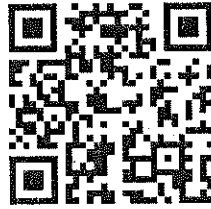
2. Retirement

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

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India

Managing Director: Mr. Datta Salagame

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19-Jan-2022

Vignesh G
B.E. Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Dear Vignesh G,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**. Your Internship onboarding will be scheduled anytime between now, through end of March 2022 based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend

18/11/21



Comviva Technologies Limited

Regd. Office
Capital Cyberscape
Sector 59
Golf Course Extension Road
Gurugram-122102, Haryana
India
Tel: + 91 124 481 9000
Fax: + 91 124 481 9777
CIN: U72200HR1999PLC041214

comviva.com
info@comviva.com

Date: November 29, 2021

**To,
Vishal Kumar**

CU Group of Colleges

Subject: Letter of Intent for hiring

Dear Vishal

Congratulation

We are pleased to Shortlist you for a position with Comviva. The date of joining will be communicated to you at a later stage.

Your hiring is conditional upon the following:

- You may be posted at any location and/or any business unit within or outside India, however, final decision will be subject to business requirements.
- This offer of employment with Comviva is subject to the successful completion of your course with a minimum 60 % passing marks along with the confirmation of positive background check.
- Should not have any active backlog at the time of joining/commencement of your training.
- Formal letter of appointment with all the terms and conditions will be shared at the time of joining
- You may be requested to take the additional assessment if it is in line with the specific business unit hiring requirements.
- You are required to share the final acceptance of the letter on or before three working days from the date of issuance of this LOI for further consideration.
- Comviva holds all the rights to modify the initial training duration and stipend offered.
- You may be required to work in rotational shifts (night), and the same will be communicated to you in advance through the authorized representatives of Comviva

An indicative compensation structure offered by Comviva for the position in respect of which you have been selected is appended herewith as an Annexure. At the time of joining, you will be required to sign an Employment Agreement containing detailed terms of your subsequent employment with Comviva.

We wish you an enriching career at Comviva. In case of any queries regarding the terms of this letter or your joining, please reach out to us at campus@comviva.com

Sincerely,

Vaishnavi Shukla
Director - Human Resources
Date: 29 November 2021

Read, Understood and Accepted



4th Floor Kabra Excelsior, 6/A, 7th Main (80 ft main road)
Koramangala, 1st Block, Bengaluru 560 034
+91-80-46661600

18CS189

Ref: ML26/05/2022

Date: June 03, 2022

Mr. Vishal Ratnakar Kharvi

#W1 B 1101 Vasathi Avante 37/1, Church Gate No-5, Rachenahalli, Near Mesthri Patya, KA 560045

Dear Vishal Ratnakar Kharvi,

We are pleased to confirm our offer of employment to you as **Associate Software Engineer in Grade G1**. You are required to report on **August 01, 2022** through Virtual onboarding process/in person not later than **9:30:00 AM**.

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.5,50,000.00 (Rupees Five Lakh Fifty Thousand only)** the breakup for which is given in **Annexure A**.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at MapleLabs are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with MapleLabs. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of 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.

ANNUAL LEAVE/PUBLIC HOLIDAYS

You will be entitled for 18 days of paid leaves and 8 days of casual leaves per calendar year of service, or pro-rata for partial period of service in a calendar year. You are also entitled for 11 public holidays.

NOTICE PERIOD/TERMINATION

This contract of employment may be terminated by either party by giving sixty days written notice or gross monthly salary in lieu thereof.

Project allocation is subject to availability of positions in the respective project at the time of your joining. Kindly note that while you accept this offer, we will be initiating your reference check in parallel. In case of a negative reference check, this offer will stand cancelled.

A detailed appointment letter will be issued to you on your date of joining us.

Regd. Office: Times Square, 7th Floor, C-Wing, Smartworks Coworking Spaces, Andheri-Kurla Road, Andheri-East, Mumbai 400059.
CIN: U72200MH2020FTC348964, www.maplelabs.com

18CS190



BOSCH

*** Personal and Confidential ***

Mr. Vishwa Jyestha Mishra

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963241

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55798/2022

Date: 14-May-2022

Dear **Mr. Vishwa Jyestha Mishra,**

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

1. Compensation

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

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

2. Retirement

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

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India

Managing Director: Mr. Datta Salagame

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20-Jan-2022

Vishwas K S
B.E. Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Dear Vishwas K S,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**. Your Internship onboarding will be scheduled anytime between now, through end of March 2022 based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend

18CS192



BOSCH

*** Personal and Confidential ***

Mr. Wamiq Yousuf

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963203

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax, +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55799/2022

Date: 14-May-2022

Dear **Mr. Wamiq Yousuf,**

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

1. Compensation

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

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

2. Retirement

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



12-May-2022

Dear Yashaswini K,
B.E., Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19823892

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation, are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

1808194



BOSCH

*** Personal and Confidential ***

Ms. Yashika A Pawar

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963213

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55800/2022

Date: 14-May-2022

Dear Ms. Yashika A Pawar,

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

1. Compensation

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

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

2. Retirement

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



May 17, 2022

Sudhanva K S

No. 304, Siri Fortune, 15th cross road, Arehalli, Kodipur, Bangalore - 560061

Bangalore- 560061

Karnataka

Sub: Offer of Employment

Dear Sudhanva,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer-Product Development** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your date of joining will be on/before **30 May 2022**.
- Your initial place of posting will be in **IN_Bangalore_Jupiter, Prestige Tech Park**
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before **October 31, 2022**. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 21 days of Privilege/Earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company Intranet.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.



18CS196

Privileged and Confidential

Dear **Manisha H Dongre**,

1) We are pleased to offer you the position of **Engineer** in Level 4 at Target Corporation India Private Limited ('Target India/ Company') subject to the terms and conditions of this letter ("Offer Letter"). Your tentative joining date with Target India will be in the month of **July/August 2022** (the exact date shall be communicated separately) and your joining date shall be treated as the employment effective date ("Date of Joining").

Once your employment is effective your projected gross annual compensation, on a **Cost to Company Basis (CTC)** will be **Rs. 12,30,500/-** based on the following:

a. Your Total Fixed Compensation will be **Rs. 11,50,000/-**

b. Target India shall contribute a stipulated amount towards the Employees Provident Fund ("EPF"). The statutory deduction is calculated based on the basic salary threshold mandated under the law.

- If your basic salary is below INR 15,000 per month (INR 180,000 per annum), Target India shall contribute INR 1,800 per month. If the basic salary exceeds INR 15,000 per month (INR 180,000 per annum), Target India shall contribute 12% of the basic pay per month, towards EPF.

- If you hold International Worker status, the statutory contribution towards EPF is calculated at 12% per month on the sum total of basic salary and special allowance.

For those team members whose basic is less than Rs. 21,000 per month, we wish to bring to your notice that the "Special Allowance" portion of your CTC also includes a statutory bonus as per the requirement of the "Payment of Bonus Act, 1965". The statutory bonus component will reflect as a separate item in your pay slip.

c. Your Short Term Incentive (STI) Plan percent for the current fiscal year will be **07% (Rs. 80500/-)**. This is based on a Corporate Performance Score of 100%. However, your actual Short Term Incentive (STI) payout will vary based on both Company and individual performance.

d. STI for the current fiscal year will be pro-rated based on your actual Date of Joining.

e. To be eligible to receive the STI payout you must be employed by Target India on the date of payment of the STI (which is generally payable at the end of March) and should have joined Target India before November 1 of the previous year. Please note that if you are not employed by Target India on the date of the STI payout in a given fiscal year, you will not be eligible to receive the STI payout for that year.

f. Please note that this offer and your employment with Target India is subject to receiving satisfactory feedback on reference checks and background verifications made by Target India on your credentials. Further, this offer shall be valid only if your aggregate percentage of marks is **65%** or more at the end of your **BTech** from **Dr. Ambedkar Institute of Technology, Bengaluru** (i.e. the course that makes you eligible for the offer as determined by Target India and from the same university/college as a student of which you received this offer). Please also note that this offer is based on the assumption that the results of your graduation course will be out before your tentative Date of Joining. A delay by your university/college in declaring results for your batch may cause the Date of Joining to be reasonably shifted to accommodate for finishing the various internal formalities. Target India at its sole discretion may waive off any condition or requirement of this Offer Letter without affecting the other requirements.

g. In addition to the CTC mentioned above you will be eligible for a one time Sign-on payment of **Rs. 100,000** (One lakh rupees only) ("Sign on payment") subject to deduction of taxes at source in compliance with prevailing income tax regulations. The Sign-on payment shall be paid along with your first month's salary, payable at the end of one month of your continuous employment with Target India. The Sign-on payment will be treated and dealt with in accordance with the terms of the Sign-on bonus repayment agreement attached hereto as attachment.

valtech.

18CS197

Ms. YESHASWINI C
#61, NEELAKANTESHWARA ARCH ROAD,
MUDDINAPALYA, BANGALORE 560091

NOV 09, 2021

Dear Yeshaswini C,

We are pleased to share with you our Appointment Offer Letter for a position as Associate Software Developer and we would like to welcome you to join the growing family of Valtech!

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Yeshaswini C, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC97EF3A852447A

Sandhya Gulati
Senior Director – Talent Acquisition

Valtech India Systems Pvt. Ltd.
#30/A, 1st Main Road, JP Nagar 3rd Phase, Ind-Suburb,
Bengaluru – 560078, India

Tel: +9180 2607 9999
info@valtech.co.in
CIN: U72200KA2000PTC026220

www.valtech.com / where experiences are engineered



1805199

11-Apr-2022

Dear Nida Fathima,
B.E., Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19719034

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 15 days and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

18CS199



Strictly Private and Confidential

Date: 05/06/2022

Nida Fathima

C10962916

#93,2nd main, metro layout, nayandahalli,Bangalore-560039

8618121914

Dear Nida Fathima,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

18CS200



BOSCH

*** Personal and Confidential ***

Ms. Pranathi P

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963207

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55790/2022

Date: 14-May-2022

Dear **Ms. Pranathi P,**

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

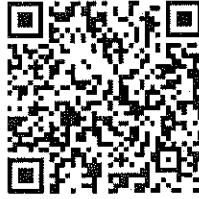
1. Compensation

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

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

2. Retirement

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



23-Apr-2022

Dear Chandan Kumar Singh,
B.E., Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19823882

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

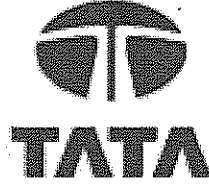
1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs



18CS205

Offer: Computer Consultancy
Ref: TCSL/CT20213661333/Bangalore
Date: 01/09/2021

Mr. Dhanush K J
No.190/173rd Cross,
Kurubarahalli,
Bengaluru-560086,
Karnataka.
Tel# -

Dear Dhanush K J,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

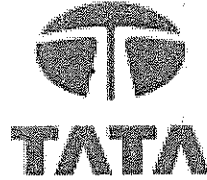
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

TCS Confidential
TCSL/CT20213661333

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TATA CONSULTANCY SERVICES

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



1DA19CB409
Manjunath N

Offer: Computer Consultancy
Ref: TCSL/CT20213646569/Bangalore
Date: 14/10/2021

Mr. Manjunath N
#3071st Main, 2nd Cross,
Kamalanagar,
Bangalore-560079,
Karnataka.
Tel# 91-7829426306

Dear Manjunath N,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

TCS Confidential
TCSL/CT20213646569

TATA CONSULTANCY SERVICES

VYDEHI- RC-1 BLOCK, 62, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

valtech

IDA19CS410
Meghana.R

Ms. MEGHANA R
#02, 6th cross, Om shakthi main road,
Sanjeevini nagara, 1st stage,
Hegganalli cross, Bengaluru - 560091

NOV 09, 2021

Dear Meghana R,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Meghana R, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Ltd.**,

Sandhya Gulati
Senior Director – Talent Acquisition

Valtech India Systems Pvt. Ltd.
#30/A, 1st Main Road, JP Nagar 3rd Phase, Ind-Suburb,
Bengaluru – 560078, India

Tel: +9180 2607 9999
info@valtech.co.in
CIN: U72200KA2000PTC026220

Letter of Intent (LOI)

Superset ID: 1188146

November 02, 2021

Dear Prajwal R,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

Letter of Intent (LOI)

Superset ID: 1257318

November 02, 2021

Dear Ranjan S B,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



CAREERS (/careers-home)

IDA19C849Q.
Sanal U



Amendment to Appointment Letter

WELCOME TO WIPRO

May 3, 2022

Dear Sanal U,

This Amendment is pursuant to your Appointment Letter from Wipro Limited ("Wipro"). The purpose of this letter is to amend two sections ("Appointment Details") and ("Notice Period & Termination") of your current Appointment Letter by removing the probation period.

"Appointment Details" will be replaced with the following:

"Appointment Details:

- a. *The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.*
- b. *The retirement age is 58 years.*
- c. *You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.*
- d. *We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.*
- e. *This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.*
- f. *The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining."*

"Notice Period & Termination" will be replaced with the following:

"Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items."

1. **No Further Modification.** Except as expressly modified herein, all other terms and conditions of the Appointment Letter shall remain in full force and effect. This Amendment is fully integrated into the Appointment Letter.
2. **No Waiver.** Nothing in this Amendment shall be construed as a waiver of any breach, covenant, right or remedy of the Parties.
3. **Counterparts.** This Amendment may be executed in any number of counterparts in original or facsimile, each of which shall be deemed an original, but all of which taken together shall constitute one single agreement between the Parties.
4. **Precedence.** This Amendment shall constitute a part of and shall be read together with the Appointment Letter and shall run concurrently and be co-terminus and co-extensive with Appointment Letter. However, this Amendment shall prevail in the event of any inconsistency between any terms and conditions to this Amendment and the Appointment Letter.

Yours sincerely,
For Wipro Limited,

R. S. U.

*** Personal and Confidential ***

Ms. Poornima L

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963747

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55789/2022

Date: 14-May-2022

Dear **Ms. Poornima L,**

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

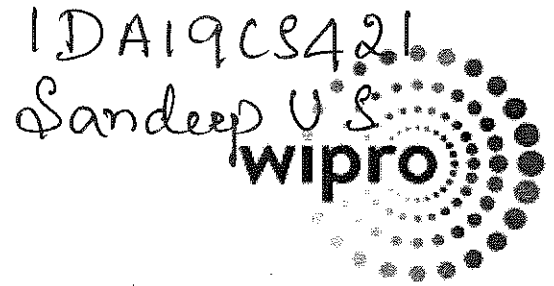
1. Compensation

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

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

2. Retirement

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



APPOINTMENT LETTER

January 22, 2022

Dear Sandeep U S,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

valtech.

IDA19C8422
Shruthi Channabasappa

Ms. SHRUTI CHANNABASAPPA LAMANI

NOV 09, 2021

#3031 Near Shreeji House
Habbuwada Karwar,
Uttara Kannada-581301

Dear Shruti Channabasappa Lamani,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Shruti Channabasappa Lamani, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:

Sandhya Gulati

FC57EF3A652447A..

Sandhya Gulati
Senior Director – Talent Acquisition

Valtech India Systems Pvt. Ltd.
#30/A, 1st Main Road, JP Nagar 3rd Phase, Ind-Suburb,
Bengaluru – 560078, India

Tel: +9180 2607 9999
info@valtech.co.in
CIN: U72200KA2000PTC026220

kyndryl

IDA19CS425

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services
Private Limited)
CIN: U72900KA2021PTC142940
2nd to 4th Floors, Block D,
Embassy Golf Links Business Park,
Off Intermediate Ring Road, Domlur
Bengaluru- 560071, India

Sumanth Reddy P

Dear Sumanth Reddy P,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective June 29, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

devtown

IDA19C8426

Sushmitha

Date: 10 April, 2022

Dear Sushmitha J.,

Welcome to the DevTown family!

We are pleased to offer you a **3 Months Business Development Trainee** position with a Performance-Based Placement Opportunity at DevTown, with a start date of **13th April, 2022** on "at will basis". It is our opinion that your abilities and experience will be the perfect fit for our company.

Please find the following confirmation for your training:

Title: **Business Development Trainee**

Start Date: **13 April, 2022**

End Date: **13 June, 2022**

Location: **Bangalore, India**

Stipend: **INR 15000 per month + 8% Incentives [After the completion of the given target]**

Target: **INR 180000 per month**

(Subject to statutory deduction)

Please indicate your acceptance by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to <devesh.vishwakarma@devtown.in> within **1 Working Day from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **DevTown if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with DevTown, and will report on or before **13 April, 2022.**

Signature: _____

(Candidate's Signature)

DATE: _____



19CS427
BOSCH

*** Personal and Confidential ***

Ms. Swati S Math

Dr. Ambedkar Institute of Technology, CANDIDATE ID : 6771337,

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India, Tel: +91 80 6657 5757
Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61349/2022

Date: 05-Jul-2022

Dear Ms. Swati S Math,

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

1. Compensation

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

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

2. Retirement

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

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India

Managing Director: Mr. Datta Salagame

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IDA19C8428
Tejaswini B.R

HARMAN

May 17, 2022

Tejaswini B R

1314 3rd floor Hamsa poorvi building magadi road Govinda Raj Nagar behind government high school Govindraj Nagar Bangalore 560079
Bangalore- 560079
Karnataka

Sub: Offer of Employment

Dear Tejaswini,

Thank you for investing your time to pursue an opportunity with Harman Connected Services Corporation India Pvt. Ltd, Bangalore.

We are delighted in offering you an employment opportunity as **Associate Engineer-Product Development** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore.

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and/or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. You will receive a one-time joining bonus of Rs. 25,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your date of joining will be on/before **30 May 2022**.
- Your initial place of posting will be in **IN Bangalore Jupiter, Prestige Tech Park**.
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on multiple factors such as job role, skills-specific background, and professional merit. This information and any changes made thereto should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before **October 31, 2022**. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory references & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby certifying that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer(s).
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experiences, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, educational qualifications, marital status, change of marital status, passport details) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirements of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your compensation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an accumulation of 11 days of Privileged/earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company handbook.
- You will be covered by personal accident insurance coverage under the Company's group insurance plan. Your and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified professional training. If you choose to separate from the Company after undergoing the training, there is a minimum period as may be communicated prior to such training. Company has the right to invest in you and an agreement regarding the training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevailing Company policy on travel and expenses.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/06/2022

Abhimanyu Kumar

C10973710

malathahali bengalore

7631393659

Dear Abhimanyu Kumar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: C741400L1951PUC046369

Technology Hub, Special Economic Zone

Plot No. 3A, Sector 125, NOIDA 201 304, UP, India.

F + 91 120 6125000 F + 91 120 4583000

Registered Office: 808 Siddhanti, 99, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

18CS004

OFFER & APPOINTMENT LETTER

Offer Release Date: August 6, 2022

Dear Abhishek H,
Ward no 07 main bazar
Sandur, Bellary,
Karnataka, India, 583119

Dear Abhishek H,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least -- keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 11, 2022** at 9:00 A.M at the following address **BengaluruSEZ-T4-U2-1,2,3-ex4,7-ex2,8-4-6**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure ; BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 425000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

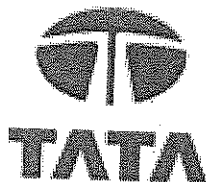
You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential

HCL



18CS005

Offer: Computer Consultancy
Ref: TCSL/CT20213646543/Bangalore
Date: 01/09/2021

Mr. Abhishek Kujur
E-23 , North Block North , Vip CityRing Road Number 3,
Sadhoo,
Raipur-492001,
Chattisgarh.
Tel# 91-7509061987

Dear Abhishek Kujur,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20213646543

1

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1 800 209 3111 Email: careers@tcs.com

**BOSCH**

*** Personal and Confidential ***

Mr. Advait Yeshodhar

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963119

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55778/2022

Date: 14-May-2022

Dear **Mr. Advait Yeshodhar**,

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

1. Compensation

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

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

2. Retirement

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/06/2022

Aishwarya B R

C10962891

No. 719, 10th Main, 3rd Cross, 9th Block, Nagarabhavi 2nd stage, Bangalore North, Bangalore
7406090850

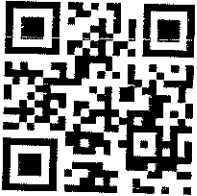
Dear Aishwarya B R,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

18CS010



BOSCH

*** Personal and Confidential ***

Ms. Aishwarya R D

DAIT, Bangalore,

Candidate Id:6642939

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/59059/2022

Date: 09-Jun-2022

Dear **Ms. Aishwarya R D,**

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

1. Compensation

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

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

2. Retirement

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

Aishwarya

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

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18CS011

EMPLOYMENT OFFER LETTER

Cappgemini Ref: 5599866/1458479,

08/09/2022,
Amanpreet Singh.

Phase 1, A Block, Kereguddahalli Bangalore
Bangalore, Karnataka
India.

Confidential

Dear Amanpreet Singh,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappgemini Technology Services India Limited ('Cappgemini' or 'Company') starting from 08/30/2022 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Senior Analyst/A5.
- B) You will be required to work at the Company's offices in Bangalore.
- C) You have to report by 8:30 am at Bangalore office, for joining formalities and contact security at the main gate for your entry pass at:

Address
155-156, EPIP Phase II,
EPIP Industrial Area, Whitefield, Bengaluru 560066

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

D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 750,002.00 (Rupees Seven Lakh Fifty Thousand And Two Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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



May 17, 2022

Amrutha T A

Sowmya PG, M P M employees layout kengunte annapurneshwari nagar, Bangalore
Bangalore- 560056
Karnataka

Sub: Offer of Employment

Dear Amrutha,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer-Product Development** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your date of joining will be on/before **30 May 2022**.
- Your initial place of posting will be in **IN_Bangalore_Jupiter, Prestige Tech Park**
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 31, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 21 days of Privilege/Earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company Intranet.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.

18CS017



May 17, 2022

Ankitha Desai (Ankitha Desai)
#40/A 18 Shankar Krupa, Sangankal Road, Opposite Ramakrishna Ashrama
Gandhi Nagar, Bellary
Bellary- 583101
Karnataka

Sub: Offer of Employment

Dear Ankitha,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer-Product Development** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your date of joining will be on/before **30 May 2022.**
- Your initial place of posting will be in **IN_Bangalore_Jupiter, Prestige Tech Park**
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 31, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer(s)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 21 days of Privilege/Earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company Intranet.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/06/2022

Anupama A S

C10962892

Thandavamurthy building Sringeri

9380688630

Dear Anupama A S,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

COMMSCOPE®

January 13, 2022

Anuraag Khare
S/O: Neeraj Khare, 11/53,
Nehru Nagar, New Colony, Deoria,
Deoria,
Uttar Pradesh -274001

Dear Anuraag

Offer letter for the position of "Engineer I, R&D"

This is further to our recent discussions in relation to the job opportunity you applied for. We are pleased to offer the opportunity to you as per details outlined below:

Date of joining	:	On or before July 18, 2022
Title	:	Engineer I, R&D
Job grade	:	08
Annual Base Salary	:	INR 1,000,008/- Please refer break up in Annexure
Job location	:	Bangalore

You will initially be employed for a probationary period of 6 months and if performance is satisfactory your employment will be confirmed in writing.

Kindly submit a copy of your acceptance of this offer by signing below and returning one copy to the Human Resources Department.

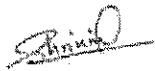
Please note that your employment with us would be subject to you submitting all relevant personnel documents to the Human Resources Department, clearing your background verification and pre-employment (only for Goa location) medical test.

In case you fail to submit the resignation acceptance letter by **January 20, 2022** the offer stands cancelled.

Should you have any queries regarding the above, please do contact us.

Looking forward to you joining the team.

Yours sincerely,
For CommScope Networks India Pvt Ltd



Shrinivas Rao Turupati
Manager - HR

I Anuraag Khare accept this Offer Letter & agree to maintain confidentiality of company processes, designs and company information.

I confirm to join on : July 18, 2022

Signature : Anuraag Khare

Name : ANURAAG KHARE

COMMSCOPE NETWORKS INDIA PVT. LTD.,
(Formerly Airvana Networks India Pvt. Ltd.)

1st Floor, B Wing, Block A, Salarpuria Softzone, Bellandur Village, Varthur Hobli, (Outer Ring Road)

Bangalore - 560103, INDIA Tel: +91 80 66189300, Web: www.commscope.com

CIN: U72200KA2004FTC034129

18CS022

4th December 2021
Mr. Ascharya Soni
Bhilwara, 311001
India

Dear Ascharya Soni

We are pleased to inform you that your application for an Internship program has been accepted.

Your internship with **Hashedin Technologies Private Limited** ("Company") will be located in Bengaluru. The Internship program is for a duration of **Six Months** beginning **14th February 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

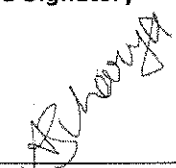
This will be followed by a job offer of Software Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 8,10,000/- (Rupees Eight Lakhs Ten Thousand Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 630000
Performance Variable Bonus Upto	₹ 105000
Total Cost to Company	₹ 810000
Joining Bonus (One Time Payment)	₹ 75000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory

Signature 

10 dec 2021
Date

HITACHI

Inspire the Next

Hitachi Vantara Software Services India Private Limited
A Hitachi Vantara Company

REGISTERED ADDRESS
Plot No. 09, Survey No. 115/P
Nanakramguda Village, Serilingampally, Municipality, Gachibowli
Hyderabad - 500 032, India

PRIVATE & CONFIDENTIAL

16 July 2022

Ashutosh Singh
B 125, Housing Colony, Kankarbag, Near Brindavan Park, Post Lohia Nagar
Patna, Bihar
800020

Dear Ashutosh,

Employment Offer with Hitachi Vantara Software Services India Private Limited

I am delighted to offer you employment with us, Hitachi Vantara Software Services India Private Limited ("Hitachi"). This letter provides you with the terms and conditions of your employment with us:

- EXTERNAL JOB TITLE:** Cloud Infrastructure-As-A-Service (IAAS) - Associate
- INTERNAL JOB TITLE:** Cloud Infrastructure-As-A-Service (IAAS) - Associate
- BASED IN:** Bengaluru, India
Travel outside of Bengaluru is required as part of your role.

18CS024



April 12, 2022

To,

Avnish Kumar

Dear Avnish Kumar,

Congratulations!! We are pleased to extend an offer of employment to join Prodapt Solutions Private Limited, herein referred as Prodapt, as Senior Software Engineer at of our offices in Chennai/ Bangalore/ Hyderabad, India.

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be at any of our office location Chennai/ Bangalore/ Hyderabad, which shall be communicated closer to your joining date. However, we shall also reach out to you to understand your preferred work location within our Prodapt locations.

We would like you to start work tentatively by **September 05, 2022**, or earlier, may extend based on your successful completion of your final semester and with the receipt of your Professional Degree, if possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR 750000** per annum, as identified in Schedule A;
2. This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

- a. Signed copy of the hiring letter and Employment Agreement
- b. Permanent Account Number (PAN) card or copy of PAN application
- c. Relieving certificate from your former employer
- d. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
- e. Duly attested copies of academic and professional certificates
- f. One soft copy of passport size photo with white background
- g. Last pay slip drawn or compensation page from last employer
- h. Photocopies of passport



Ms. AYUSHI SINHA
Road no-24 Village adarsh vihar colony,
rajivnagar, Patna, Bihar, 800024

NOV 09, 2021

Dear Ayushi Sinha,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of Valtech!

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Ayushi Sinha, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition



May 17, 2022

Badri Narayan S (Badri Narayan S)

61/2-1, Tejaswini Nilaya, near TCI, backside Union Godown, Madanayakanahalli, Bangalore North taluk
Bangalore- 562162
Karnataka

Sub: Offer of Employment

Dear Badri,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer-Product Development** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your date of joining will be on/before **30 May 2022**.
- Your initial place of posting will be in **IN Bangalore Jupiter, Prestige Tech Park**
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 31, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 21 days of Privilege/Earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company Intranet.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.

valtech

18CS027

Mr. BHARATH HK
#206/2 Yellamma Temple road
Kote,Tiptur,
Tumkur dist 572201

NOV 09, 2021

Dear Bharath HK,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Bharath HK, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition

Valtech India Systems Pvt. Ltd.
#30/A, 1st Main Road, JP Nagar 3rd Phase, Ind-Suburb,
Bengaluru – 560078, India

Tel: +9180 2607 9999
info@valtech.co.in
CIN: U72200KA2000PTC026220



21 March, 2022
Ref No: Hyd/HR/R&S/OL/22/2126

To
Bhargav G K
Bhargav G K S/O Krishna G N, #43,
Yeldur Village, Srinivaspur Taluk,
Kolar District, Karnataka- 563138 ,

Dear Bhargav,

Further to your interview discussion, we are happy to offer you the position of **Quality Assurance Analyst, Associate** with "Infor (India) Private Limited" subject to the reference check and background verification done by Infor India.

Your place of posting will be **Bangalore**, and we expect you to join us on **04 April, 2022**

You would be under an internship Programme through this fixed-term employment contract for a duration of 6 months from the date of joining and your salary will be INR 30,000 (Rupees thirty thousand only) per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to **INR. 600000/-** per annum (**Rupees Six Lakh** per annum) Only as per **Annexure2**

Your employment with us is contingent upon the submission of the following documents on the date of joining.

1. **Softcopy photocopy of**
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. **3 passport size colored photographs.**
3. **The name on the PAN card & the Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.**
4. **Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)**

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Thanking you

Regards

Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E-Mail: renu.ganotra@infor.com



Dhanram Choudhary <drc9535@gmail.com>

Fwd: HCL Onboarding Process Begins | Welcome to HCL Family | Let's Grow Together!!

Bheemaraya R <brnayak888@gmail.com>
To: drc9535@gmail.com

2 August 2022 at 00:44

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

From: **HCLFresheronboarding** <HCLFresheronboarding@hcl.com>
Date: Mon, 1 Aug, 2022, 2:48 pm
Subject: HCL Onboarding Process Begins | Welcome to HCL Family | Let's Grow Together!!
To: HCLFresheronboarding <HCLFresheronboarding@hcl.com>

Classification: Public

Dear Candidate,

Greetings from HCL Technologies!!!

We are pleased to inform that we are planning to on-board you soon and would need below documents and details urgently. Request you to share the same **today**.

The documentation and offer process has been initiated. Please fill below details and revert along with copy of below required documents (PDF Format Only) :-

1. Your updated CV (in a Separate file)
2. 10th Certificate (DOB proof)
3. No Objection Certificate(NOC/Provisional Certificate / Provisional Degree / Bonafide /Course Completion Certificate)
4. Aadhar Card

Full Name as per 10th Mark Sheet	Bheemaraya
Date of Birth as per 10th Mark Sheet(DD/MM/YYYY)	20/07/2000
Permanent Residential Address with (Door no, Street Name, City Name, State Name, Pin code)	Bheemaraya s/o Ramachandra Dhori Talvargera TQ Shorapur DT Yadgiri -585290
Contact No	9380482043
Email ID	brnayak888@gmail.com
Gender	Male

Note: please make sure that your name as per your 10th marksheet only.
and if you don't have the provisional certificate/NOC/Couse completion certificate then please arrange asap and for the mean while share other documents with us.


BOSCH

* Personal and Confidential *

Ms. Brunda N Maili

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963123

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55780/2022

Date: 14-May-2022

Dear Ms. Brunda N Maili,

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

1. Compensation

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

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

2. Retirement

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



February 20, 2022
Ref No: Hyd/HR/R&S/OL/22/1899

To
Bishal Rauniyar
Siddhartha Men'S Hostel,
Dr. Ambedkar Institute Of Technology,
Nagarbhavi, Mallathally,
Bangalore – 560056.

Dear Bishal,

Further to your interview discussion, we are happy to offer you the position of **Consultant, Associate** with “**Infor (India) Private Limited**” subject to the reference check and background verification done by Infor India.

Your place of posting will be **Hyderabad**, and we expect you to join us on **April 04, 2022**.

You would be under an internship Programme through this fixed-term employment contract for 6 months from the date of joining and your salary will be **INR 30,000 (Rupees thirty thousand only)** per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to **INR. 540000/- per annum (Rupees Five Lakh Fourty Thousand)** per annum and the Variable Compensation will be **INR 60000/- per annum (Rupees Sixty Thousand)**, payable based on your performance. as per **Annexure2**.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

1. Softcopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. 3 passport size colored photographs.
3. Name on PAN card & Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Regards

For Infor (India) Pvt Ltd
Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E Mail: renu.ganotra@infor.com

18CS033



BOSCH

*** Personal and Confidential ***

Ms. Brunda N Maili

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE.

Candidate ID: 5963123

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55780/2022

Date: 14-May-2022

Dear **Ms. Brunda N Maili**,

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

1. Compensation

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

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

2. Retirement

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

*** Personal and Confidential ***

Ms. Brunda P

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963133

Date: 14-May-2022

Our reference: TN/55781/2022

Dear **Ms. Brunda P**,

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

1. Compensation

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

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

2. Retirement

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

Cognizant[®]

Letter of Intent (LOI)

Superset ID: 1189303

November 02, 2021

Dear Chethan G,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

Mr. DARSHAN BALAJI P S
#1340, 10th cross, kuchappapet,
Dod Ballapur, Bengaluru Rural,
Karnataka, Pincode - 561203

NOV 09, 2021

Dear Darshan Balaji P S,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Darshan Balaji P S, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition



Letter of Intent (LOI)

Superset ID: 1189439

November 02, 2021

Dear Darshan S,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

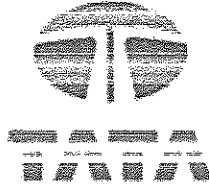
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources



IDA18es042

Offer: Computer Consultancy
Ref: TCSL/CT20213649999/Bangalore
Date: 14/10/2021

Mr. Deekshith S A
Anantha #21/221st Main, 3rd Cross, Shivu Layout, Mariyappanapalya,
Jnananaratri,
Bengaluru-560050,
Karnataka.
Tel# 91-9945978406

Dear Deekshith S A,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade T. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **₹5,00,000** during the first year. Annexure- i provides the break-up of the compensation package.

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

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

TCS Confidential

1

TCSL/CT20213649999

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPB Whitefield, Bangalore 560 066 India
Tel: 01 80 6774 7000 Fax: 01 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 8th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



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

Superset ID: 1186982

Letter of Intent ("LOI")

Dear Deepa J,

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

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

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

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

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

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

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

111 A1825044

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date: 05/06/2022

Deepak S R

C10962894

NO 195J, 1ST D MAIN ROAD, 7TH CROSS, GRUHALAKSHMI LAYOUT, NELAGADARAHALLI, NAGASANDRA POST,
9535577222

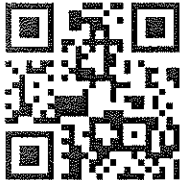
Dear Deepak S R,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 10.0 May-2022

Candidate's Signature _____

Reference Id: 30482baf-bbf5-40d8-8f36-f7893ab80acb_1
Signed By: MAHESH VASUDEO ZURALE

Deepak Singh
IDA18CS045

Hashed
by Deloitte

HashedIn Technologies Private Limited

#36/5, Somasundara Palya,
27th Main Road, Sector 2,
HSR Layout, Bengaluru- 560102
Tel : +91 90360 16503

29th November 21
Mr. Deepak Singh
Ghesh, 246427
India

Dear Deepak Singh

We are pleased to inform you that your application for an Internship program has been accepted.

Your internship with **HashedIn Technologies Private Limited** ("Company") will be located in Bengaluru. The Internship program is for a duration of **Six Months** beginning **14th February 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of Software Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 8,10,000/- (Rupees Eight Lakhs Ten Thousand Only). You can refer to the following table for the breakup.

Fixed CTC	₹ 630000
Performance Variable Bonus Upto	₹ 105000
Joining Bonus (One Time Payment)	₹ 75000

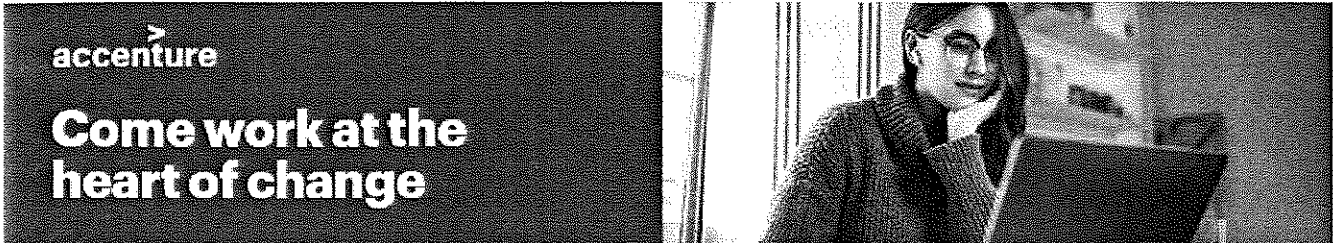
In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **HashedIn Technologies Private Limited**
Best Regards,

Authorized Signatory

Signature

Date



To,

Name : Divakar Doreiswamy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Divakar Doreiswamy,

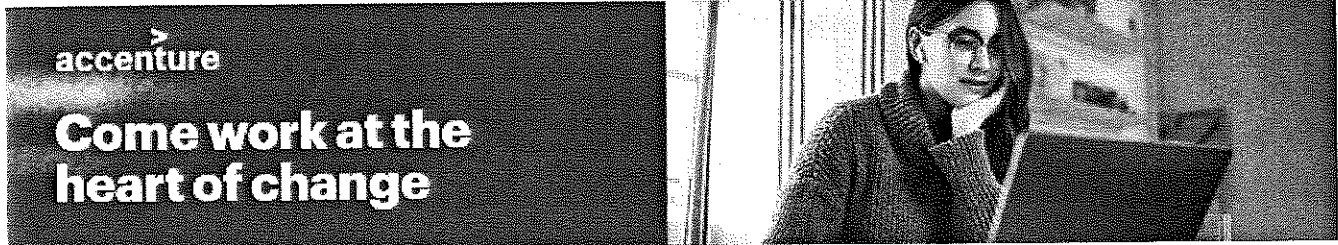
This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.



To,

Name : Suhas Gajendra

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Suhas Gajendra,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

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 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.



Letter of Intent (LOI)

Superset ID: 1189070

November 02, 2021

Dear G Suhas,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

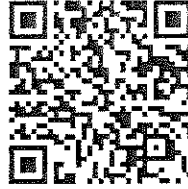
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



12-May-2022

Dear B.S Gnanavi,
B.E., Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19824012

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

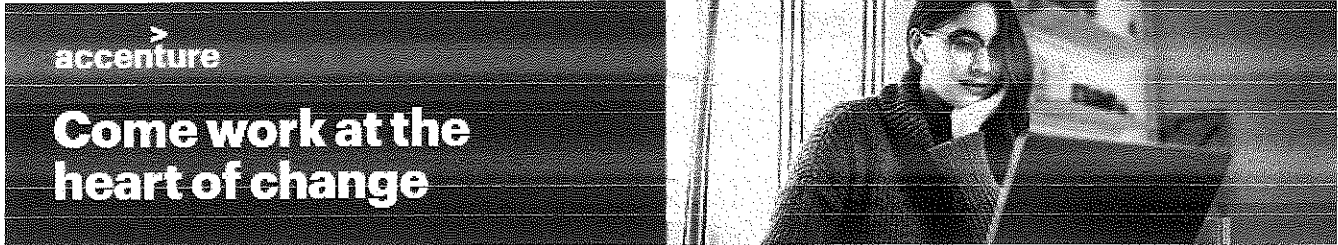
This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

IDA18C5055



To,

Name : Haripriya Satish Jorapur

Re: Important information post your clearance of the interview process during the Campus Visit.

Dear Haripriya Satish Jorapur,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process, or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
- After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

IDA 18 05056

valtech.

Ms. HARSHITHA R
#2,12th B cross, Magadi road Dasarahalli,
Bengaluru 560079

NOV 09, 2021

Dear HARSHITHA R,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

HARSHITHA R, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...
Sandhya Gulati
Senior Director – Talent Acquisition

**BOSCH**

*** Personal and Confidential ***

Mr. Himanshu Gupta

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963107

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55823/2022

Date: 14-May-2022

Dear Mr. Himanshu Gupta,

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

1. Compensation

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

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

2. Retirement

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

IDA18CS058



BOSCH

*** Personal and Confidential ***

Mr. Himanshu Sharma

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963115

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55826/2022

Date: 14-May-2022

Dear Mr. Himanshu Sharma,

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

1. Compensation

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

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

2. Retirement

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

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

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WILEY

PRIVATE & CONFIDENTIAL

June 13, 2022

Hruthvik L,
1st floor, Usha complex, 4th cross, Shanthi Nagar,
Devanahalli, Bangalore rural - 562110

LETTER OF EMPLOYMENT

Dear Hruthvik,

The basic terms and conditions of your employment are as set out in this Letter of Employment. This document incorporates the written particulars of employment with Wiley India Private Limited (will be referred to as "the Company" hereafter) required to be given to you by statute.

1. Job Title

1.1 You will be employed as **Mthree Alumni - Junior Support Associate** and would be reporting to the **Alumni Engagement Manager** or any other person nominated by the Company as maybe. Such position and title information are merely descriptive and not intended to limit your duties or functions or guarantee you a certain job. Furthermore, your designation and role may be changed by the Company upon giving prior notice to you.

1.2 Your first three months (90 days) of employment with Wiley are classified as probation. At the completion of three months services, your performance will be assessed by your manager and provided that you are performing to the standard required, your appointment will be confirmed in writing. Until receipt of a written notification of having successfully passed the probationary period, your employment shall be deemed probationary. If deemed necessary, your probation may be extended for a maximum further period of three months.

At any time during the probationary period, termination of this contract shall be 30 Days' notice or pay in lieu thereof by either party.

1.3 You are expected to perform all duties which may be required of you in this role as assigned by your Superior.

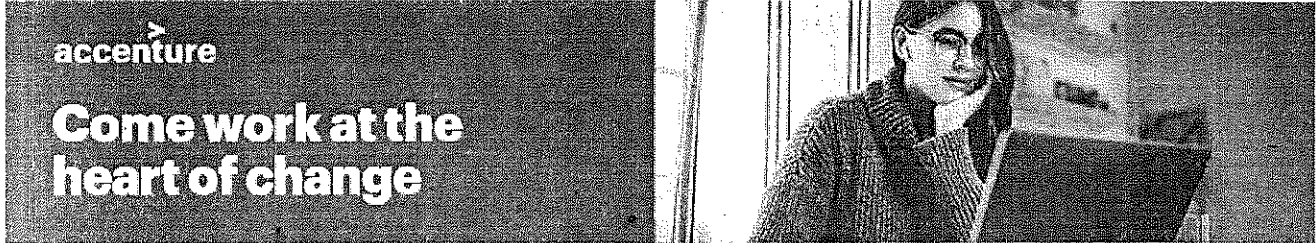
1.4 Wiley India Private Limited may, at its discretion, require you to perform additional or other duties, not within the scope of your normal duties and may at its discretion amend your Job Description at any time. During the period of your employment, you shall whenever require by the Company, undertake such traveling in India and elsewhere in connection with or in relation to the business of the Company. You may also be placed in the work premises of any client of the Company, as may be determined by the Company at its sole discretion.

CORPORATE OFFICE:

1402, 14th Floor, World Trade Tower,
Plot No. C-1, Sector - 16, NOIDA - 201301
T +0120 6291100

csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India
Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India
CIN No.: U74899DL1999PTC099286



To,

Name : Jagriti Priyadarshani

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Jagriti Priyadarshani,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

Kartik
IDA18CS062

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

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Date: 04/19/2022

Kartik Baswanappa

C10962899

H.No.19-1-285,Mahadev Colony,Shivnagar South,Bidar

8296160890

Dear Kartik Baswanappa,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

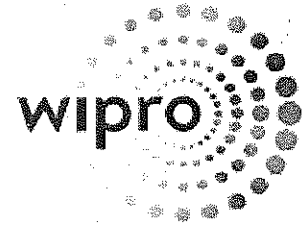
- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Kasthuri B.
IDA18CS063

1/28/22, 8:54 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_letter_template_2022&user=2300...



APPOINTMENT LETTER

January 28, 2022

Dear Kasthuri B,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

Keerthana.V.
IDA18CS064

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accenture

Strictly Private and Confidential

Date: 04/30/2022

Keerthana Vijaya Kumar

C10990017

#147/51/1 , 1st Cross ,1st Main, A.R Compound, chamrajpet

7338221585

Dear Keerthana Vijaya Kumar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case may be") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Advanced App Engineering Associate

Management Level - 12

Job Family Group - Software Engineering

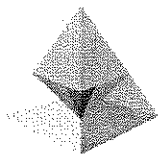


Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

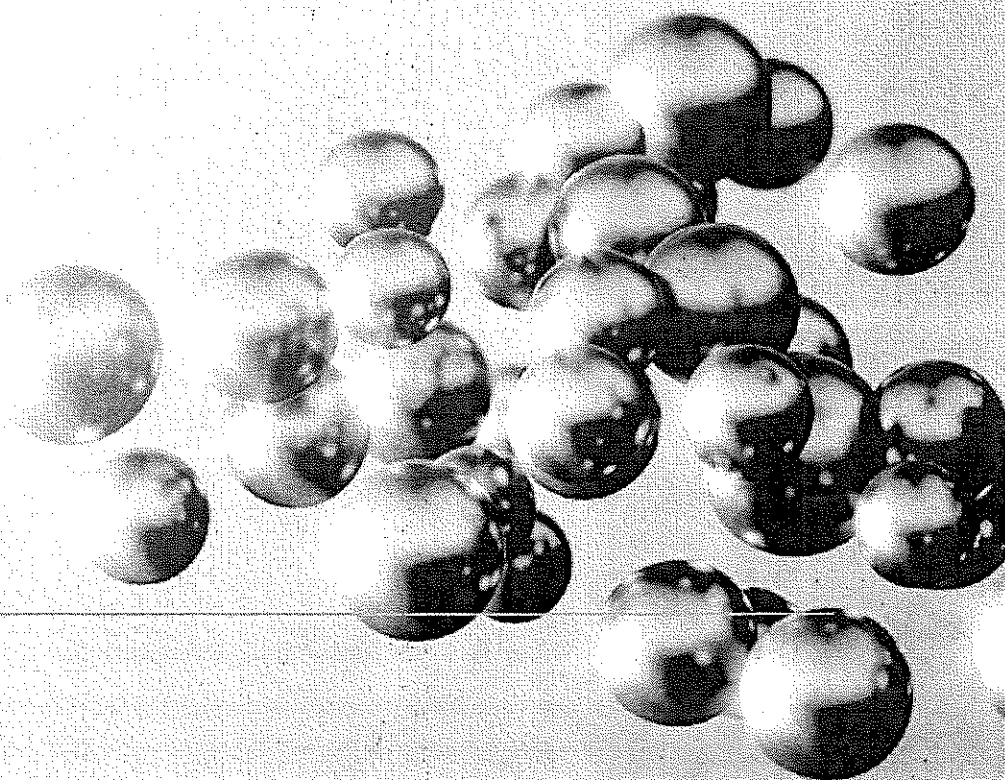
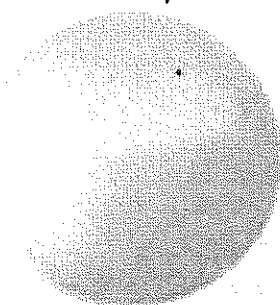
Keerthi K.
IDA18CS065

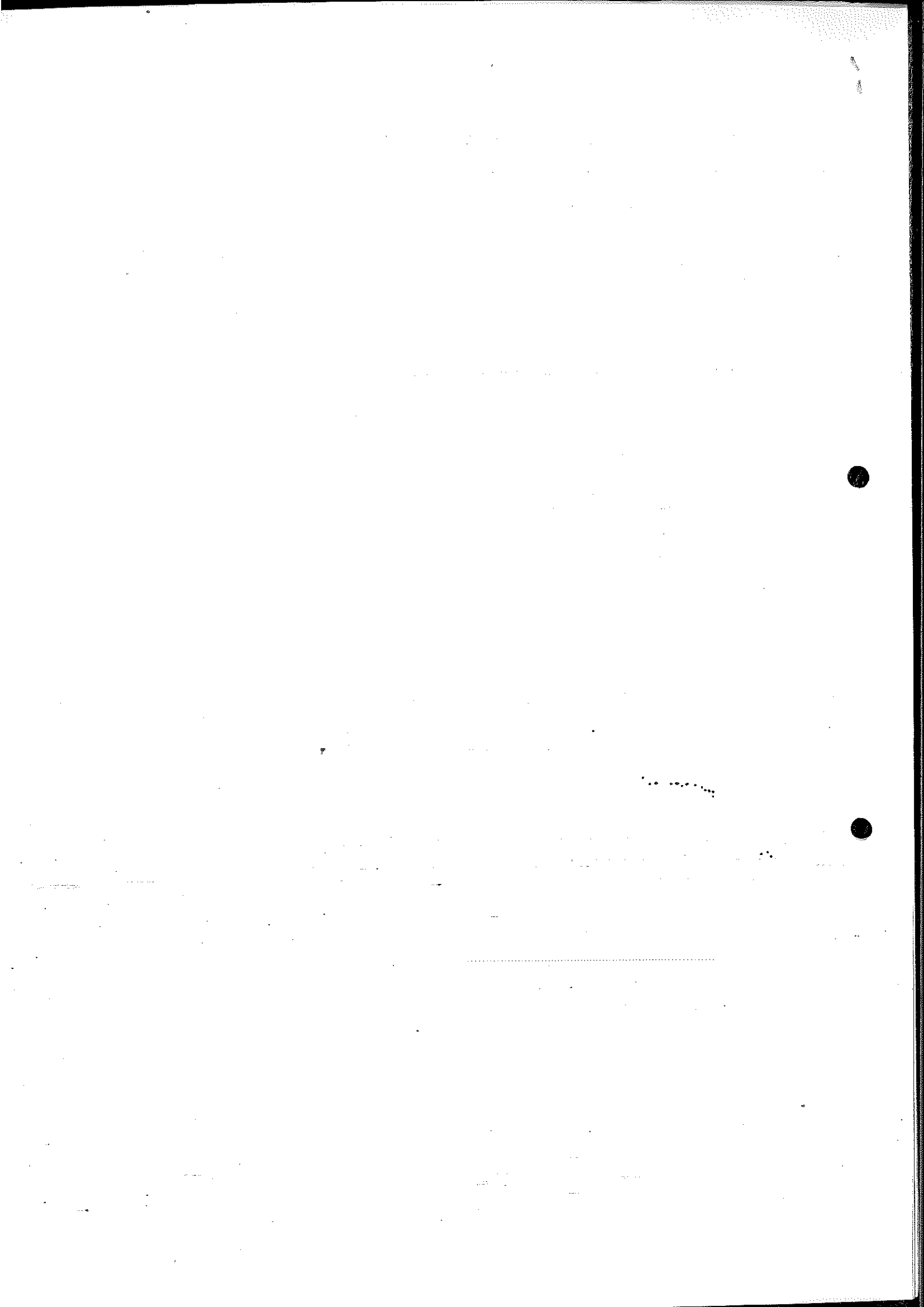


ACCOLITE DIGITAL

Transforming The Future, Now

Offer of Employment





Kruthika Mannur
1DA18CS069



18CS069
BOSCH

*** Personal and Confidential ***

Ms. Kruthika Mannur

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963161

**Bosch Global Software
Technologies Private Limited,**
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55784/2022

Date: 14-May-2022

Dear **Ms. Kruthika Mannur,**

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

1. Compensation

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

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

2. Retirement

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

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Date: 05/06/2022

Abhimanyu Kumar

C10973710

malathahali bengalore

7631393659

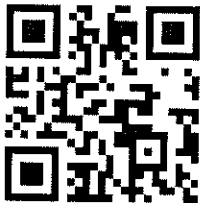
Dear Abhimanyu Kumar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: U74140DL1997PLC046369

Technology Hub, Special Economic Zone

Plot No. 3A, Sector 126, NOIDA 201 304, UP, India.

F + 91 120 6126000 F + 91 120 4683000

Registered Office: 808 Siddhanti, 99, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

18CS004

OFFER & APPOINTMENT LETTER

Offer Release Date: August 6, 2022

Dear Abhishek H,
Ward no 07 main bazar
Sandur, Bellary,
Karnataka, India, 583119

Dear Abhishek H,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least -- keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 11, 2022** at 9:00 A.M at the following address **BengaluruSEZ-T4-U2-1,2,3-ex4,7-ex2,8-4-6**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure ; BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 425000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

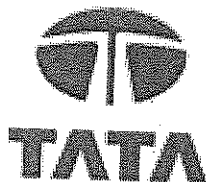
You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL Confidential

HCL



18CS005

Offer: Computer Consultancy
Ref: TCSL/CT20213646543/Bangalore
Date: 01/09/2021

Mr. Abhishek Kujur
E-23 , North Block North , Vip CityRing Road Number 3,
Sadhoo,
Raipur-492001,
Chattisgarh.
Tel# 91-7509061987

Dear Abhishek Kujur,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20213646543

1

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1 800 209 3111 Email: careers@tcs.com

**BOSCH**

*** Personal and Confidential ***

Mr. Advait Yeshodhar

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963119

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55778/2022

Date: 14-May-2022

Dear **Mr. Advait Yeshodhar**,

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

1. Compensation

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

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

2. Retirement

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/06/2022

Aishwarya B R

C10962891

No. 719, 10th Main, 3rd Cross, 9th Block, Nagarabhavi 2nd stage, Bangalore North, Bangalore
7406090850

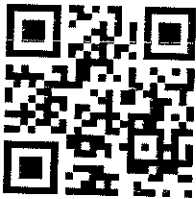
Dear Aishwarya B R,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

18CS010



BOSCH

*** Personal and Confidential ***

Ms. Aishwarya R D

DAIT, Bangalore,

Candidate Id:6642939

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/59059/2022

Date: 09-Jun-2022

Dear **Ms. Aishwarya R D,**

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

1. Compensation

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

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

2. Retirement

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

Aishwarya

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

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18CS011

EMPLOYMENT OFFER LETTER

Cappgemini Ref: 5599866/1458479,

08/09/2022,
Amanpreet Singh.

Phase 1, A Block, Kereguddahalli Bangalore
Bangalore, Karnataka
India.

Confidential

Dear Amanpreet Singh,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappgemini Technology Services India Limited ('Cappgemini' or 'Company') starting from 08/30/2022 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Senior Analyst/A5.
- B) You will be required to work at the Company's offices in Bangalore.
- C) You have to report by 8:30 am at Bangalore office, for joining formalities and contact security at the main gate for your entry pass at:

Address
155-156, EPIP Phase II,
EPIP Industrial Area, Whitefield, Bengaluru 560066

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

D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 750,002.00 (Rupees Seven Lakh Fifty Thousand And Two Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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



May 17, 2022

Amrutha T A

Sowmya PG, M P M employees layout kengunte annapurneshwari nagar, Bangalore
Bangalore- 560056
Karnataka

Sub: Offer of Employment

Dear Amrutha,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer-Product Development** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your date of joining will be on/before **30 May 2022**.
- Your initial place of posting will be in **IN_Bangalore_Jupiter, Prestige Tech Park**
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 31, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 21 days of Privilege/Earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company Intranet.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.

18CS017



May 17, 2022

Ankitha Desai (Ankitha Desai)
#40/A 18 Shankar Krupa, Sangankal Road, Opposite Ramakrishna Ashrama
Gandhi Nagar, Bellary
Bellary- 583101
Karnataka

Sub: Offer of Employment

Dear Ankitha,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer-Product Development** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your date of joining will be on/before **30 May 2022.**
- Your initial place of posting will be in **IN_Bangalore_Jupiter, Prestige Tech Park**
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 31, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer(s)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 21 days of Privilege/Earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company Intranet.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/06/2022

Anupama A S

C10962892

Thandavamurthy building Sringeri

9380688630

Dear Anupama A S,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

COMMSCOPE®

January 13, 2022

Anuraag Khare
S/O: Neeraj Khare, 11/53,
Nehru Nagar, New Colony, Deoria,
Deoria,
Uttar Pradesh -274001

Dear Anuraag

Offer letter for the position of "Engineer I, R&D"

This is further to our recent discussions in relation to the job opportunity you applied for. We are pleased to offer the opportunity to you as per details outlined below:

Date of joining	:	On or before July 18, 2022
Title	:	Engineer I, R&D
Job grade	:	08
Annual Base Salary	:	INR 1,000,008/- Please refer break up in Annexure
Job location	:	Bangalore

You will initially be employed for a probationary period of 6 months and if performance is satisfactory your employment will be confirmed in writing.

Kindly submit a copy of your acceptance of this offer by signing below and returning one copy to the Human Resources Department.

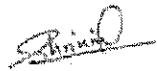
Please note that your employment with us would be subject to you submitting all relevant personnel documents to the Human Resources Department, clearing your background verification and pre-employment (only for Goa location) medical test.

In case you fail to submit the resignation acceptance letter by **January 20, 2022** the offer stands cancelled.

Should you have any queries regarding the above, please do contact us.

Looking forward to you joining the team.

Yours sincerely,
For CommScope Networks India Pvt Ltd



Shrinivas Rao Turupati
Manager - HR

I Anuraag Khare accept this Offer Letter & agree to maintain confidentiality of company processes, designs and company information.

I confirm to join on : July 18, 2022

Signature : Anuraag Khare

Name : ANURAAG KHARE

COMMSCOPE NETWORKS INDIA PVT. LTD.,
(Formerly Airvana Networks India Pvt. Ltd.)

1st Floor, B Wing, Block A, Salarpuria Softzone, Bellandur Village, Varthur Hobli, (Outer Ring Road)
Bangalore - 560103, INDIA Tel: +91 80 66189300, Web: www.commscope.com

CIN: U72200KA2004FTC034129

18CS022



Hashedin Technologies Private Limited
#36/5, Somasundara Palya,
27th Main Road, Sector 2,
HSR Layout, Bengaluru- 560102
Tel : +91 90360 16503

4th December 2021
Mr. Ascharya Soni
Bhilwara, 311001
India

Dear Ascharya Soni

We are pleased to inform you that your application for an Internship program has been accepted.

Your internship with **Hashedin Technologies Private Limited** ("Company") will be located in Bengaluru. The Internship program is for a duration of **Six Months** beginning **14th February 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

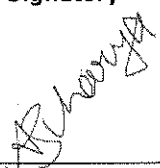
This will be followed by a job offer of Software Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 8,10,000/- (Rupees Eight Lakhs Ten Thousand Only). You can refer to the following table for the breakup.

Component	Amount in INR
Fixed CTC	₹ 630000
Performance Variable Bonus Upto	₹ 105000
Total Cost to Company	₹ 810000
Joining Bonus (One Time Payment)	₹ 75000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **Hashedin Technologies Private Limited**
Best Regards,

Authorized Signatory



Signature

10 dec 2021

Date

HITACHI

Inspire the Next

Hitachi Vantara Software Services India Private Limited
A Hitachi Vantara Company

REGISTERED ADDRESS
Plot No. 09, Survey No. 115/P
Nanakramguda Village, Serilingampally, Municipality, Gachibowli
Hyderabad - 500 032, India

PRIVATE & CONFIDENTIAL

16 July 2022

Ashutosh Singh
B 125, Housing Colony, Kankarbag, Near Brindavan Park, Post Lohia Nagar
Patna, Bihar
800020

Dear Ashutosh,

Employment Offer with Hitachi Vantara Software Services India Private Limited

I am delighted to offer you employment with us, Hitachi Vantara Software Services India Private Limited ("Hitachi"). This letter provides you with the terms and conditions of your employment with us:

- EXTERNAL JOB TITLE:** Cloud Infrastructure-As-A-Service (IAAS) - Associate
- INTERNAL JOB TITLE:** Cloud Infrastructure-As-A-Service (IAAS) - Associate
- BASED IN:** Bengaluru, India
Travel outside of Bengaluru is required as part of your role.

18CS024



April 12, 2022

To,

Avnish Kumar

Dear Avnish Kumar,

Congratulations!! We are pleased to extend an offer of employment to join **Prodapt Solutions Private Limited**, herein referred as Prodapt, as **Senior Software Engineer** at of our offices in Chennai/ Bangalore/ Hyderabad, India.

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be at any of our office location Chennai/ Bangalore/ Hyderabad, which shall be communicated closer to your joining date. However, we shall also reach out to you to understand your preferred work location within our Prodapt locations.

We would like you to start work tentatively by **September 05, 2022**, or earlier, may extend based on your successful completion of your final semester and with the receipt of your Professional Degree, if possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR 750000** per annum, as identified in Schedule A;
2. This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

- a. Signed copy of the hiring letter and Employment Agreement
- b. Permanent Account Number (PAN) card or copy of PAN application
- c. Relieving certificate from your former employer
- d. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
- e. Duly attested copies of academic and professional certificates
- f. One soft copy of passport size photo with white background
- g. Last pay slip drawn or compensation page from last employer
- h. Photocopies of passport



Ms. AYUSHI SINHA
Road no-24 Village adarsh vihar colony,
rajivnagar, Patna, Bihar, 800024

NOV 09, 2021

Dear Ayushi Sinha,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of Valtech!

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Ayushi Sinha, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition



May 17, 2022

Badri Narayan S (Badri Narayan S)

61/2-1, Tejaswini Nilaya, near TCI, backside Union Godown, Madanayakanahalli, Bangalore North taluk
Bangalore- 562162
Karnataka

Sub: Offer of Employment

Dear Badri,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer-Product Development** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your date of joining will be on/before **30 May 2022**.
- Your initial place of posting will be in **IN Bangalore Jupiter, Prestige Tech Park**
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 31, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 21 days of Privilege/Earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company Intranet.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.

valtech

18CS027

Mr. BHARATH HK
#206/2 Yeliamma Temple road
Kote, Tiptur,
Tumkur dist 572201

NOV 09, 2021

Dear Bharath HK,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Bharath HK, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition

Valtech India Systems Pvt. Ltd.
#30/A, 1st Main Road, JP Nagar 3rd Phase, Ind-Suburb,
Bengaluru – 560078, India

Tel: +9180 2607 9999
info@valtech.co.in
CIN: U72200KA2000PTC026220



21 March, 2022
Ref No: Hyd/HR/R&S/OL/22/2126

To
Bhargav G K
Bhargav G K S/O Krishna G N, #43,
Yeldur Village, Srinivaspur Taluk,
Kolar District, Karnataka- 563138 ,

Dear Bhargav,

Further to your interview discussion, we are happy to offer you the position of **Quality Assurance Analyst, Associate** with "Infor (India) Private Limited" subject to the reference check and background verification done by Infor India.

Your place of posting will be **Bangalore**, and we expect you to join us on **04 April, 2022**

You would be under an internship Programme through this fixed-term employment contract for a duration of 6 months from the date of joining and your salary will be INR 30,000 (Rupees thirty thousand only) per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to **INR. 600000/-** per annum (**Rupees Six Lakh** per annum) Only as per **Annexure2**

Your employment with us is contingent upon the submission of the following documents on the date of joining.

1. **Softcopy photocopy of**
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. **3 passport size colored photographs.**
3. **The name on the PAN card & the Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.**
4. **Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)**

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Thanking you

Regards

Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E-Mail: renu.ganotra@infor.com



Dhanram Choudhary <drc9535@gmail.com>

Fwd: HCL Onboarding Process Begins | Welcome to HCL Family | Let's Grow Together!!

Bheemaraya R <brnayak888@gmail.com>
To: drc9535@gmail.com

2 August 2022 at 00:44

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

From: **HCLFresheronboarding** <HCLFresheronboarding@hcl.com>
Date: Mon, 1 Aug, 2022, 2:48 pm
Subject: HCL Onboarding Process Begins | Welcome to HCL Family | Let's Grow Together!!
To: HCLFresheronboarding <HCLFresheronboarding@hcl.com>

Classification: Public

Dear Candidate,

Greetings from HCL Technologies!!!

We are pleased to inform that we are planning to on-board you soon and would need below documents and details urgently. Request you to share the same **today**.

The documentation and offer process has been initiated. Please fill below details and revert along with copy of below required documents (PDF Format Only) :-

1. Your updated CV (in a Separate file)
2. 10th Certificate (DOB proof)
3. No Objection Certificate(NOC/Provisional Certificate / Provisional Degree / Bonafide /Course Completion Certificate)
4. Aadhar Card

Full Name as per 10th Mark Sheet	Bheemaraya
Date of Birth as per 10th Mark Sheet(DD/MM/YYYY)	20/07/2000
Permanent Residential Address with (Door no, Street Name, City Name, State Name, Pin code)	Bheemaraya s/o Ramachandra Dhori Talvargera TQ Shorapur DT Yadgiri -585290
Contact No	9380482043
Email ID	brnayak888@gmail.com
Gender	Male

**Note: please make sure that your name as per your 10th marksheet only.
and if you don't have the provisional certificate/NOC/Couse completion certificate then please arrange asap and for the mean while share other documents with us.**

**BOSCH**

* Personal and Confidential *

Ms. Brunda N Maili

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963123

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55780/2022

Date: 14-May-2022

Dear Ms. Brunda N Maili,

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

1. Compensation

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

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

2. Retirement

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



February 20, 2022
Ref No: Hyd/HR/R&S/OL/22/1899

To
Bishal Rauniyar
Siddhartha Men'S Hostel,
Dr. Ambedkar Institute Of Technology,
Nagarbhavi, Mallathally,
Bangalore – 560056.

Dear Bishal,

Further to your interview discussion, we are happy to offer you the position of **Consultant, Associate** with “**Infor (India) Private Limited**” subject to the reference check and background verification done by Infor India.

Your place of posting will be **Hyderabad**, and we expect you to join us on **April 04, 2022**.

You would be under an internship Programme through this fixed-term employment contract for 6 months from the date of joining and your salary will be **INR 30,000 (Rupees thirty thousand only)** per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to **INR. 540000/- per annum (Rupees Five Lakh Fourty Thousand)** per annum and the Variable Compensation will be **INR 60000/- per annum (Rupees Sixty Thousand)**, payable based on your performance. as per **Annexure2**.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

1. Softcopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. 3 passport size colored photographs.
3. Name on PAN card & Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Regards

For Infor (India) Pvt Ltd
Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E Mail: renu.ganotra@infor.com

18CS033



BOSCH

*** Personal and Confidential ***

Ms. Brunda N Maili

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE.

Candidate ID: 5963123

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55780/2022

Date: 14-May-2022

Dear **Ms. Brunda N Maili**,

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

1. Compensation

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

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

2. Retirement

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

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 U72400KA1997PTC023164
 www.bosch-india-software.com

*** Personal and Confidential ***

Ms. Brunda P
 DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,
 Candidate ID: 5963133

Date: 14-May-2022

Our reference: TN/55781/2022

Dear **Ms. Brunda P**,

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

1. Compensation

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

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

2. Retirement

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

Cognizant[®]

Letter of Intent (LOI)

Superset ID: 1189303

November 02, 2021

Dear Chethan G,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

Mr. DARSHAN BALAJI P S
#1340, 10th cross, kuchappapet,
Dod Ballapur, Bengaluru Rural,
Karnataka, Pincode - 561203

NOV 09, 2021

Dear Darshan Balaji P S,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Darshan Balaji P S, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition



Letter of Intent (LOI)

Superset ID: 1189439

November 02, 2021

Dear Darshan S,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

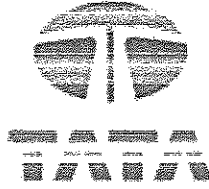
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources



IDA18es042

Offer: Computer Consultancy
Ref: TCSL/CT20213649999/Bangalore
Date: 14/10/2021

Mr. Deekshith S A
Anantha #21/221st Main, 3rd Cross, Shivu Layout, Mariyappanapalya,
Jnananaratri,
Bengaluru-560050,
Karnataka.
Tel# 91-9945978406

Dear Deekshith S A,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade T. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **₹5,00,000** during the first year. Annexure- i provides the break-up of the compensation package.

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

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

TCS Confidential

1

TCSL/CT20213649999

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPB Whitefield, Bangalore 560 066 India
Tel: 01 80 6774 7000 Fax: 01 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 8th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



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

Superset ID: 1186982

Letter of Intent ("LOI")

Dear Deepa J,

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

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

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

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

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

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

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

1111 A1825044

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date: 05/06/2022

Deepak S R

C10962894

NO 195J, 1ST D MAIN ROAD, 7TH CROSS, GRUHALAKSHMI LAYOUT, NELAGADARANAHALI, NAGASANDRA POST.
9535577222

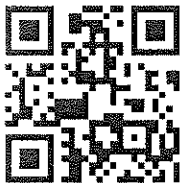
Dear Deepak S R,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 10.0 May-2022

Candidate's Signature _____

Reference Id: 30482baf-bbf5-40d8-8f36-f7893ab80acb_1
Signed By: MAHESH VASUDEO ZURALE

Deepak Singh
IDA18CS045

Hashed
by Deloitte

HashedIn Technologies Private Limited

#36/5, Somasundara Palya,
27th Main Road, Sector 2,
HSR Layout, Bengaluru- 560102
Tel : +91 90360 16503

29th November 21
Mr. Deepak Singh
Ghesh, 246427
India

Dear Deepak Singh

We are pleased to inform you that your application for an Internship program has been accepted.

Your internship with **HashedIn Technologies Private Limited** ("Company") will be located in Bengaluru. The Internship program is for a duration of **Six Months** beginning **14th February 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of Software Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 8,10,000/- (Rupees Eight Lakhs Ten Thousand Only). You can refer to the following table for the breakup.

Fixed CTC	₹ 630000
Performance Variable Bonus Upto	₹ 105000
Joining Bonus (One Time Payment)	₹ 75000

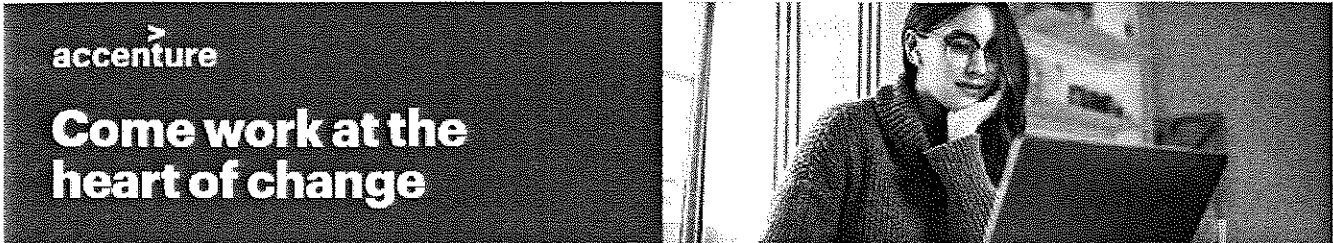
In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **HashedIn Technologies Private Limited**
Best Regards,

Authorized Signatory

Signature

Date



To,

Name : Divakar Doreiswamy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Divakar Doreiswamy,

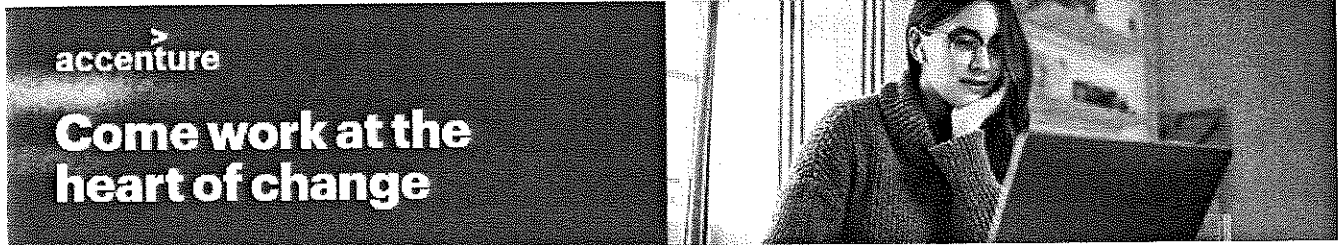
This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.



To,

Name : Suhas Gajendra

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Suhas Gajendra,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

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Letter of Intent (LOI)

Superset ID: 1189070

November 02, 2021

Dear G Suhas,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

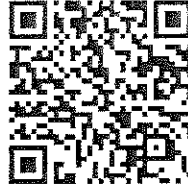
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



12-May-2022

Dear B.S Gnanavi,
B.E., Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19824012

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

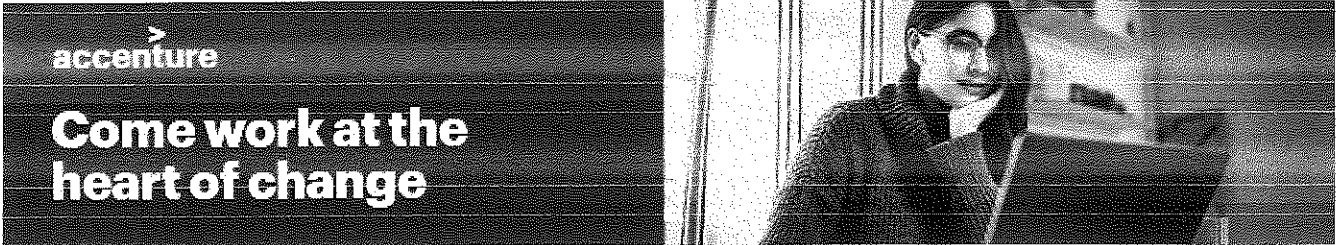
This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

IDA18CS055



To,

Name : Haripriya Satish Jorapur

Re: Important information post your clearance of the interview process during the Campus Visit.

Dear Haripriya Satish Jorapur,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process, or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
- After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

1DA18 05056

valtech.

Ms. HARSHITHA R
#2,12th B cross, Magadi road Dasarahalli,
Bengaluru 560079

NOV 09, 2021

Dear HARSHITHA R,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

HARSHITHA R, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...
Sandhya Gulati
Senior Director – Talent Acquisition

**BOSCH**

*** Personal and Confidential ***

Mr. Himanshu Gupta

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963107

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55823/2022

Date: 14-May-2022

Dear Mr. Himanshu Gupta,

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

1. Compensation

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

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

2. Retirement

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

IDA18CS058



BOSCH

*** Personal and Confidential ***

Mr. Himanshu Sharma

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963115

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55826/2022

Date: 14-May-2022

Dear Mr. Himanshu Sharma,

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

1. Compensation

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

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

2. Retirement

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

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India

Managing Director: Mr. Datta Salagame

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WILEY

PRIVATE & CONFIDENTIAL

June 13, 2022

Hruthvik L,
1st floor, Usha complex, 4th cross, Shanthi Nagar,
Devanahalli, Bangalore rural - 562110

LETTER OF EMPLOYMENT

Dear Hruthvik,

The basic terms and conditions of your employment are as set out in this Letter of Employment. This document incorporates the written particulars of employment with Wiley India Private Limited (will be referred to as "the Company" hereafter) required to be given to you by statute.

1. Job Title

1.1 You will be employed as **Mthree Alumni - Junior Support Associate** and would be reporting to the **Alumni Engagement Manager** or any other person nominated by the Company as maybe. Such position and title information are merely descriptive and not intended to limit your duties or functions or guarantee you a certain job. Furthermore, your designation and role may be changed by the Company upon giving prior notice to you.

1.2 Your first three months (90 days) of employment with Wiley are classified as probation. At the completion of three months services, your performance will be assessed by your manager and provided that you are performing to the standard required, your appointment will be confirmed in writing. Until receipt of a written notification of having successfully passed the probationary period, your employment shall be deemed probationary. If deemed necessary, your probation may be extended for a maximum further period of three months.

At any time during the probationary period, termination of this contract shall be 30 Days' notice or pay in lieu thereof by either party.

1.3 You are expected to perform all duties which may be required of you in this role as assigned by your Superior.

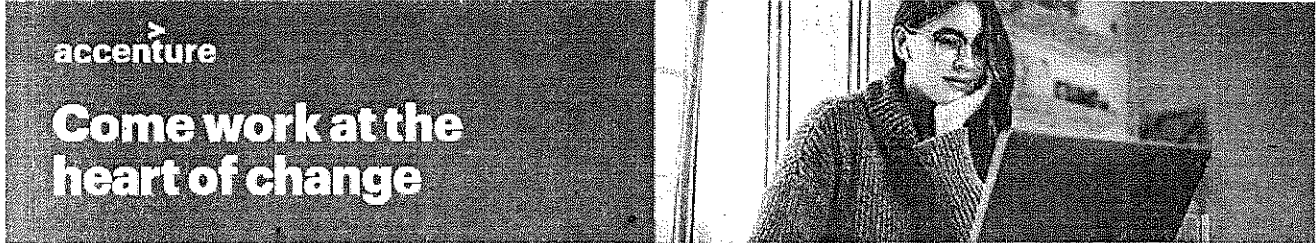
1.4 Wiley India Private Limited may, at its discretion, require you to perform additional or other duties, not within the scope of your normal duties and may at its discretion amend your Job Description at any time. During the period of your employment, you shall whenever require by the Company, undertake such traveling in India and elsewhere in connection with or in relation to the business of the Company. You may also be placed in the work premises of any client of the Company, as may be determined by the Company at its sole discretion.

CORPORATE OFFICE:

1402, 14th Floor, World Trade Tower,
Plot No. C-1, Sector - 16, NOIDA - 201301
T +0120 6291100

csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India
Registered office address: 4436/7, Ansari Road, Daryaganj, New Delhi 110002, India
CIN No.: U74899DL1999PTC099286



To,

Name : Jagriti Priyadarshani

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Jagriti Priyadarshani,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

Kartik
IDA18CS062

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accenture

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Date: 04/19/2022

Kartik Baswanappa

C10962899

H.No.19-1-285,Mahadev Colony,Shivnagar South,Bidar

8296160890

Dear Kartik Baswanappa,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

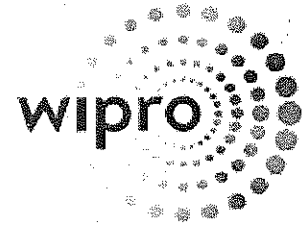
- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Kasthuri B.
IDA18CS063

1/28/22, 8:54 PM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite_Offer_letter_template_2022&user=2300...



APPOINTMENT LETTER

January 28, 2022

Dear Kasthuri B,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

Keerthana.V.
IDA18CS064

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accenture

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Date: 04/30/2022

Keerthana Vijaya Kumar

C10990017

#147/51/1 , 1st Cross ,1st Main, A.R Compound, chamrajpet

7338221585

Dear Keerthana Vijaya Kumar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case may be") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Advanced App Engineering Associate

Management Level - 12

Job Family Group - Software Engineering

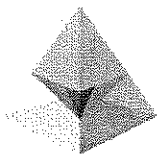


Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

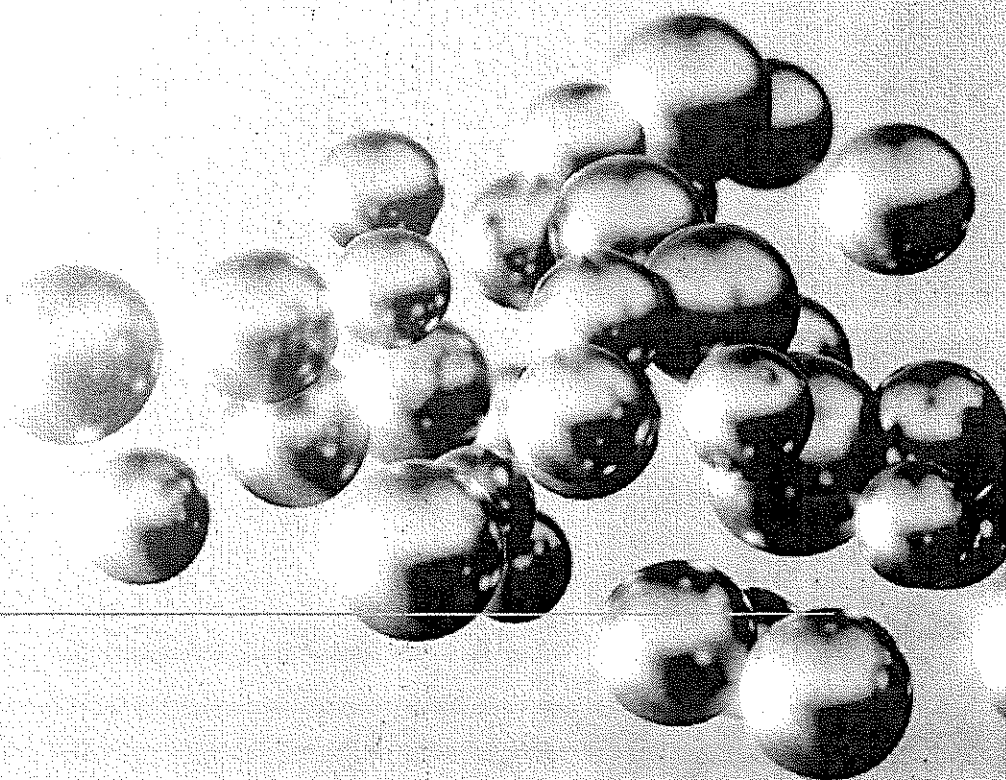
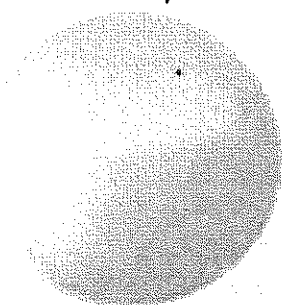
Keerthi K.
IDA18CS065

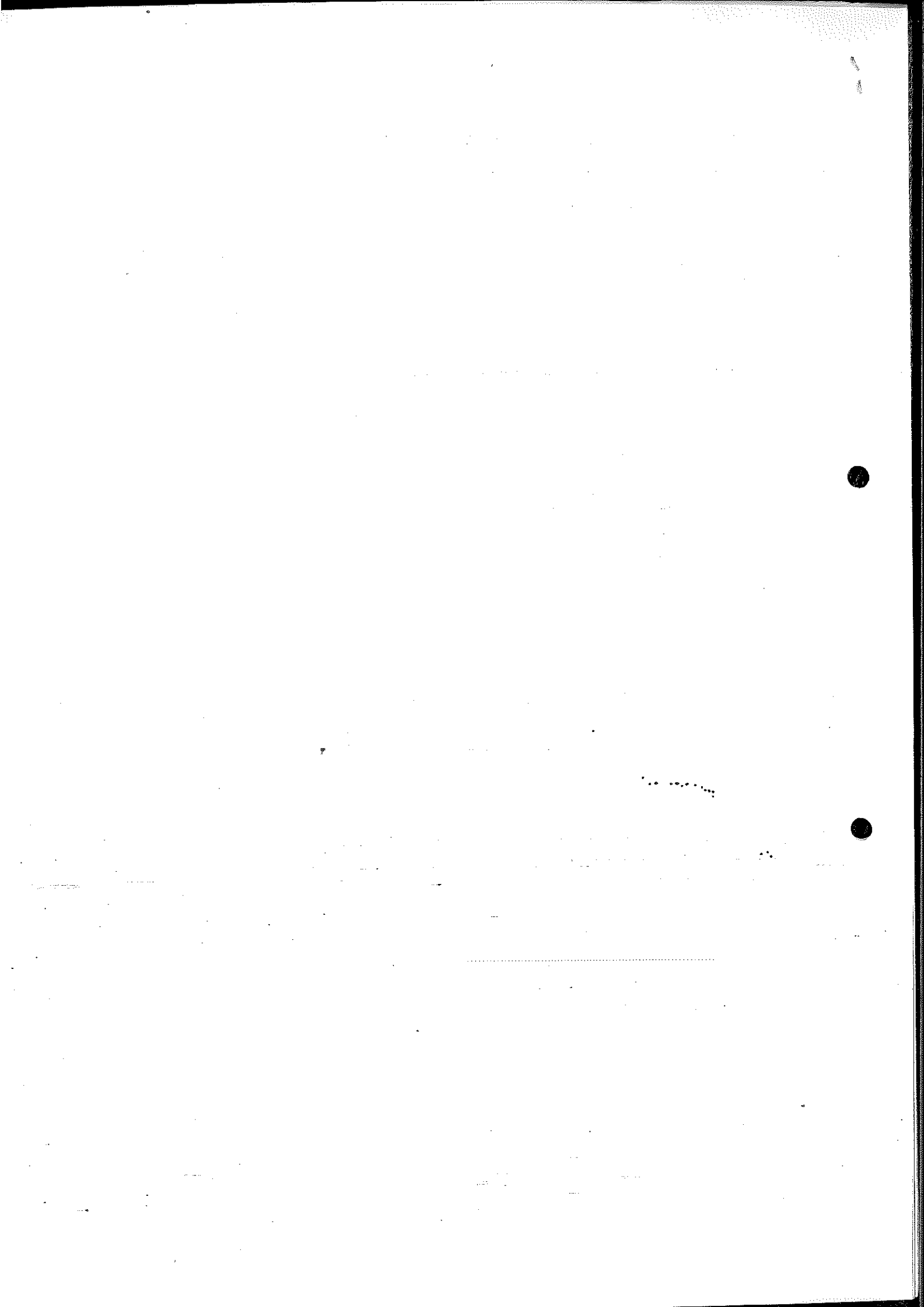


ACCOLITE DIGITAL

Transforming The Future, Now

Offer of Employment





Kruthika Mannur
1DA18CS069



18CS069
BOSCH

*** Personal and Confidential ***

Ms. Kruthika Mannur

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963161

**Bosch Global Software
Technologies Private Limited,**
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55784/2022

Date: 14-May-2022

Dear **Ms. Kruthika Mannur,**

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

1. Compensation

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

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

2. Retirement

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



February 20, 2022
Ref No: Hyd/HR/R&S/OL/22/1871

Swapnil
10A18CS169

To
Swapnil
Room No. 119, Ananda Bhavan Hostel,
Dr. Ait Men'S Hostel, Dr. Ait,
Nagarbhavi, Bengaluru, 560056.

Dear Swapnil,

Further to your interview discussion, we are happy to offer you the position of **Consultant, Associate** with "Infor (India) Private Limited" subject to the reference check and background verification done by Infor India.

Your place of posting will be **Hyderabad**, and we expect you to join us on **April 04, 2022**.

You would be under an internship Programme through this fixed-term employment contract for 6 months from the date of joining and your salary will be **INR 30,000 (Rupees thirty thousand only)** per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to **INR. 540000/- per annum (Rupees Five Lakh Fourty Thousand)** per annum and the Variable Compensation will be **INR 60000/- per annum (Rupees Sixty Thousand)**, payable based on your performance. as per **Annexure2**.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

1. Softcopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. 3 passport size colored photographs.
3. Name on PAN card & Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Regards

For Infor (India) Pvt Ltd
Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E Mail: renu.ganotra@infor.com

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accenture

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Shubham Saurav

IDAIBCS152

Date: 04/30/2022

Shubham Saurav

C10990020

boys Hostel, Dr. Ambedkar Institute Of Technology, BDA, outer ring road, Nagarbhavi

9798486565

Dear Shubham Saurav,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Advanced App Engineering Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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MAKE A DIFFERENCE.**

accenture

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Date: 05/06/2022

Sindhu.N
LDA18CS155

Sindhu Nagesha

C10975315

Chethana girls hostel, Dr.AIT Jnana Bharati, Bangalore ,560056.

6360799737

Dear Sindhu Nagesha,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 10.0 May-2022

1

Candidate's Signature _____

Reference Id: 5051f6bd-b456-4bba-ade6-bbb9dc6ecc03_1
Signed By: MAHESH VASUDEO ZURALE

Kshithija-S
IDA18CS070

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 04/19/2022

Kshithija Suilkumar

C10962906

No.413 NAKSHA5th block Vishweshwariah LayoutVishwaneedam Post

9620067333

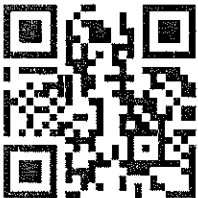
Dear Kshithija Suilkumar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

18CS084



Mr. MIHIR KUMAR
Jai Prakash Nagar ward no 06
madhepura Bihar 852113

NOV 09, 2021

Dear Mihir kumar,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Mihir kumar, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition



08th August 2022

Manish Thapa

0076144192

Sub: Employment Proof

This letter is written to confirm that Manish Thapa is employed with Target Corporation India Private Limited ("Company"). As per the Company record, his date of joining is 08th August 2022 and his current title is Engineer - Target India.

This letter is issued for enabling the team member above named, to apply for receiving the certificates from Dr. Ambedkar Institute of Technology..

ARUN
ARVIND
KULKARNI

Digitally signed
by ARUN ARVIND
KULKARNI
Date: 2022.08.08
21:04:14 +05'30'

Arun Kulkarni

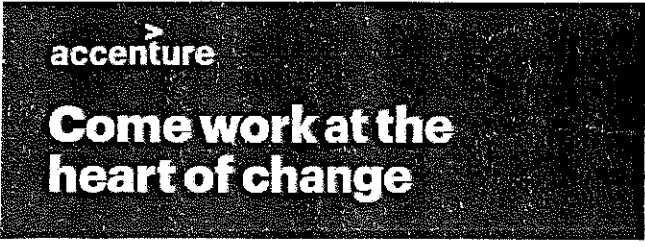
Senior Director HR

(The information is true and accurate as per records maintained by the Company as on the date in the letter. This letter contains information which is confidential and is intended for the use of the person or the organization to whom it is addressed and shall be used solely for the purpose for which it is provided. The Company accepts no liability caused by the misuse of this letter.)

Target Corporation India Private Limited

Registered Office: C2, Manyata Embassy Business Park – SEZ Unit, Nagawara Hobli, Outer Ring Road, Hebbal, Bangalore 560045 Tel: +91 80 4218 2017, Fax: +91 80 4218 2100, Website: www.target.com

18CS077



To,

Name : Manjunath Kempegowda

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Manjunath Kempegowda,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
- After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

1815073

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his internship with **HashedIn Technologies Private Limited** as **Software Engineering Associate** subject to the following:

- The Agreement shall be valid from **14th March 2022** to **29th July 2022**
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Internship".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Intern".
- Any reference to "Employment Agreement" in the Agreement shall mean "Internship Agreement".

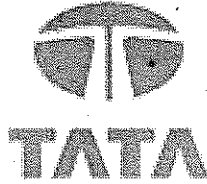
Signed and Accepted

Candidate Name

Likith R (Likith R)

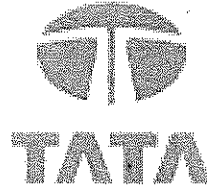
Date:

20/01/2022



(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.



LAGIDI ANUSHA
1DA18CS071

Offer: Computer Consultancy
Ref: TCSL/DT20218043677/Bangalore
Date: 09/05/2022

Ms. Anusha Lagidi
Sumukha P GM P M Layout,
Kengunte,
Bangalore-560056,
Karnataka.
Tel# -

Dear Anusha Lagidi,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218043677

TATA CONSULTANCY SERVICES

W-502, 6th Floor, Block, 63, EPB Whitefield, Bangalore 560 066 India
Tel: +91-0824 7890 Fax: 01-80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Madhav Nagar, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

Mr. MOHAMMED ALI
95/23-4 1st main ASI town
Nayandahalli Bangalore 560039

NOV 09, 2021

Dear Mohammed Ali,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Mohammed Ali, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A

Sandhya Gulati
Senior Director – Talent Acquisition

MOHAMMED MUZAMMIL

IDA18CS086



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

Superset ID: 1188811

Letter of Intent ("LOI")

Dear Mohammed Ahmed,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Senior Analyst and A5** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

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

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

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

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

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

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

Mohammed Owais Gogi
IDA18CS087



*** Personal and Confidential ***

Mr. Mohammed Owais Gogi

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963191

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55787/2022

Date: 14-May-2022

Dear Mr. Mohammed Owais Gogi,

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

1. Compensation

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

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

2. Retirement

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

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

Messages

Sandeep Bhuvaneshwar Chaubey <Sandeep.Chaubey@itcinfotech.com>
To: nagabhushankm1707@gmail.com <nagabhushankm1707@gmail.com>

Mon, Apr 11, 2022 at 10:19 AM

Dear Nagabhushan,
Dr. Ambedkar Institute Of Technology
Your unique candidate id: 2022AIC0868

Greetings from ITC Infotech India Ltd!

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

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

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

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

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

Regards,

Sandeep Choubey

OFFER LETTER

29th March 2022

Namrita Kour,
Bangalore

Dear **Namrita**,

Re: Offer letter for the position of **Software Engineer**.

We are pleased to extend this offer of employment to join **Trimpixel** a subsidiary of **Lorem Ipsum Software Pvt. Ltd.** ("COMPANY") for the position of **Software Engineer**. You will be based in **Bangalore** and will be reporting to the **CTO**.

Your **Net Package** would be **INR 12 Lacs** payable as per break up in Annexure 1. Offer will be effective from 1st of September 2022.

As an employee of the Company, your employment will be governed by applicable company policies. Your appointment is subject to you signing an Employment Agreement, production of requisite documents and verification of your employment and salary history.

Please confirm your acceptance of this offer by signing below.

Your Sincerely,
For **Lorem Ipsum Software Pvt. Ltd.**



Prakhar Saxena
Chief Executive Officer

I, **Namrita Kour**, accept the above mentioned terms and conditions of employment.

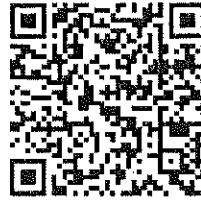
Signature:

Date: 29-03-2022
Location: Bangalore

Lorem Ipsum Software Private Limited | CIN U72900DL2020PTC371657

Regd. Office : L388, Pocket-L, Sarita Vihar, South Delhi, New Delhi – 110076 INDIA

Head Quarters – Tower-3 3045, Prestige Lakeside, Varthur, Bangalore KA – 560087 INDIA



02-May-2022

Dear Nisha Kumari Shah,
B.E., Computer Science & Engineering
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19824000

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

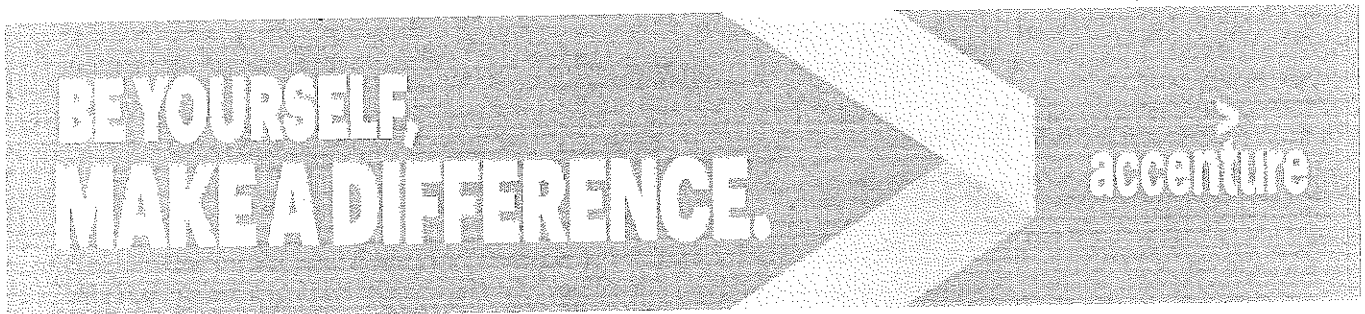
1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs



Strictly Private and Confidential

Date: 04/19/2022

Prashanth Habib Eshwar

[REDACTED]
#637/1, Out House, 3rd Cross, 2nd Main, 2nd Stage, E Block, Rajajinagar, Bangalore - 10

8553272223

Dear Prashanth Habib Eshwar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering

Rajkumar S

IDA18CS122

18CS122



BOSCH

*** Personal and Confidential ***

Mr. Rajkumar S

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963155

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55824/2022

Date: 14-May-2022

Dear **Mr. Rajkumar S,**

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

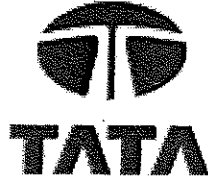
1. Compensation

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

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

2. Retirement

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



Ranganatha Gowda S
IDA18CSI24

Offer: Computer Consultancy
Ref: TCSL/CT20213652404/Bangalore
Date: 01/09/2021

Mr. Ranganatha Gowda S
#G-133010th Cross, 5th Main, Hal Cts,
Marathahalli, Near Cemilac,
Bengaluru-560037,
Karnataka.
Tel# 91-9483678983

Dear Ranganatha Gowda S,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

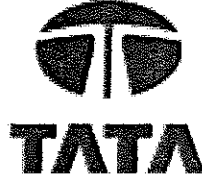
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

TCS Confidential
TCSL/CT20213652404

1

TATA CONSULTANCY SERVICES

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



Ranjith.V
10A18CS125

Offer: Computer Consultancy
Ref: TCSL/DT20218045898/Bangalore
Date: 01/09/2021

Mr. Ranjith V
Mathru Shri Nilaya Sak Layout,
Maruthi Extension 2nd Stage,
Malur-563130,
Karnataka.
Tel# 91-8618354625

Dear Ranjith V,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs. 60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/DT20218045898

1

TATA CONSULTANCY SERVICES

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

Rijuta. D
IDAIBCS12G



* Personal and Confidential *

Ms. Rijuta D

Dr. Ambedkar Institute of Technology, CANDIDATE ID : 6771231,

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61361/2022

Date: 05-Jul-2022

Dear Ms. Rijuta D,

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

1. Compensation

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

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

2. Retirement

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

Rishab Agarwal
IDA18CS127



Privileged and Confidential

Dear **RISHABH AGRAWAL**,

1) We are pleased to offer you the position of **Engineer** in Level 4 at Target Corporation India Private Limited ('Target India/ Company') subject to the terms and conditions of this letter ("Offer Letter"). Your tentative joining date with Target India will be in the month of **July/August 2022** (the exact date shall be communicated separately) and your joining date shall be treated as the employment effective date ("Date of Joining").

Once your employment is effective your projected gross annual compensation, on a **Cost to Company Basis (CTC)** will be **Rs.12,30,500/-** based on the following:

a. Your Total Fixed Compensation will be **Rs. 11,50,000/-**

b. Target India shall contribute a stipulated amount towards the Employees Provident Fund ("EPF"). The statutory deduction is calculated based on the basic salary threshold mandated under the law.

- If your basic salary is below INR 15,000 per month (INR 180,000 per annum), Target India shall contribute INR 1,800 per month. If the basic salary exceeds INR 15,000 per month (INR 180,000 per annum), Target India shall contribute 12% of the basic pay per month, towards EPF.

- If you hold International Worker status, the statutory contribution towards EPF is calculated at 12% per month on the sum total of basic salary and special allowance.

For those team members whose basic is less than Rs. 21,000 per month, we wish to bring to your notice that the "Special Allowance" portion of your CTC also includes a statutory bonus as per the requirement of the "Payment of Bonus Act, 1965". The statutory bonus component will reflect as a separate item in your pay slip.

c. Your Short Term Incentive (STI) Plan percent for the current fiscal year will be **07% (Rs. 80500/-)**. This is based on a Corporate Performance Score of 100%. However, your actual Short Term Incentive (STI) payout will vary based on both Company and individual performance.

d. STI for the current fiscal year will be pro-rated based on your actual Date of Joining.

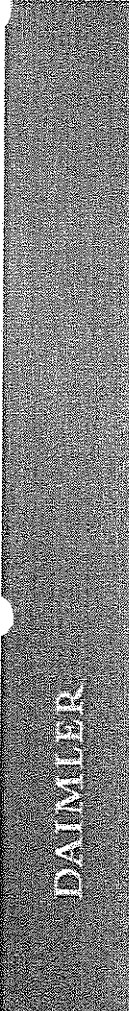
e. To be eligible to receive the STI payout you must be employed by Target India on the date of payment of the STI (which is generally payable at the end of March) and should have joined Target India before November 1 of the previous year. Please note that if you are not employed by Target India on the date of the STI payout in a given fiscal year, you will not be eligible to receive the STI payout for that year.

f. Please note that this offer and your employment with Target India is subject to receiving satisfactory feedback on reference checks and background verifications made by Target India on your credentials. Further, this offer shall be valid only if your aggregate percentage of marks is **65%** or more at the end of your **BTech** from **Dr. Ambedkar Institute of Technology, Bengaluru** (i.e. the course that makes you eligible for the offer as determined by Target India and from the same university/college as a student of which you received this offer). Please also note that this offer is basis the assumption that the results of your graduation course will be out before your tentative Date of Joining. A delay by your university/college in declaring results for your batch may cause the Date of Joining to be reasonably shifted to accommodate for finishing the various internal formalities. Target India at its sole discretion may waive off any condition or requirement of this Offer Letter without affecting the other requirements.

g. In addition to the CTC mentioned above you will be eligible for a one time Sign-on payment of **Rs.100,000** (One lakh rupees only) ("Sign on payment") subject to deduction of taxes at source in compliance with prevailing income tax regulations. The Sign-on payment shall be paid along with your first month's salary, payable at the end of one month of your continuous employment with Target India. The Sign-on payment will be treated and dealt with in accordance with the terms of the Sign-on bonus repayment agreement attached hereto as attachment.

Danush S
IDA18CS129

18CS129



Daimler Truck
Innovation Center India

Head - Human Resources
Daimler Truck Innovation Center India Private Limited/Infoc
Whitefield Palms, Plot No. 09 & 10
EPIP Zone, Phase 1, Whitefield Road
Near Satya Sai Hospital
Bangalore - 560 066, Karnataka, India

Dear Nikheel Sutrawe,

Receipt and Acceptance of Offer

This has reference to the offer letter no. OFFER/HR/DAI0000TKF/4798472 dated July 12, 2022.

I hereby accept the offer of employment by Daimler Truck Innovation Center India Private Limited (DTICI) for the position of Graduate Engineer Trainee in the Company's DTICI_T10 Grade, in the TT/SIE - DTICI - Mechatronics Engineering department.

I also agree with the terms and conditions as mentioned in the offer letter and will join DTICI on or before August 22, 2022.

Thanking You,

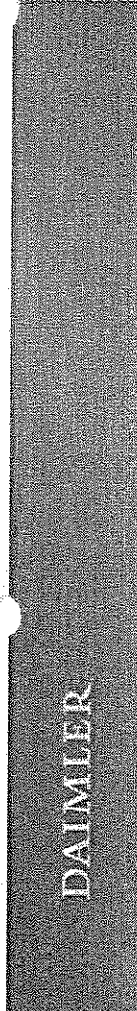
Yours sincerely,

Dhanush S

Date:

Danush S
IDA18CS129

28/08/2022



Daimler Truck
Innovation Center India

Head - Human Resources
Daimler Truck Innovation Center India Private Limited/foit->
Whitefield Palms, Plot No. 09 & 10
EPIP Zone, Phase 1, Whitefield Road
Near Satya Sai Hospital
Bangalore - 560 066, Karnataka, India

Dear Nikheel Sutrawe,

Receipt and Acceptance of Offer

This has reference to the offer letter no. OFFER/HR/DAI0000TKFI4798472 dated July 12, 2022.

I hereby accept the offer of employment by Daimler Truck Innovation Center India Private Limited (DTICI) for the position of Graduate Engineer Trainee in the Company's DTICI_T10 Grade, in the TT/SIE - DTICI - Mechatronics Engineering department.

I also agree with the terms and conditions as mentioned in the offer letter and will join DTICI on or before August 22, 2022.

Thanking You,

Yours sincerely,

Dhanush S

Date:

Sachin Dev

IDA18LS131



HashedIn Technologies Private Limited
#36/5, Somasundara Palya,
27th Main Road, Sector 2,
HSR Layout, Bengaluru- 560102
Tel : +91 90360 16503

Mr. Sachin Dev
sachindev2106@gmail.com, 301706
India

Dear Sachin Dev

We are pleased to inform you that your application for an Internship program has been accepted.

We are pleased to offer you an appointment for the position of **Software Engineering Associate at B8**. Your internship with **HashedIn Technologies Private Limited** ("Company") will be in Bengaluru. The Internship program is for a duration of **Four Months** beginning **14th March 2022** to **29th July 2022**.

During this period, you will be paid a monthly stipend of **INR 25000** per month.

This Internship will cease either upon its completion or on **29th July 2022** whichever is earlier. You will maintain confidentiality of the information you would have access to - both during and after the completion of the assignment.

Upon your reporting, you will be informed of your guide and program scope.

This will be followed by a job offer of Software Engineer- I at Band 7 upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of INR 8,10,000/- (Rupees Eight Lakhs Ten Thousand Only). You can refer to the following table for the breakup.

Fixed CTC	₹ 630000
Performance Variable Bonus Upto	₹ 105000
Joining Bonus (One Time Payment)	₹ 75000

In case you need further information, please do a "reply all" with your concern and we will get back to you at the earliest.

For **HashedIn Technologies Private Limited**
Best Regards,

Authorized Signatory

Signature

28 Feb 2022

Date

SACHIN VERMA
IDAIBCS132



MONDAY, NOVEMBER 8, 2021

Strictly Private and Confidential

Sachin Verma
D-5/15, Shankar Hill Town,
Toranagallu,
Dist-Bellary - 583123
Karnataka

November 08, 2021

Dear Sachin,

Subject: Conditional Offer for Employment

Peak Business Insight Pvt. Ltd ("Company") is pleased to offer you an opportunity for **full-time** employment in the position of **Software Engineer**. You shall report to the **Senior Engineering Manager** and are required to follow directions given by the person occupying that position. You will be considered for a **full-time** role after the completion of 6 months based on your performance review. For the first 6 months, you will be titled as an **Intern**. Your total all-inclusive gross **monthly** compensation will be **Rs. 25,000** during internship subject to limits as per the applicable tax laws and the Company's policies and practices. The changed remuneration will be **Rs. 9,00,000** per annum + shares worth **Rs. 2,25,000** on the successful completion of your tenure. Please refer to **Annexure 1A and 1B** for the summary of your employment and compensation breakup. The terms and conditions of your employment with the Company are set out within the **Annexure 2** to this letter. Please note that this offer for employment is contingent upon

1. successful completion by the Company of your background checks and;
2. your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way may limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer for employment, and;

Sai Deepthi
2DA18CS135

27th May 2022

PRIVATE AND CONFIDENTIAL

Ms. Sai Deepthi

We are pleased to offer you the position of **Software Engineer** in **Technology department** with Zwayam Digital a wholly-owned subsidiary of Info Edge India Ltd.

1. This **Letter of Intent** is being issued subject to the following terms:
 - a) You shall join the company on or before **2nd June 2022**.
 - b) Accuracy of the testimonials and information provided by you.
 - c) Your being free from any contractual restrictions preventing you from accepting this offer or starting work on above mentioned date.
 - d) Successful background verification and reference check. In the event the background verification is not satisfactory in the sole opinion of the Company, the Company reserves the right to revoke the offer letter at any time without assigning any reason.
2. On your date of joining, you will be issued a formal Appointment Letter.
3. You shall be based in **Bangalore** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
4. As an employee of the company, you will receive an annual CTC (Cost to the Company) as mentioned in Annexure attached on Page 2.
5. In case you decide to leave the service of the organization, you will be required to give **60 days'** notice. The organization in its sole discretion can decide to waive off/ reduce the notice period depending upon the exigencies. In such case, you would be required to pay the organization the gross salary for the notice period so reduced/ waived off.
6. You agree that, during the term of this Agreement or any extensions and for a period of two (2) years thereafter, you will keep confidential any information which you obtains from the Company or any of said entities' subsidiaries, sister corporations or concerns, now or hereafter existing or created, concerning their client data properties, assets, content of this letter of intent, particular or detail of products, developing process, technical knowhow, administrative or organizational matters, proprietary assets, source codes, copyrights, business methods, and trade secrets.
7. Upon termination of employment, all company documents, information and property, business cards, office keys must be returned to the office prior to leaving.
8. **Work from home:** In view of the Covid-19 situation you will be working from home starting your joining date. While working from home you shall adhere to the company wide guidelines on work from home to ensure business continuity. However, you are expected to report to your work location as per the timelines decided by HR, once the office re-opens and is ready for the daily function.

Kindly sign and return a copy of this letter as a token of your acceptance. Yours

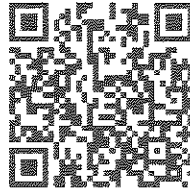
sincerely



I accept the terms and conditions of this offer

ZWAYAM DIGITAL PVT. LTD.

Unit No. N - 801 & 802, 8th Floor, North Block Manipal Centre, 47,
Dickenson Road Bangalore, KA 560042



10-Feb-2022

Dear A Saiteja,
B.E., Computer Science & Engineering
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19934136

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program, if offered to you:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

Sanjay S Dev
IDA18LS138

HITACHI

Inspire the Next

Hitachi Vantara Software Services India Private Limited
A Hitachi Vantara Company

REGISTERED ADDRESS
Plot No. 09, Survey No. 115/P
Nanakramguda Village, Serilingampally, Municipality, Gachibowli
Hyderabad - 500 032, India

PRIVATE & CONFIDENTIAL

06 July 2022

Sanjay S Dev
1st Floor, 1st Cross, Behind Power House, Govindpura
Tiptur, Karnataka
572202

Dear Sanjay S,

Employment Offer with Hitachi Vantara Software Services India Private Limited

I am delighted to offer you employment with us, Hitachi Vantara Software Services India Private Limited. ("Hitachi"). This letter provides you with the terms and conditions of your employment with us:

EXTERNAL JOB TITLE: Business Process Quality and Improvement - Associate

INTERNAL JOB TITLE: Business Process Quality and Improvement - Associate

BASED IN: Bengaluru, India
Travel outside of Bengaluru is required as part of your role.

C.R. Sharan Megha
1DA18CS140

18CS140



13-Jun-2022

Dear Sharan Megha CR,
B.E., Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19823920

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

Name: Shashank M Kadiwal
USN: IDA18C814F



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

25 July, 2022

Mr Shashank Kadiwal
191/14 M M Apartments, Flat-M3,
1st Cross, Kurubarahalli,
Bangalore,
Karnataka - 560086

Contact No: 9513801692
Email: shashankkadiwal2000@gmail.com

Dear Shashank,

**Subject: Appointment in the position of
Associate Software Engineer**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Global Delivery Services India LLP" (the "Firm") subject to the following terms and conditions:

1. POSITION:

You will be appointed in the position of **Associate Software Engineer** in Consulting in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Bangalore office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

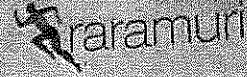
3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.

Shashank Purohit
LDA18LS142



21-03-2022

Shashank purohit
Bangalore

OFFER LETTER

Dear Shashank,

This has reference to your interest in taking up a full-time employment with ZopSmart (Raramuri Consultancy Services LLP)

We are pleased to offer you employment in the position of Software Engineer, with ZopSmart. You will be on Internship for a period of 6 months from the date of your joining in 21-03-2022 with a stipend of Rs. 30000 per month. And once the Internship period is over, you will be converted to full time employee. You will be reporting to the Lead Engineer or any other person authorized by the company.

1. Position

1.1 You will be employed with the Technology Team. In addition to your usual duties, you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the Company. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, the Company may from time to time change your duties and responsibilities at its sole discretion.

2. Location

2.1 You will be based at the Company's office at Bangalore.

2.2 The Company reserves the right to transfer you at any time to any other location in India or abroad, and/or to a branch office, subsidiary, affiliate company, department or establishment of the Company, whether in existence on the date of this letter or established or acquired later, provided that the terms and conditions of your employment set forth herein are not adversely affected by such transfer. The Company further reserves the right, subject to applicable laws, to transfer your employment to any other company or legal entity, as part of any transfer of relevant business of the Company or as part of any restructuring or amalgamation or reorganization plan implemented by the Company or by which the Company is bound.

3. Compensation and Benefits

3.1 Your gross compensation shall be as set out in Annexure A annexed hereto and will be subject to all statutory deductions that the Company is required to make.

3.2 The Company intends to provide all the applicable statutory benefits and such other benefits that the Company may from time to time decide to provide including (a) Employee Provident Fund, (b) Employee State Insurance (ESI), (c) Pension. It is however clarified that such benefits and other benefits, if any, and entitlements that may be provided to you by the

Shashank. S

IDA18CS143

18CS143



BOSCH

*** Personal and Confidential ***

Mr. Shashank

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963185

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55793/2022

Date: 14-May-2022

Dear **Mr. Shashank**,

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

1. Compensation

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

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

2. Retirement

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

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

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

Shilpa Rajesh Lingadal
IDA 18CS 144



11 March, 2022
Ref No: Hyd/HR/R&S/OL/22/2066

To
Shilpa Rajesh Lingadal
Lingadal Building, Bvvs College Road,
Ward No-10, Opposite Blood Bank,
Bagalkot, Karnataka -587101.

Dear Shilpa,

Further to your interview discussion, we are happy to offer you the position of **Software Engineer, Associate** with **Infor (India) Private Limited** subject to the reference check and background verification done by Infor India.

Your place of posting will be **Bengaluru**, and we expect you to join us on **04 April, 2022**

You would be under an internship Programme through this fixed-term employment contract for a duration of 6 months from the date of joining and your salary will be INR 30,000 (Rupees thirty thousand only) per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to **INR. 600000/-** per annum (**Rupees Six Lakh** per annum) Only as per **Annexure2**

Your employment with us is contingent upon the submission of the following documents on the date of joining.

1. Softcopy photocopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. 3 passport size colored photographs.
3. The name on the PAN card & the Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Thanking you

Regards

Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E-Mail: renu.ganotra@infor.com

Shivam Tiwari
IDA18CS145

Date: 29th Dec2021

BORDERFREE TECHNOLOGIES PRIVATE LIMITED

F11/1 Model Town II , Delhi 110009

Shivam Tiwari
251 Pipargao,
Aurai,Bhadohi, 221301

Dear Shivam

Borderfree Technologies Private Limited is pleased to offer you a position of Trainee Product Engineer with the Company on the terms described below.

1. **Position.** You will start as a full-time employee , having designation of Trainee Product Engineer. Your joining date will 1st January 2022
2. By signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.
3. **Compensation and Consultant Benefits.** You will be paid a payment of Rs. 35000/- per month. Your annual payment is Rs. 420000/- per year. Payment will be paid on regular payment date. Payment is confidential between you and company.
4. **Notice Period:** You shall be entitled to terminate your employment by giving three (3) months' notice in writing to the Company. The Company reserves the right to recover salary in lieu of notice period or to relieve you before the expiry of the notice period. During the Notice period the Consultant should prepare the handover documents which give the complete detail on the activities handled by the Consultant. The handover document should be given to management and the immediate manager (in-charge). On satisfactory completion of handover/notice period, the relieving letter & settlement if any will be given to the Consultant by the management, Once management relieved the consultant , they will get the experience certificate.
5. **Separation:**

January 12, 2022

Shivam Tiwari
S/O Suresh Chandra Tiwari
House No -89, Kapila Nagar Housing Bord
Bersiya Road, Karond Huzur, Bhopal
Madhya Pra desh: 462001

Dear Shivam

Offer letter for the position of "Engineer I, R&D"

This is further to our recent discussions in relation to the job opportunity you applied for. We are pleased to offer the opportunity to you as per details outlined below:

Date of joining	:	On or before July 18, 2022
Title	:	Engineer I, R&D
Job grade	:	08
Annual Base Salary	:	INR 1,000,008/-. Please refer break up in Annexure
Job location	:	Bangalore

You will initially be employed for a probationary period of 6 months and if performance is satisfactory your employment will be confirmed in writing.
Kindly submit a copy of your acceptance of this offer by signing below and returning one copy to the Human Resources Department.

Please note that your employment with us would be subject to you submitting all relevant personnel documents to the Human Resources Department, clearing your background verification and pre-employment (only for Goa location) medical test.

In case you fail to submit the resignation acceptance letter by **January 19, 2022** the offer stands cancelled.

Should you have any queries regarding the above, please do contact us.

Looking forward to you joining the team.

Yours sincerely,
For **CommScope Networks India Pvt Ltd**



Shrinivas Rao Turupati
Manager – HR

I **Shivam Tiwari** accept this Offer Letter & agree to maintain confidentiality of company processes, designs and company information.

I confirm to join on :

Signature :

Name :

COMMSCOPE NETWORKS INDIA PVT. LTD.,
(Formerly Airvana Networks India Pvt. Ltd.)

1st Floor, B Wing, Block A, Salarpuria Softzone, Bellandur Village, Varthur Hobli, (Outer Ring Road)
Bangalore – 560103, INDIA Tel.: +91 80 66189300, Web: www.commscope.com

CIN: U72200KA2004FTC034129

Ms. SHREYA C N

NOV 09, 2021

No 88/8 Amareshwara Nilaya, 2nd Cross,
1st Main Madavara Basavajyothi Nagara,
Bengaluru 562162

Dear Shreya C N,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Shreya C N, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Ltd.**,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition



Shrivathsa S V
IDA18LS150

13-May-2022

Dear Shrivathsa N V,
B.E., Computer Science & Engineering
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19823915

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

valtech

18CS151

Ms. SHRUTHI D
#V-80,3rd Cross, Pipeline,
Malleshwaram, Bangalore North,
Karnataka,560003

NOV 09, 2021

Dear Shruthi D,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Shruthi D, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC57EF3A652447A...

Sandhya Gulati
Senior Director – Talent Acquisition

Valtech India Systems Pvt. Ltd.
#30/A, 1st Main Road, JP Nagar 3rd Phase, Ind-Suburb,
Bengaluru – 560078, India

Tel: +9180 2607 9999
info@valtech.co.in
CIN: U72200KA2000PTC026220

18CS154

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/05/2022

Shyamanth Raghuchandra Upadhyia

C10973711

No 415 2nd C Cross, 4th Main, 14th Block, Nagarabhavi 2nd Stage

7760731410

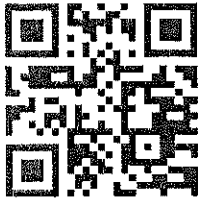
Dear Shyamanth Raghuchandra Upadhyia,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

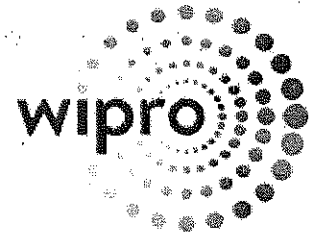
Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



APPOINTMENT LETTER

May 30, 2022

Dear Skanda Kumar M R,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. The retirement age is 58 years.
- c. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- d. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- e. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- f. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

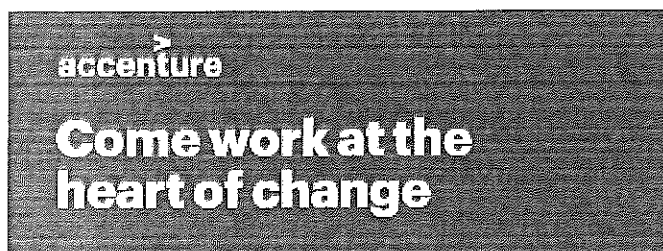
You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.



To,

Name : Snehananda H A

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Snehananda H A,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks-** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

18CS161



BOSCH

*** Personal and Confidential ***

Ms. Sparsha K

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963195

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55794/2022

Date: 14-May-2022

Dear **Ms. Sparsha K**,

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

1. Compensation

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

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

2. Retirement

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

Deloitte Touche Tohmatsu India LLP
Bengaluru
Prestige Trade Tower, Level 19
46, Palace Road, High Grounds
560001
Tel: +91 8061886000
Fax: 918066276011
www.deloitte.com

June 1, 2022

Ms Sushmitha K R
D/o Raghu K S, Kolavara V, Basavani P, Thirthahalli T,
Shimogga
Karnataka, 577432- India

Contact No.: 9480566401

Dear Sushmitha K R

Congratulations and welcome to the family of Deloitte India.

You have made a favourable impression on us during the interview process! Further to this and based on the credentials you have presented, we are pleased to offer you employment as **Analyst** in the **Consulting** function of **Deloitte Touche Tohmatsu India LLP** (Organization) based in **Bengaluru**.

This letter (Offer Letter) provides you with details of your remuneration and the terms and conditions of your employment.

There are two schedules attached to and forming part of this Offer Letter:

- Schedule 1 – which sets out your remuneration and related particulars; and
- Schedule 2 – which sets out the terms and conditions of your employment with the Organisation.

Please bring along with you the original documents specified per list attached, to enable our talent team representative to complete the joining formalities.

Please sign a copy of this Offer Letter in acceptance and return it to us no later than 3 working days from the date of this Offer Letter. You will appreciate if we do not receive your acceptance within this period, our offer will stand withdrawn.

**BOSCH**

* Personal and Confidential *

Ms. Swethashree B

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963209

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55795/2022

Date: 14-May-2022

Dear Ms. Swethashree B,

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

1. Compensation

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

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

2. Retirement

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



18CS173

March 09, 2022
Ref No: Hyd/HR/R&S/OL/22/2002

To
Ujval D R
#41/1, 3Rd Floor,
Nb Complex, Nyathappa Layout,
Arekere, Bengaluru 560-076.

Dear Ujval,

Further to your interview discussion, we are happy to offer you the position of **Consultant, Associate** with "Infor (India) Private Limited" subject to the reference check and background verification done by Infor India.

Your place of posting will be **Hyderabad**, and we expect you to join us on **April 04, 2022**.

You would be under an internship Programme through this fixed-term employment contract for 6 months from the date of joining and your salary will be **INR 30,000 (Rupees thirty thousand only)** per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to INR. **540000/- per annum (Rupees Five Lakh Fourty Thousand)** per annum and the Variable Compensation will be INR **60000/- per annum (Rupees Sixty Thousand)**, payable based on your performance. as per **Annexure2**.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

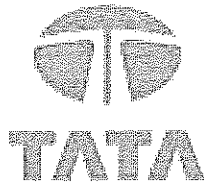
1. Softcopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc
2. 3 passport size colored photographs.
3. Name on PAN card & Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.

Regards

For Infor (India) Pvt Ltd
Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E Mail: renu.ganotra@infor.com



IDA 18CS176

Offer: Computer Consultancy
Ref: TCSL/CT20213652986/Bangalore
Date: 01/09/2021

Mr. V Rahul Iyer
#264, Bld 174, Shirke Apts, Ks Town, Bengaluru,
Opposite To Water Tank,
Bengaluru-560060,
Karnataka.
Tel# 91-7019708108

Dear V Rahul Iyer,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20213652986

1

TATA CONSULTANCY SERVICES

GRAND CENTRAL STATION, 9A, EPIP Whitefield, Bangalore-560 066 India
T: +91 80 0734 7300 Fax: +91 80 2841 0114 Website: www.tcs.com
Regional Office: National Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers helpline: 1800 307 5111 Email: careers@tcs.com

21-October-2021

Dear Varshitha S
AIT
Email: varshitha.sathish09@gmail.com
Phone: +91 7349623531

SUBJECT: Letter of Selection

We are pleased to offer you the position of "Associate Software Engineer" with BETSOL. Your total CTC would be ₹ 4,50,000 (Four Lakhs fifty thousand only) which will be paid during your course of employment with BETSOL subject to the terms mentioned in the offer letter which will be given to you at the time of joining.

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company, you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.


We expect you to join on or before 1st July 2022, otherwise this offer stands withdrawn automatically.

Again, congratulations and welcome to the BETSOL family.

On behalf of
BETSOL

I agree and accept the selection on
the above terms and conditions

Neha Sawant


Varshitha (Oct 21, 2021 18:57 GMT+5.5)

Neha Sawant
Senior HR Business Partner, BETSOL

Varshitha S
AIT

1808183



BOSCH

*** Personal and Confidential ***

Mr. Venkatesh Hegde

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963231

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55797/2022

Date: 14-May-2022

Dear **Mr. Venkatesh Hegde**,

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

1. Compensation

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

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

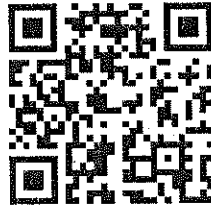
2. Retirement

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

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India

Managing Director: Mr. Datta Saigame

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19-Jan-2022

Vignesh G
B.E. Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Dear Vignesh G,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**. Your Internship onboarding will be scheduled anytime between now, through end of March 2022 based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend

18/11/21



Comviva Technologies Limited

Regd. Office
Capital Cyberscape
Sector 59
Golf Course Extension Road
Gurugram-122102, Haryana
India
Tel: + 91 124 481 9000
Fax: + 91 124 481 9777
CIN: U72200HR1999PLC041214

comviva.com
info@comviva.com

Date: November 29, 2021

**To,
Vishal Kumar**

CU Group of Colleges

Subject: Letter of Intent for hiring

Dear Vishal

Congratulation

We are pleased to Shortlist you for a position with Comviva. The date of joining will be communicated to you at a later stage.

Your hiring is conditional upon the following:

- You may be posted at any location and/or any business unit within or outside India, however, final decision will be subject to business requirements.
- This offer of employment with Comviva is subject to the successful completion of your course with a minimum 60 % passing marks along with the confirmation of positive background check.
- Should not have any active backlog at the time of joining/commencement of your training.
- Formal letter of appointment with all the terms and conditions will be shared at the time of joining
- You may be requested to take the additional assessment if it is in line with the specific business unit hiring requirements.
- You are required to share the final acceptance of the letter on or before three working days from the date of issuance of this LOI for further consideration.
- Comviva holds all the rights to modify the initial training duration and stipend offered.
- You may be required to work in rotational shifts (night), and the same will be communicated to you in advance through the authorized representatives of Comviva

An indicative compensation structure offered by Comviva for the position in respect of which you have been selected is appended herewith as an Annexure. At the time of joining, you will be required to sign an Employment Agreement containing detailed terms of your subsequent employment with Comviva.

We wish you an enriching career at Comviva. In case of any queries regarding the terms of this letter or your joining, please reach out to us at campus@comviva.com

Sincerely,

Vaishnavi Shukla
Director - Human Resources
Date: 29 November 2021

Read, Understood and Accepted



4th Floor Kabra Excelsior, 6/A, 7th Main (80 ft main road)
Koramangala, 1st Block, Bengaluru 560 034
+91-80-46661600

18CS189

Ref: ML26/05/2022

Date: June 03, 2022

Mr. Vishal Ratnakar Kharvi

#W1 B 1101 Vasathi Avante 37/1, Church Gate No-5, Rachenahalli, Near Mesthri Patya, KA 560045

Dear Vishal Ratnakar Kharvi,

We are pleased to confirm our offer of employment to you as **Associate Software Engineer in Grade G1**. You are required to report on **August 01, 2022** through Virtual onboarding process/in person not later than **9:30:00 AM**.

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.5,50,000.00 (Rupees Five Lakh Fifty Thousand only)** the breakup for which is given in **Annexure A**.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediciam Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at MapleLabs are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with MapleLabs. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of 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.

ANNUAL LEAVE/PUBLIC HOLIDAYS

You will be entitled for 18 days of paid leaves and 8 days of casual leaves per calendar year of service, or pro-rata for partial period of service in a calendar year. You are also entitled for 11 public holidays.

NOTICE PERIOD/TERMINATION

This contract of employment may be terminated by either party by giving sixty days written notice or gross monthly salary in lieu thereof.

Project allocation is subject to availability of positions in the respective project at the time of your joining. Kindly note that while you accept this offer, we will be initiating your reference check in parallel. In case of a negative reference check, this offer will stand cancelled.

A detailed appointment letter will be issued to you on your date of joining us.

Regd. Office: Times Square, 7th Floor, C-Wing, Smartworks Coworking Spaces, Andheri-Kurla Road, Andheri-East, Mumbai 400059.
CIN: U72200MH2020FTC348964, www.maplelabs.com

18CS190



BOSCH

*** Personal and Confidential ***

Mr. Vishwa Jyestha Mishra

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963241

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55798/2022

Date: 14-May-2022

Dear **Mr. Vishwa Jyestha Mishra,**

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

1. Compensation

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

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

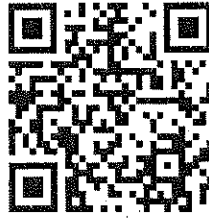
2. Retirement

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

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India

Managing Director: Mr. Datta Salagame

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20-Jan-2022

Vishwas K S
B.E. Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Dear Vishwas K S,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**. Your Internship onboarding will be scheduled anytime between now, through end of March 2022 based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend

18CS192



BOSCH

*** Personal and Confidential ***

Mr. Wamiq Yousuf

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963203

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax, +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55799/2022

Date: 14-May-2022

Dear **Mr. Wamiq Yousuf,**

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

1. Compensation

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

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

2. Retirement

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



12-May-2022

Dear Yashaswini K,
B.E., Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19823892

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation, are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

1808194



BOSCH

*** Personal and Confidential ***

Ms. Yashika A Pawar

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963213

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55800/2022

Date: 14-May-2022

Dear Ms. Yashika A Pawar,

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

1. Compensation

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

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

2. Retirement

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



May 17, 2022

Sudhanva K S

No. 304, Siri Fortune, 15th cross road, Arehalli, Kodipur, Bangalore - 560061

Bangalore- 560061

Karnataka

Sub: Offer of Employment

Dear Sudhanva,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd, Bangalore.**

We are delighted in offering you an employment opportunity as **Associate Engineer-Product Development** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your date of joining will be on/before **30 May 2022**.
- Your initial place of posting will be in **IN_Bangalore_Jupiter, Prestige Tech Park**
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before **October 31, 2022**. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 21 days of Privilege/Earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company Intranet.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.



Privileged and Confidential

Dear **Manisha H Dongre**,

1) We are pleased to offer you the position of **Engineer** in Level 4 at Target Corporation India Private Limited ('Target India/ Company') subject to the terms and conditions of this letter ("Offer Letter"). Your tentative joining date with Target India will be in the month of **July/August 2022** (the exact date shall be communicated separately) and your joining date shall be treated as the employment effective date ("Date of Joining").

Once your employment is effective your projected gross annual compensation, on a **Cost to Company Basis (CTC)** will be **Rs.12,30,500/-** based on the following:

a. Your Total Fixed Compensation will be **Rs. 11,50,000/-**

b. Target India shall contribute a stipulated amount towards the Employees Provident Fund ("EPF"). The statutory deduction is calculated based on the basic salary threshold mandated under the law.

- If your basic salary is below INR 15,000 per month (INR 180,000 per annum), Target India shall contribute INR 1,800 per month. If the basic salary exceeds INR 15,000 per month (INR 180,000 per annum), Target India shall contribute 12% of the basic pay per month, towards EPF.

- If you hold International Worker status, the statutory contribution towards EPF is calculated at 12% per month on the sum total of basic salary and special allowance.

For those team members whose basic is less than Rs. 21,000 per month, we wish to bring to your notice that the "Special Allowance" portion of your CTC also includes a statutory bonus as per the requirement of the "Payment of Bonus Act, 1965". The statutory bonus component will reflect as a separate item in your pay slip.

c. Your Short Term Incentive (STI) Plan percent for the current fiscal year will be **07% (Rs. 80500/-)**. This is based on a Corporate Performance Score of 100%. However, your actual Short Term Incentive (STI) payout will vary based on both Company and individual performance.

d. STI for the current fiscal year will be pro-rated based on your actual Date of Joining.

e. To be eligible to receive the STI payout you must be employed by Target India on the date of payment of the STI (which is generally payable at the end of March) and should have joined Target India before November 1 of the previous year. Please note that if you are not employed by Target India on the date of the STI payout in a given fiscal year, you will not be eligible to receive the STI payout for that year.

f. Please note that this offer and your employment with Target India is subject to receiving satisfactory feedback on reference checks and background verifications made by Target India on your credentials. Further, this offer shall be valid only if your aggregate percentage of marks is **65%** or more at the end of your **BTech** from **Dr. Ambedkar Institute of Technology, Bengaluru** (i.e. the course that makes you eligible for the offer as determined by Target India and from the same university/college as a student of which you received this offer). Please also note that this offer is based on the assumption that the results of your graduation course will be out before your tentative Date of Joining. A delay by your university/college in declaring results for your batch may cause the Date of Joining to be reasonably shifted to accommodate for finishing the various internal formalities. Target India at its sole discretion may waive off any condition or requirement of this Offer Letter without affecting the other requirements.

g. In addition to the CTC mentioned above you will be eligible for a one time Sign-on payment of **Rs.100,000** (One lakh rupees only) ("Sign on payment") subject to deduction of taxes at source in compliance with prevailing income tax regulations. The Sign-on payment shall be paid along with your first month's salary, payable at the end of one month of your continuous employment with Target India. The Sign-on payment will be treated and dealt with in accordance with the terms of the Sign-on bonus repayment agreement attached hereto as attachment.

valtech.

18CS197

Ms. YESHASWINI C
#61, NEELAKANTESHWARA ARCH ROAD,
MUDDINAPALYA, BANGALORE 560091

NOV 09, 2021

Dear Yeshaswini C,

We are pleased to share with you our Appointment Offer Letter for a position as Associate Software Developer and we would like to welcome you to join the growing family of Valtech!

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Yeshaswini C, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:
Sandhya Gulati
FC97EF3A852447A

Sandhya Gulati
Senior Director – Talent Acquisition

Valtech India Systems Pvt. Ltd.
#30/A, 1st Main Road, JP Nagar 3rd Phase, Ind-Suburb,
Bengaluru – 560078, India

Tel: +9180 2607 9999
info@valtech.co.in
CIN: U72200KA2000PTC026220



1805199

11-Apr-2022

Dear Nida Fathima,
B.E., Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19719034

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 15 days and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

18CS199



Strictly Private and Confidential

Date: 05/06/2022

Nida Fathima

C10962916

#93,2nd main, metro layout, nayandahalli,Bangalore-560039

8618121914

Dear Nida Fathima,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

18CS200



BOSCH

*** Personal and Confidential ***

Ms. Pranathi P

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963207

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55790/2022

Date: 14-May-2022

Dear **Ms. Pranathi P,**

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

1. Compensation

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

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

2. Retirement

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



23-Apr-2022

Dear Chandan Kumar Singh,
B.E., Computer Science
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19823882

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

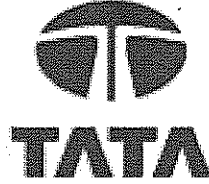
1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs



18CS205

Offer: Computer Consultancy
Ref: TCSL/CT20213661333/Bangalore
Date: 01/09/2021

Mr. Dhanush K J
No.190/173rd Cross,
Kurubarahalli,
Bengaluru-560086,
Karnataka.
Tel# -

Dear Dhanush K J,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

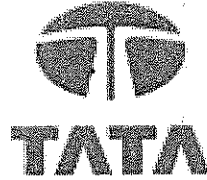
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

TCS Confidential
TCSL/CT20213661333

1

TATA CONSULTANCY SERVICES

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



1DA19CB409
Manjunath N

Offer: Computer Consultancy
Ref: TCSL/CT20213646569/Bangalore
Date: 14/10/2021

Mr. Manjunath N
#3071st Main, 2nd Cross,
Kamalanagar,
Bangalore-560079,
Karnataka.
Tel# 91-7829426306

Dear Manjunath N,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

TCS Confidential
TCSL/CT20213646569

TATA CONSULTANCY SERVICES

VYDEHI- RC-1 BLOCK, 62, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

valtech

IDA19CS410
Meghana.R

Ms. MEGHANA R
#02, 6th cross, Om shakthi main road,
Sanjeevini nagara, 1st stage,
Hegganalli cross, Bengaluru - 560091

NOV 09, 2021

Dear Meghana R,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Meghana R, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Ltd.**,

Sandhya Gulati
Senior Director – Talent Acquisition

Valtech India Systems Pvt. Ltd.
#30/A, 1st Main Road, JP Nagar 3rd Phase, Ind-Suburb,
Bengaluru – 560078, India

Tel: +9180 2607 9999
info@valtech.co.in
CIN: U72200KA2000PTC026220

Letter of Intent (LOI)

Superset ID: 1188146

November 02, 2021

Dear Prajwal R,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

Letter of Intent (LOI)

Superset ID: 1257318

November 02, 2021

Dear Ranjan S B,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



CAREERS (/careers-home)

IDA19C849Q.
Sanal U



Amendment to Appointment Letter

WELCOME TO WIPRO

May 3, 2022

Dear Sanal U,

This Amendment is pursuant to your Appointment Letter from Wipro Limited ("Wipro"). The purpose of this letter is to amend two sections ("Appointment Details") and ("Notice Period & Termination") of your current Appointment Letter by removing the probation period.

"Appointment Details" will be replaced with the following:

"Appointment Details:

- a. *The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.*
- b. *The retirement age is 58 years.*
- c. *You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.*
- d. *We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.*
- e. *This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.*
- f. *The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining."*

"Notice Period & Termination" will be replaced with the following:

"Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items."

1. **No Further Modification.** Except as expressly modified herein, all other terms and conditions of the Appointment Letter shall remain in full force and effect. This Amendment is fully integrated into the Appointment Letter.
2. **No Waiver.** Nothing in this Amendment shall be construed as a waiver of any breach, covenant, right or remedy of the Parties.
3. **Counterparts.** This Amendment may be executed in any number of counterparts in original or facsimile, each of which shall be deemed an original, but all of which taken together shall constitute one single agreement between the Parties.
4. **Precedence.** This Amendment shall constitute a part of and shall be read together with the Appointment Letter and shall run concurrently and be co-terminus and co-extensive with Appointment Letter. However, this Amendment shall prevail in the event of any inconsistency between any terms and conditions to this Amendment and the Appointment Letter.

Yours sincerely,
For Wipro Limited,

R. S. S.

*** Personal and Confidential ***

Ms. Poornima L

DR. AMBEDKAR INSTITUTE OF TECHNOLOGY, BANGALORE,

Candidate ID: 5963747

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55789/2022

Date: 14-May-2022

Dear **Ms. Poornima L,**

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

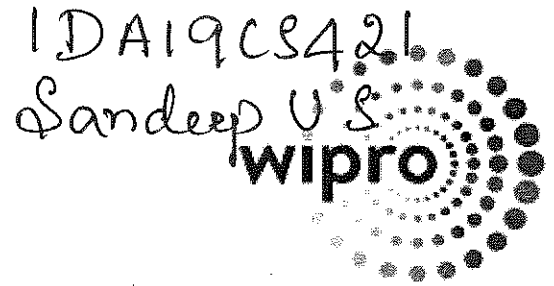
1. Compensation

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

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

2. Retirement

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



APPOINTMENT LETTER

January 22, 2022

Dear Sandeep U S,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

valtech.

IDA19C8422
Shruthi Channabasappa

Ms. SHRUTI CHANNABASAPPA LAMANI

NOV 09, 2021

#3031 Near Shreeji House
Habbuwada Karwar,
Uttara Kannada-581301

Dear Shruti Channabasappa Lamani,

We are pleased to share with you our Appointment Offer Letter for a position as **Associate Software Developer** and we would like to welcome you to join the growing family of **Valtech!**

We believe that Valtech is an organization, where professionals like you are enabled to use their knowledge and creativity to add value to Valtech and its clients. Valtech's ecosystem and policies are designed to assist our associates leverage their full potential for their growth.

Shruti Channabasappa Lamani, everyone you have interacted with during this process joins me in congratulating you and extending a warm welcome.

This Offer Letter document and Employment Offer is subject to Terms & Conditions stated in the following pages.

Kindly return the duplicate copy of this Appointment Offer Letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For Valtech India Systems Private Ltd.,

DocuSigned by:

Sandhya Gulati

FC57EF3A652447A..

Sandhya Gulati
Senior Director – Talent Acquisition

Valtech India Systems Pvt. Ltd.
#30/A, 1st Main Road, JP Nagar 3rd Phase, Ind-Suburb,
Bengaluru – 560078, India

Tel: +9180 2607 9999
info@valtech.co.in
CIN: U72200KA2000PTC026220

kyndryl

IDA19CS425

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services
Private Limited)
CIN: U72900KA2021PTC142940
2nd to 4th Floors, Block D,
Embassy Golf Links Business Park,
Off Intermediate Ring Road, Domlur
Bengaluru- 560071, India

Sumanth Reddy P

Dear Sumanth Reddy P,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective June 29, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

devtown

IDA19C8426

Sushmitha

Date: 10 April, 2022

Dear Sushmitha J.,

Welcome to the DevTown family!

We are pleased to offer you a **3 Months Business Development Trainee** position with a Performance-Based Placement Opportunity at DevTown, with a start date of **13th April, 2022** on "at will basis". It is our opinion that your abilities and experience will be the perfect fit for our company.

Please find the following confirmation for your training:

Title: **Business Development Trainee**

Start Date: **13 April, 2022**

End Date: **13 June, 2022**

Location: **Bangalore, India**

Stipend: **INR 15000 per month + 8% Incentives [After the completion of the given target]**

Target: **INR 180000 per month**

(Subject to statutory deduction)

Please indicate your acceptance by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to <devesh.vishwakarma@devtown.in> within **1 Working Day from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **DevTown if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with DevTown, and will report on or before **13 April, 2022.**

Signature: _____

(Candidate's Signature)

DATE: _____



19CS427
BOSCH

*** Personal and Confidential ***

Ms. Swati S Math

Dr. Ambedkar Institute of Technology, CANDIDATE ID : 6771337,

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India, Tel: +91 80 6657 5757
Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61349/2022

Date: 05-Jul-2022

Dear Ms. Swati S Math,

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

1. Compensation

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

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

2. Retirement

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

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India

Managing Director: Mr. Datta Salagame

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

IDA19C8428
Tejaswini B.R

HARMAN

May 17, 2022

Tejaswini B R

1314 3rd floor Hamsa poorvi building magadi road Govinda Raj Nagar behind government high school Govindraj Nagar Bangalore 560079
Bangalore- 560079
Karnataka

Sub: Offer of Employment

Dear Tejaswini,

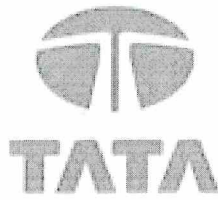
Thank you for investing your time to pursue an opportunity with Harman Connected Services Corporation India Pvt. Ltd, Bangalore.

We are delighted in offering you an employment opportunity as **Associate Engineer-Product Development** with Harman Connected Services Corporation India Pvt. Ltd, Bangalore.

Further, "Company" for all purposes in this document shall mean Harman Connected Services Corporation India Pvt. Ltd, Bangalore and/or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **INR 500000/-** per annum.
- You will also receive a one time Joining bonus of **INR 50000/-**. You will receive a one-time joining bonus of Rs. 25,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your date of joining will be on/before **30 May 2022**.
- Your initial place of posting will be in **IN Bangalore Jupiter, Prestige Tech Park**.
- You will report to the **Business Unit/Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on multiple factors such as job role, skills-specific background, and professional merit. This information and any changes made thereto should be treated as personal and confidential.
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before **October 31, 2022**. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- Your employment is contingent upon satisfactory references & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby certifying that you do not have any non-compete obligations or other restrictive clauses of any nature whatsoever with any previous employer(s).
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experiences, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, educational qualifications, marital status, change of marital status, passport details) within 1 week from date.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirements of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your compensation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an accumulation of 11 days of Privileged/earned leave in accordance with the Company's policy as applicable from time to time. For all other leave types, you can refer to HR Policy section in the Company handbook.
- You will be covered by personal accident insurance coverage under the Company's group insurance plan. Your and your family will be entitled to a comprehensive health insurance plan.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified professional training. If you choose to separate from the Company after undertaking the training, then a minimum period as may be communicated prior to such training, Company has the right to require you and an appropriate period of your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevailing Company policy on travel and expenses.



IDAISCS001

2

Offer: Computer Consultancy
Ref: TCSL/CT20182400208/Bangalore
Date: 15/09/2018

Mr. Afsar Alam
601A.I.T. Men'S Hostel , Dr. Ait Campus,
Nagarbhavi,
Bangalore-560056,
Karnataka.
Tel# 91-9113909560

Dear Afsar Alam,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20182400208

TATA CONSULTANCY SERVICES

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

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Our mission is to **"Partner with our customers to deliver innovative and cost-effective solutions and create Excellence by providing Opportunities to people through well-defined Processes and progressive Learning in an Exuberant environment."**

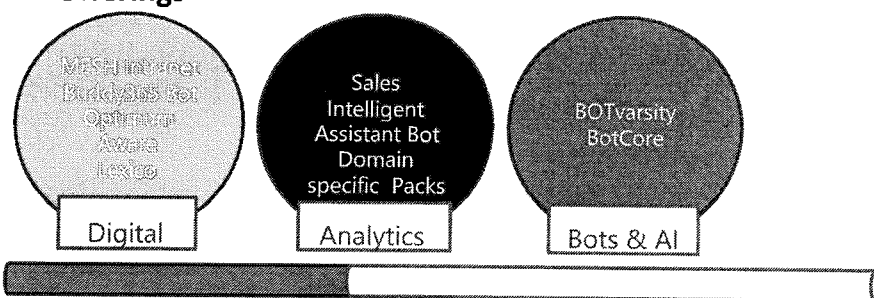
When you put them all together, you get the word **'PEOPLE'**. We live and we work by these principles which are the very foundation of our company and the basis of our rapid growth.

Acuvate seeks to employ people with skill, integrity and enthusiasm, and to provide them with the means to develop professionally, without any form of discrimination, and in accordance with applicable national, state or local law.

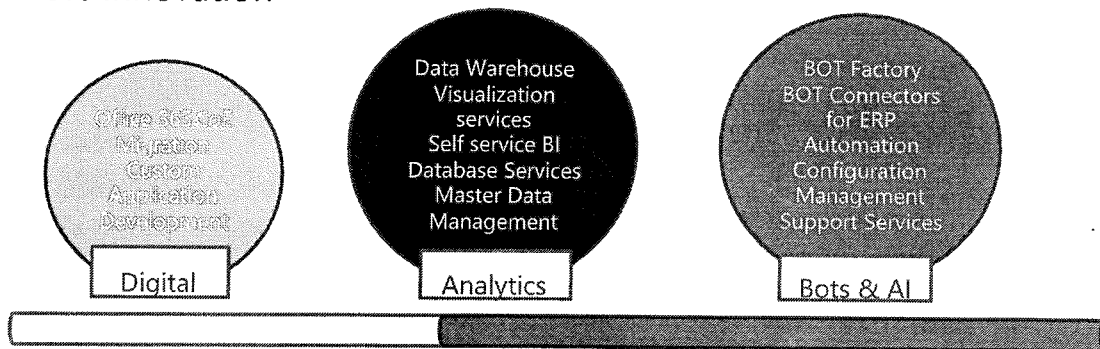
At Acuvate, we believe that our success as a professional services organization requires that we maintain a rich diversity of people able to render services with exceptional quality, excellence and commitment.

We emphasize on achieving Higher Productivity, Rich Customer Experience and Enhanced Employee Satisfaction through our focused efforts. Our accolades and success stories are available on www.acuvate.com.

Our Offerings



40% Innovation



60% Services

Infosys
Navigate your next

IDAIS CS004



HRD:3T-19-20/12825662

Mr. Ajay J P
Candidate ID: 12825662
Smysh, Vv Puram
Basavangudi
Bangalore - 560004
Karnataka
India
Ph: (91) 94828 89883

July 26, 2019

Dear Ajay,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.26 14:04:37 +05:30
Reason: Offer Letter
Location: Bangalore

ALANKRITA GUPTA

IDAISC3005

Date: 10-Oct-2018

To

alankrita gupta
BANGALORE

Dear alankrita gupta,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

Alankrita Gupta

COLLABERA TECHNOLOGY PVT LTD

May 15th, 2019

Dear Anil Kumar G A,

We at Zapprep EducationTechnology PVT Ltd. are sourcing and Training partner of Collabera Technology Pvt Ltd .

We are happy to announce you are shortlisted as a Network Engineer in Collabera Technology PVT Ltd . Your initial place of training will be at Bangalore . You have to undergo rigorous training of 30 days in technology and communication skill . You have to clear two communication skill assessment and one technical assessment during training for your deployment in project . You will not be paid during training . After deployment However, you may be requested to relocate anywhere in India as per client requirement anytime. From time to time, you will be required to travel based on requirement from prospective clients all over India and overseas as well.

Expected date of Joining: **1st Week of July or 2nd week of September , 2019 Bangalore .**

At the time of joining, you are requested to bring the copies of the following documents for our records:

1. Certificates in support of your qualification (10th, 12th and Graduation certificates)
2. Four Passport Size photographs.
3. ID Proof (Voter ID/ Passport)
4. Address proof (Election ID/Driving License)
5. Pan card copy of student and parent
6. AadharCard

You will be paid Professional Charges between Rs.15000 to Rs.17.000/- p.m. (upto a maximum of Rs.2.04 Lacs on annual basis) : Your 1st appointment will be based on your performance in training. Your appointment shall be continued based upon your overall performance and successful completion of initial period of Six months from the date of joining. Your initial core focus shall be mainly on Networking and other areas of services that Collabera and client offer from time to time. Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence the assignment in the month of **July 2016**. Please bring copy of this letter at time of joining. Please address any inquiries to us .You will receive one more email from us regarding joining in training.

Usha

HR Managaer, ZAPPREP Education Technology



+91 80 6659 8700
+91 80 6696 3333
info@subex.com
www.subex.com

117
IDA15CS007

17-April-2019

Aadhar No.: 369069910551

Dear Anirudh S,

Many congratulations on making it happen!

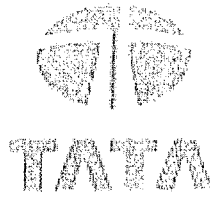
As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade T1, for an annual compensation of **INR 400,000**. 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 **17-Jun-2019**. Kindly report at the below address for your joining formalities.

Subex, RMZ Ecoworld, Outer Ring Road, Devarabisanahalli, Bangalore – 560103



04
APOORV SHUKLA

IDA15CS009

Offer: Computer Consultancy
Ref: TCSL/CT20182400247/Bangalore
Date: 15/09/2018

Mr. Apoorv Shukla
601 Ait Mens Hostel, Dr A.I.T.,
Nagarbhavi,
Bangalore-560056,
Karnataka.
Toll# -

Dear Apoorv Shukla,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

21-Aug-2019

Dear Athifa Ayesha,
B.Tech/B.E., Computer Science & Engineering
Dr. Ambedkar Institute of Technology



IDA15CS011

Candidate ID – 13397614

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Date:10-Oct-2018

To

Ayushman Mishra
BANGALORE

Dear Ayushman Mishra,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

Ayushman



Terralogic

IDA 15CS013

October 02, 2018

Dear B M Prajwal

We would like to extend an offer of employment as **Trainee Software Engineer**, at Terralogic Software Solutions Private Limited, which is located at #15, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034.

Attached, please find an Employment Agreement that will explain the basic details of your employment.

We are very excited about the possibility of you joining us and look forward to a productive and mutually beneficial working relationship. Please let us know if we can answer any questions for you about any of the matters outlined in the Employment Agreement.

Best Regards,

Rajani B
Senior Manager

Terralogic Software Solutions Private Limited

Reg. Office: #15, 2nd Floor, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034. Tel: 080 41605111
CIN: U72200KA2008PTC045010. Email: info@terralogic.com Website: <http://www.terralogic.com>

NTT DATA Information Processing Services Private Limited

(Formerly known as Dell Business Process Solutions India Private Limited)

Plot No.7, Sector 144 & 125
Noida - 201306, Uttar Pradesh, India

2 April 19

Balaji R

DR AMBEDKAR INSTITUTE OF TECHNOLOGY

Dear Balaji R,

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

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

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

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a Services IT Development Program Senior Associate I in Grade 4 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs.300,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the roll of company's establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

Urmimela Sarkar

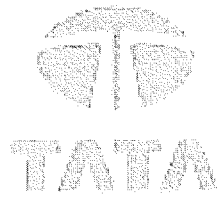
URMIMELA SARKAR
SENIOR MANAGER - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 2 April 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____
(Balaji R)

Date: _____

Confidential



1 DA15CS12

Offer: Computer Consultancy
Ref: TCSL/CT20182418340/Bangalore
Date: 15/09/2018

Mr. Bharath S
#649th Main,
Hosapalya,
Bangalore-560068,
Karnataka.
Tel# 91-9632864539

Dear Bharath S,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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BHUSHITHA. K.

IDA15CS018

Offer: Computer Consultancy
Ref: TCSL/CT20182372803/Bangalore
Date: 15/09/2018

Ms. Bhushitha K
#965 , 3rd Cross Iti Layout ,Nagarbhavi 2nd Stage,
Chicken Park,
Bengaluru-560072,
Karnataka.
Tel# -

Dear Bhushitha K,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20182372803

MAQ Software

Chandan R

Aadhaar No: 4025 0157 3549

Phone: 998 008 2117

E-mail: chandanrkote@gmail.com

Date: October 17, 2019

Dear Chandan:

On behalf of **MAQ Software Hyderabad Private Limited**, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of **Software Engineer 1** of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. Position. a. You will become **Software Engineer 1** working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.

2. Start Date. Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **Monday, October 21, 2019**.

3. Service Agreement. Your appointment is subject to your agreeing to be employed by the company for a period from **Monday, October 21, 2019 to Monday, April 20, 2020**. The Company invests in training and provides a learning environment to the employees during their employment. The Company also commits to our clients that our employees will continue on projects for certain minimum period of time. By accepting this appointment letter and the service agreement, you are committing to pay Rupees Sixty Thousand to the company as compensation if you leave the company before service agreement end date for any reason or no reason at all.

4. Compensation. Your annual compensation consists of base salary, overtime wages, bonus, house rent allowance, medical allowance and conveyance allowance as described below. In addition, you will be entitled to gratuity and certification reimbursement as per company policy. The salary will be paid to you at the end of each month:

Basic Salary	Rupees 1,80,000
Overtime Wages	Rupees 96,923
Bonus	Rupees 15,000
House Rent Allowance	Rupees 90,000
Medical Allowance	Rupees 15,000
Conveyance Allowance	Rupees 19,200
Gratuity ^a	Rupees 7,277
Employee Provident Fund	Rupees 21,600
Public Provident Fund Reimbursement ^b	Rupees 50,000
Health Insurance Reimbursement ^b	Rupees 5,000
Total Eligible Annual CTC	Rupees 5,00,000

Date:04-Jul-2019

To

Charan P
BANGALORE

Dear Charan P,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

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c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.



13th February 2019**Intent to Offer****This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.**

Dear Dhanashree Vasudev Pawaskar,
Syntellect ID: SBE1901030

Congratulations!

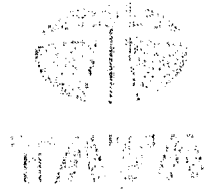
We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.



DHANUJA . A
IDA15CS023

Offer: Computer Consultancy
Ref: TCSL/CT20182421977/Bangalore
Date: 15/09/2018

Ms. Dhanuja A
Thorahalli VillageHuladenahalli Post,
Malur Taluk,
Kolar-563137,
Karnataka.
Tel# 91-8861196572

Dear Dhanuja A,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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Offer: Computer Consultancy
Ref: TCSL/CT20182418208/Bangalore
Date: 15/09/2018

Mr. Dhanush Gowda M R
#Kanmani 3rd Floor4th Cross Bhagiratha Layout,
Near Shirke Apartments,
Bengaluru-560060,
Karnataka.
Tel# 91-8660493407

Dear Dhanush Gowda M R,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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TCS Confidential
TCSL/CT20182418208

1

DURGAMATHA KARITURI

1DA15CS027 ✓

Date: 10-Oct-2018

To

Durgamatha Karituri
BANGALORE

Dear Durgamatha Karituri,

Sub: Offer of Training and Employment

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

2.1 a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining.

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

(Signature)

18-19

192

104



IDA15CS028

Dear Gaurav M,

10-Apr-2019

AIT
Email: gauravmadarkal@gmail.com
Phone: +91 7204821911

SUBJECT: Letter of Selection

We are pleased to offer you the position of "Associate Software Engineer" with BETSOL.

Your total CTC would be [REDACTED]

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.

The detailed appointment letter will be given to you at the time of joining. We expect you to join on or before 1st July 2019, otherwise this offer stands withdrawn automatically.

Again, congratulations and welcome to the BETSOL family.

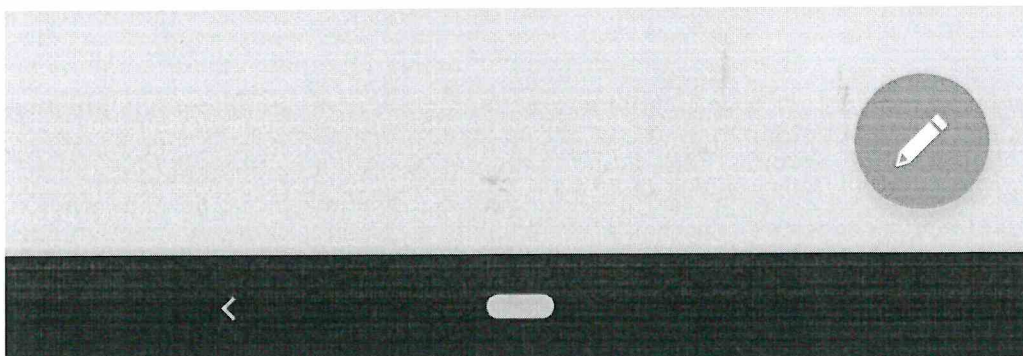
On behalf of
BETSOL

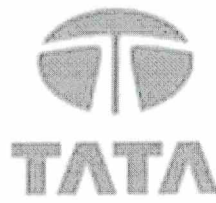
I agree and accept the selection on
the above terms and conditions



Gurpreet Kaur Jaggi
Operations Manager, BETSOL

Gaurav M
AIT, Bangalore





IDAISCS630

f: TCSL/CT20182403039/1144735/Bangalore
ate: 01 June 2019

MR. GIRISH H R

Sub: Joining Letter

Dear **Mr. Girish H R.**

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **17th June 2019** and your training location is **Pune** . We are pleased to inform you that your work location is **Pune** and your stream is **IT** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services

Plot No. 2 & 3, MIDC-SEZ,,

Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Maharashtra, India,

Pune, Maharashtra-411057.

(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

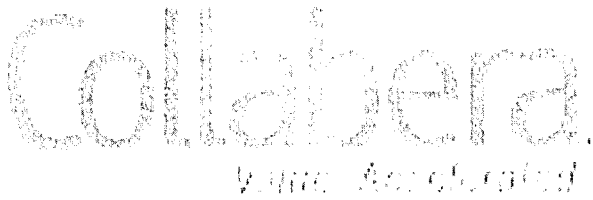
Contact Person: Ms. Santha Kumari T S

Phone: 91446616 5038

Email Id: santha.kts@tcs.com

(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



IDAISCSOB1

COLLABERA TECHNOLOGY PVT LTD

May 15th, 2019

Dear Gokul K G,

We at Zapprep Education Technology PVT Ltd. are sourcing and Training partner of Collabera Technology Pvt Ltd .

We are happy to announce you are shortlisted as a Network Engineer in Collabera Technology PVT Ltd . Your initial place of training will be at Bangalore . You have to undergo rigorous training of 30 days in technology and communication skill . You have to clear two communication skill assessment and one technical assessment during training for your deployment in project . You will not be paid during training . After deployment However, you may be requested to relocate anywhere in India as per client requirement anytime. From time to time, you will be required to travel based on requirement from prospective clients all over India and overseas as well.

Expected date of Joining: **1st Week of July or 2nd week of September , 2019 Bangalore .**

At the time of joining, you are requested to bring the copies of the following documents for our records:

1. Certificates in support of your qualification (10th, 12th and Graduation certificates)
2. Four Passport Size photographs.
3. ID Proof (Voter ID/ Passport)
4. Address proof (Election ID/Driving License)
5. Pan card copy of student and parent
6. AadharCard

You will be paid Professional Charges between Rs.15000 to Rs.17,000/- p.m. (upto a maximum of Rs.2.04 Lacs on annual basis) . Your 1st appointment will be based on your performance in training. Your appointment shall be continued based upon your overall performance and successful completion of initial period of Six months from the date of joining. Your initial core focus shall be mainly on Networking and other areas of services that Collabera and client offer from time to time. Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence the assignment in the month of **July 2016**. Please bring copy of this letter at time of joining. Please address any inquiries to us .You will receive one more email from us regarding joining in training.

Usha

HR Manager, ZAPPREP Education Technology

GOKUL KRISHNA R

IDA ISC S032



28th December 2018

Dear Gokul Krishna R,

Sub: Offer of Appointment

We are pleased to extend to you an offer of employment with DigitalAPICraft. (P) Ltd. This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include **criminal checks**, verification of previous employment, education verification, **credit check** and appropriate identification verification) being conducted either by vendors or by DigitalAPICraft background checks being favorable in company opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by the company. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

We welcome you to join us in this exciting journey.

Yours Sincerely

K N Bharath Kumar

DigitalAPICraft Private Limited

#3366, 1st Floor, Shivajoyti, 13th Main, HAL, 2nd Stage, Indiranagar, Bangalore- 560038.
Contact No: +91 80-48146079, Email: hello@digitalapicraft.com, Website: www.digitalapicraft.com

100
RxLogix IDAISC5033

RXLOGIX CORPORATION INDIA PRIVATE LIMITED

A-1, Windsor IT Park, 3rd Floor, Tower B, Sector 125, Noida 201301

Date: 18th February 2019

Mr. Gopal Kumar,

House No 128, Near Solagihid Talab,
Chas, Bokaro,
Jharkhand-827013

Subject: **Offer Letter and Employment Agreement**

Dear Gopal,

We are pleased to confirm our offer to employ you as **Associate Software Engineer** effective from **24th June 2019** for RxLogix Corporation India Pvt Ltd ("we," "us," or the "Company"). Your duties in this capacity will relate to development & delivery of life sciences solutions (the "Solutions"). You will be working with us as our full-time Employee and your specific projects and objectives will be specified in instructions provided to you by management of the Company from time to time. You will be based at RxLogix office in **Bangalore, India**.

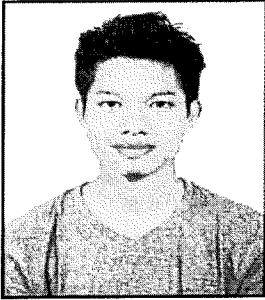
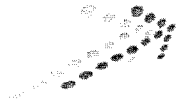

As discussed and finalized, we offer you to pay a consolidated payment of **INR 5,00,000 (Five Lacs)** per annum, the details of which is appended as **Exhibit A** hereto. Your employment does not entitle you to any equity in the Company or to otherwise participate in the profits or losses of the Company.

Apart from the above, if the Company requests you to travel on its behalf, outside the reporting office, the Company will reimburse you for your reasonable travel expenses, as approved by us in advance. Air travel is reimbursed at economy rates. The Company will also reimburse you for customary business expenses incurred at our request and that comply with our expense reimbursement policy as in effect from time to time.

By accepting this engagement, you will provide the services to all the projects on which you have been asked by the Company and all the work will be performed and carried out in the Company's name (i.e., not in your own name or in the name of any other company). The services and deliverables which are achieved and produced by you during the period of your employment under this agreement shall be property of the Company. Accordingly, you agree with the Intellectual Property Terms set forth in **Exhibit B** hereto, as well as the confidentiality provisions of **Exhibit C** hereto, which are incorporated herein. In addition, you agree that your employment by the Company is on a full time basis, and that you will not perform services for any other company so long as the Company employs you. According to Company policy, the first 6 Months of employment is considered a probationary period, during which time the Company will evaluate your performance and fit with the Company. The Company is an "at-will" employer, and your employment will be at will. That means that both you and the Company have the right to terminate employment at any time, with **2 (Two) weeks** advance notice during probation and with **2 (Two) months** advance notice after Confirmation, and with or without cause. You also may be demoted or disciplined and the terms of your employment may be altered at any time,

Gopal

1505034

		NR Switch N Radio Services Pvt. Ltd. Connecting for Smart Future
	Name	Gospel Chanchinmawia
	Code	G0475
	Blood Group	O+
Date of Birth	14-Mar-94	
Date of Issue	3-Nov-20	
Signature	Issuing Authority	
E-17, RIICO Electronics Complex, I.P. Indl. Area, Road No. 1, KOTA - 324 005 (Rajasthan)		

1DA15CS035



HRD/3T/19-20/12825623

Ms. Gouthami Devale
Candidate ID: 12825623
#90, Nandagokula, 2Nd Stage
4Th Cross, Gruhalaxmi Layout, Kamalanagar
Bangalore - 560079
Karnataka
India
Ph: (91) 95351 30919

September 5, 2019

Dear Gouthami,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852.0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 21:08:41 +05:30
Reason: Offer Letter
Location: Bangalore

100

Letter of Intent

Dear Harshal,

DOJ: TBD

This is in relation to your employment offer letter dated TBD. We are glad to inform you that as part of the Employment Offer, GoProducts Engineering India LLP intends, at an appropriate time during the term of your employment with GoProducts, to grant you such number of restricted stock units as GoProducts may deem appropriate at the relevant time. The specifics of the terms and conditions that attach to the RSU's will be set out in a separate grant letter which will be provided at the time of grant of the RSU's.

Upon vesting of the RSU's in accordance with the Grant Letter, you will be eligible to exercise the RSU's in accordance with the Grant Letter, and the terms set out in the RSU plan adopted by the group, and be eligible to be paid the equivalent of the fair market value of E-Series **[2 Units]** of Aplikasi Karya Anak Bangsa in lieu of the RSU's.

Please note that this letter of intent is not binding on GoProducts, and does not entitle you to any RSU's, or to any rights in relation to the RSU's, until the Grant Letter is accepted by you. Any RSU's granted to you shall only be governed by the terms of the Grant Letter, and the RSU plan adopted by the group.

APPOINTMENT LETTER**May 10, 2019****Dear Hemalatha G K,**

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

Date: 11-11-2019

Applicant Id : IT0868_IL047_001283
Name : Mr Hemanth S M
Location : BANGALORE

OFFER LETTER

Dear Hemanth S M

Thank you for meeting us.

Based on your resume and the interview you had with us, we are pleased to make you an offer of appointment as **NETWORK ENGINEER** on deputation to our client **CISCO SYSTEMS INDIA PVT LTD** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The **Net Salary (In Hand)** offered to you is **Rs 18271.00 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **BANGALORE**. However, you will be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities.

This appointment offer is subject to:

- a) The information provided by you in your resume and interviews are correct and valid.
- b) This appointment is valid from the date of your joining which should not be later than **15 days** of issuance of this letter; your expected DOJ is **21-11-2019**. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below. Please carry the following documents (original as well as photocopies) when you visit our Branch office to complete the joining formalities:
 - Aadhar card for proof of identity, proof date of birth and proof of address.
 - Educational certificates
 - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
 - PAN Card ,Bank A/C details with proof
 - Six passport size photographs
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards, yours truly,

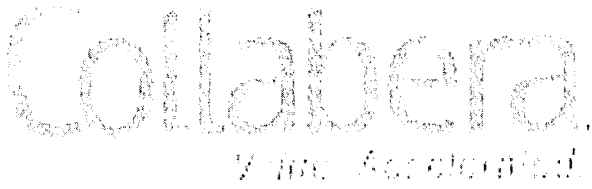


Authorized Signatory
Adecco India Pvt. Ltd.

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____





1DA1CC5041

COLLABERA TECHNOLOGY PVT LTD

May 15th, 2019

Dear Hithyshi B M,

We at Zapprep Education Technology PVT Ltd. are sourcing and Training partner of Collabera Technology Pvt Ltd .

We are happy to announce you are shortlisted as a Network Engineer in Collabera Technology PVT Ltd . Your initial place of training will be at Bangalore . You have to undergo rigorous training of 30 days in technology and communication skill . You have to clear two communication skill assessment and one technical assessment during training for your deployment in project . You will not be paid during training . After deployment However, you may be requested to relocate anywhere in India as per client requirement anytime. From time to time, you will be required to travel based on requirement from prospective clients all over India and overseas as well.

Expected date of Joining: **1st Week of July or 2nd week of September , 2019 Bangalore .**

At the time of joining, you are requested to bring the copies of the following documents for our records:

1. Certificates in support of your qualification (10th, 12th and Graduation certificates)
2. Four Passport Size photographs.
3. ID Proof (Voter ID/ Passport)
4. Address proof (Election ID/Driving License)
5. Pan card copy of student and parent
6. AadharCard

You will be paid Professional Charges between Rs.15000 to Rs.17,000/- p.m. (upto a maximum of Rs.2.04 Lacs on annual basis) . Your 1st appointment will be based on your performance in training. Your appointment shall be continued based upon your overall performance and successful completion of initial period of Six months from the date of joining. Your initial core focus shall be mainly on Networking and other areas of services that Collabera and client offer from time to time. Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence the assignment in the month of **July 2016**. Please bring copy of this letter at time of joining. Please address any inquiries to us .You will receive one more email from us regarding joining in training.

Usha
HR Manager, ZAPPREP Education Technology



JAGADEESHA.R.G

IDA15CS043

Offer: Computer Consultancy
Ref: TCSL/CT20182415349/Bangalore
Date: 15/09/2018

Mr. Jagadeesha R G
560Ragavendra Layout,
Totadaguddada Halli,
Bengaluru-560073,
Karnataka.
T 01-8861039201

Dear Jagadeesha R G,

Sub: Letter of Offer

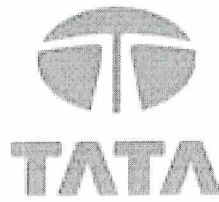
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.



18-19

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IDAIS CS045

Offer: Computer Consultancy
Ref: TCSL/CT20182410796/Bangalore
Date: 15/09/2018

Ms. Vedashree K

#73/1D Cross, Avalahalli Main Road,
Bytrayanapura,
Bangalore-560026,
Karnataka.
Tel# 91-9844368929

Dear Vedashree K,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20182410796

1

TATA CONSULTANCY SERVICES

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

IDAISC5046

Dear Kalpitha V Bekal
Dr AIT
Email kalpithavbekal@gmail.com
Phone +91 9035975764

28 Jan 2019

SUBJECT Letter of Selection

We are pleased to offer you the position of "Associate Software Engineer" with BETSOL

Your total CTC would be ₹ 5,00,000 (Five Lakhs only) per annum.

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.

The detailed appointment letter will be given to you at the time of joining. We expect you to join on or before 1st July 2019, otherwise this offer stands withdrawn automatically.

Again, congratulations and welcome to the BETSOL family.

On behalf of
BETSOL

DocuSigned by

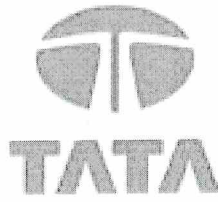
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Gurpreet Kaur Jaggi
Operations Manager, BETSOL

I agree and accept the selection on
the above terms and conditions



Kalpitha V Bekal
Dr. AIT, Bangalore



IDAISCS047

Offer: Computer Consultancy
Ref: TCSL/CT20172195622/Bangalore
Date: 15/09/2018

Mr. Karthik Hd Bharadwaj

145a ,Karthikeya NilayaBidare Road,
Hasudi,
Shivamogga-577222,
Karnataka.
Tel# -

Dear Karthik Hd Bharadwaj,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

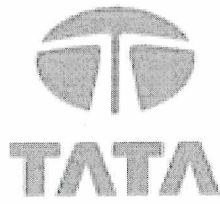
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20172195622

TATA CONSULTANCY SERVICES

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



18-19

(5)

IDA/SCS048

Offer: Computer Consultancy
Ref: TCSL/CT20182400414/Bangalore
Date: 15/09/2018

Mr. Kedari K L

No.201 Sreenidhi Residency 5th Cross 7th Main Katriguppe Iv Phase Bsk 3rd Stage Padmanabhanagar,
Mane Thindi,
Bengaluru-560085,
Karnataka.
Tel# 91-8970370821

Dear Kedari K L,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

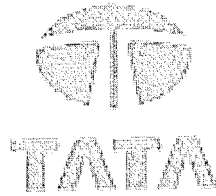
After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182400414

1

TATA CONSULTANCY SERVICES

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



Offer: Computer Consultancy
Ref: TCSL/CT20182418271/Bangalore
Date: 15/09/2018

Ms. Keerthana A
 #24/36th 'A'Main,
 Sreekanteshwara Nagar,
 Bangalore-560096,
 Karnataka.
 Tel# 91-9535871451

Dear Keerthana A,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

LETTER OF OFFER - PRIVATE AND CONFIDENTIAL

Dear **Krishna Kumar,**

We are pleased to offer you a position of **Associate Consultant** with **Liferay India Private Limited** (the Company), with a starting date we mutually agree to, in advance, and as noted below with your signature ("Start date") on the following terms & conditions:

1. TERMS OF EMPLOYMENT

1.1 Commencement of employment

Your appointment would be effective from the agreed upon 01st August 2019 and will be initially based in Bangalore. You are liable to be transferred to any place of business of or acquired or set up later in any part of India or abroad any time. You are also liable to be deputized to any work assigned for works of any Affiliates, Subsidiaries or any other Customer with which the Employer may make such arrangement.

1.2 Definition of Employment Term

The phrase 'Employer'/'Company' refers to **Liferay India Pvt. Ltd**, a company incorporated in India. The phrase 'Employee' refers to the recipient of this letter.

1.3 Probation and Confirmation

You will be on a probationary period for the duration as mentioned in Annexure A and will continue to be so unless and until you are expressly confirmed in the in the regular service of the company. This probationary period may be curtailed or extended by the management of the Company at its sole discretion without assigning any reasons.

During the probationary period your service are liable to be dispensed with at any time, without any notice or commission of any reason thereof and at the sole discretion of the Employer.

2. EMPLOYEE'S TERMS OF REFERENCE

2.1 Position of Employment

During the employment term, the Employee shall serve as the **Associate Consultant** of the Employer. Your designation is merely indicative of the responsibilities, which you are required to carry out. You may during the course of your employment be given any assignment arising out of the Company's business that the Company in its subjective judgment feels suited to your background, qualifications and experience.

2.2 Responsibilities

2.2.1 Overall

As per the requirement of the position, the Employee will be briefed at the Induction Training program on his/her job responsibilities, which is documented in your Job Description. The job description would be given to you by your Manager.

2.2.2 Professional Conduct and Ethics

The Employee shall at all times during the employment term ensure to promote the interest of the Employer and to observe a diligent and prudent degree code of professional conduct and ethics. The Employee shall at all times obey all lawful and reasonable instructions and directions of the Employer and shall not do any acts or activities contrary to the policies of the Employer and/or contravene the jurisdiction of the laws of Bangalore.

It is a condition of this offer and your acceptance that in terms of both, your business activities and personal endeavors, your conduct will be in accordance with Liferay's policies and Code of Conduct.

2.2.3 Involvement in Other Business

During the employment term, the Employee shall devote his/her entire productive time, ability, attention, experience, skill and knowledge towards the promotion and development of the business of the Employer and shall not directly or indirectly render any service of whatever nature or involve himself or caused himself to be involved with the business or operation of any other person or corporate body whether for compensation or otherwise, without the prior written consent of the Employer.

Signature and Name, Date

(11)

IDAISCS053

8:43 AM



12825631.pdf



Company Confidential - This communication is confidential between you and Infosys Limited.
Page 2 of 5



HRD:3T/19-20-12825631

September 5, 2019

Ms. Laasya Ravi

Candidate ID: 12825631
No 2413 10Th Main,
E Block, 2Nd Stage, Rajajinagar
Bangalore - 560010
Karnataka
India
Ph: (91) 99164 88072

Dear Laasya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Company Confidential - This communication is confidential between you and Infosys Limited.
Page 2 of 5



Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years



LAKSHMISHREE.D.N

IDA15CS055



28th December 2018

Dear Lakhmishree D N ,

Sub: Offer of Appointment

We are pleased to extend to you an offer of employment with DigitalAPICraft. (P) Ltd. This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include **criminal checks**, verification of previous employment, education verification, **credit check** and appropriate identification verification) being conducted either by vendors or by DigitalAPICraft background checks being favorable in company opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by the company. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

We welcome you to join us in this exciting journey.

Yours Sincerely

K N Bharath Kumar

DigitalAPICraft Private Limited

#3366, 1st Floor, Shivajoyti, 13th Main, HAL 2nd Stage, Indiranagar, Bangalore- 560038,
Contact No: +91 80-48146079, Email: hello@digitalapicraft.com, Website: www.digitalapicraft.com

Date: January 21, 2019

Ref: LTI/HR/Campus/2019

Name: M Ila Bhat

College: Dr. Ambedkar Institute Of Technology

OFFER OF EMPLOYMENT

Dear M Ila Bhat,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,18,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. **Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Ref: 712272/1718180/ELTP

05-DEC-2019

Mr. Yathish Babu .
Bengaluru (Kar) - 562123
Mobile: 9663030892

Subject: Offer of Appointment

Dear Mr. Yathish Babu .

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer at Band 'U' and Sub Band 'U1'** under ELTP Scheme.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.





HRD/3T/19-20/12303862

Ms. Madhu R Kumar
Candidate ID: 12303862
No 306 5Th Main
8 Th Cross Jrd Tata Nagar
Bangalore - 560092
Karnataka
India
Ph: (91) 91484 35399

September 5, 2019

Dear Madhu,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 19:58:20 +05:30
Reason: Offer Letter
Location: Bangalore



December 16, 2019

Ms. Madhura G C
Bangalore

Provisional Offer Letter

Dear Madhura G C,

Congratulations!!!!

Further to our discussions, On behalf of Sutherland Global Services Private Limited, We are very pleased make a "Provisional Offer" to you **Associate Professional - Application Development – Level 2.**

Joining Date:

You are requested to join on **February 06, 2020**, failing which this offer will be treated invalid.

Salary: Your emoluments by way of Annual Cost to the Company is **Rs. 3,60,000 per annum (Rupees Three lakh Sixty Thousand)**, the details of which are given in the annexure of the appointment letter).

Background Check

This offer is contingent on the successful completion of a background check.

An appointment letter will be issued subject to your acceptance of this offer and submission of all the documents mentioned in annexure (B) on the joining date.

In the event that there is any discrepancy in the above-mentioned documents and what was stated during the interview, we reserve the right to reconsider your compensation or cancel your candidature.

Please sign and return a copy of this provisional offer as a token of acceptance.

We are very excited about the possibility of you joining us.

Please let us know if we can answer any questions for you about any of the matters outlined in this letter. You can call us at 040-47277717.

For Sutherland Global Services Private Limited

Preethi Shree
Associate Vice President of Talent Acquisition, India

Acknowledgement:

I have read and completely understand the clauses, including but not limited to pre-conditions of background checks, laid down in the above provisional offer.

I hereby unconditionally accept this provisional offer.

Signature of Candidate: _____

Date : _____

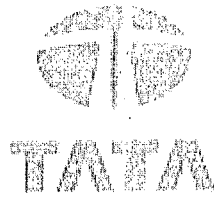
Place: _____











MANJUNATH.M

IDA15CS065

Offer: Computer Consultancy
Ref: TCSL/CT20182418418/Bangalore
Date: 15/09/2018

Mr. Manjunath M
#328/596th Cross ,Malagala Main Road,
L Remakrishnaiah Layout, Nagarabhavi 2nd Stage,
Bangalore-560091,
Karnataka.
91-7760826480

Dear Manjunath M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20182418418

TATA CONSULTANCY SERVICES LTD



Private & Confidential

Dear Manu Hegde,

Congratulations on completing our interview. It's like to welcome you to the Udaan family. I'm very happy to make you an offer to join us in the capacity of an Engineer, which is what everyone in the tech team calls themselves.

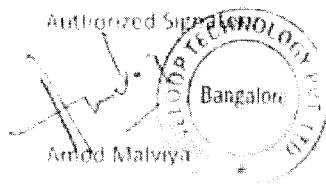
As you'll soon discover, it involves wearing every possible hat, including product manager, quality assurance, data analyst, and every now & then a field sale and a customer support executive. We really hope you love it as much as we do.

Your compensation will be a fixed CTC of INR 20 lacs per annum (see attached breakup) and you will be eligible for stock options at the completion of your first anniversary.

I wanted to thank you in particular for considering joining a small startup. It's never an easy decision, particularly when there're so many great opportunities for a fantastic engineer like you. We'll try our very best to make it worth your while.

All of us here at Udaan are very excited at the prospect of you working with us very soon, and keenly look forward to it.

CTC PER ANNUM	2000000
CTC PER MONTH	166667
BASIC	66667
HRA	46667
CONVEYANCE	1600
MEDICAL	1250
OTHER ALLOWANCE	46641
EPF (Company Contribution)	2042
EPF (Employee Contribution)	1800
Professional Tax	200



HIVELOOP TECHNOLOGY PVT. LTD.
 CIN: U72900KA2016PTC093868
 T : +91 80 49202208
 E : help@udaan.com
 W: www.udaan.com

Registered Office
 Hiveloop Technology Pvt Ltd
 #1090 G, 18th Cross, 14th Main
 Sector 3, HSR Layout
 Bangalore-560102

IDA/SCS068



Ref:193483

Date: April 29, 2019

Ms Meghana R

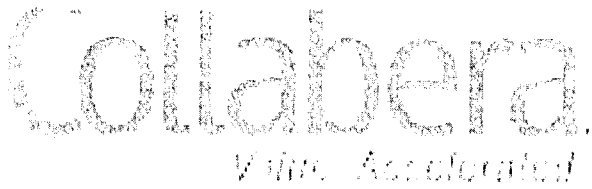
No. 26, G.Hosahalli, Vishwaneedam postMagadi Main Road Bangalore ,
Bangalore,Karnataka
India - 560091.

Dear Meghana R,

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1** starting **July 1, 2019**. You are requested to report to the said address on **July 1, 2019**, not later than **9:00:00 AM** .

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.



IDA 15 (50) 7

COLLABERA TECHNOLOGY PVT LTD

May 15th, 2019

Dear Nisarga M K,

We at Zapprep Education Technology PVT Ltd. are sourcing and Training partner of Collabera Technology Pvt Ltd .

We are happy to announce you are shortlisted as a Network Engineer in Collabera Technology PVT Ltd . Your initial place of training will be at Bangalore . You have to undergo rigorous training of 30 days in technology and communication skill . You have to clear two communication skill assessment and one technical assessment during training for your deployment in project . You will not be paid during training . After deployment However, you may be requested to relocate anywhere in India as per client requirement anytime. From time to time, you will be required to travel based on requirement from prospective clients all over India and overseas as well.

Expected date of Joining: **1st Week of July or 2nd week of September , 2019 Bangalore .**

At the time of joining, you are requested to bring the copies of the following documents for our records:

1. Certificates in support of your qualification (10th, 12th and Graduation certificates)
2. Four Passport Size photographs.
3. ID Proof (Voter ID/ Passport)
4. Address proof (Election ID/Driving License)
5. Pan card copy of student and parent
6. AadharCard

You will be paid Professional Charges between Rs.15000 to Rs.17,000/- p.m. (upto a maximum of Rs.2.04 Lacs on annual basis) . Your 1st appointment will be based on your performance in training. Your appointment shall be continued based upon your overall performance and successful completion of initial period of Six months from the date of joining. Your initial core focus shall be mainly on Networking and other areas of services that Collabera and client offer from time to time. Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence the assignment in the month of **July 2016**. Please bring copy of this letter at time of joining. Please address any inquiries to us .You will receive one more email from us regarding joining in training.

Usha

HR Manager, ZAPPREP Education Technology



15CS078

LETTER OF OFFER

Ref: OL_556_BUSINESS_19

Date: 26 Jun 2019

Dear Pallavi,

Congratulations!

We would like to invite you to be a part of Simplilearn and join us as **Inside Sales Manager**. At Simplilearn we believe that your knowledge, skills and experience will help us cover new ground and are committed to helping you build a great career with us.

This appointment is contingent upon a satisfactory reference report and submission of documents which are summarized below. Do email us copies of the same or bring them along on your first day at Simplilearn.

Documents required (Mandatory) -

- Aadhaar Card
- PAN Card
- Copy of current employer's Appointment / Confirmation/ Appraisal Letter
- Copy of current employer's Relieving and Work Experience Letter
- Copy of last 3 months' Salary Slip / Certificate
- Passport Size Photograph (3 Nos)
- Copies of all Academic & Training Certificates.

We look forward to having you onboard on or before **26th June 2019**. Do reach out to your recruitment coordinator Sankalp on his/her email sankalp.sharma@simplilearn.net for any questions or clarifications and be sure to visit **Simplilearn.com** to know more about your new company!

Yours Faithfully,

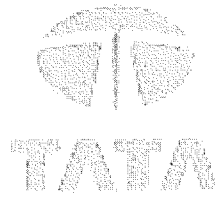
For SIMPLILEARN SOLUTIONS PRIVATE LIMITED,

Shivi Shrivastava

Shivi Shrivastava

Senior Manager – HR

Manoj Arcade, #53/1C, 24th Main,
Harlunte, 2nd Sector, HSR Layout,
Bangalore - 560102



IDA150580

Offer: Computer Consultancy
Ref: TCSL/CT20172192337/Bangalore
Date: 08/10/2018

Ms. Poojavp
Poojapriya Nilaya Siddaramnagar Nagar,
Hosadurga,
Hosadurga-577527,
Karnataka.
Tel# 91-7337888873

Dear Poojavp,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

Pooja S ✓

IDAISC082

Date: 10-Oct-2018

To

Pooja S
BANGALORE

Dear Pooja S,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the competency Level C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

104/2019

June 11, 2019

Ms. Poornima T,
Bangalore

Strictly Private & Confidential

Dear Poornima,

Sub: Appointment Letter –Member Technical Staff – Global Services

Further to your application and interview with us, we are pleased to offer you the position of **Member Technical Staff** with **MetricStream Infotech (India) Pvt. Ltd.** Please note this offer is subject to the terms and conditions listed in the Annexure attached.

We would like you to join us on or before **June 17, 2019**. Please confirm us your acceptance through email or courier by **June 13, 2019** failing to which the offer stands void.

Gross Salary: Your annual cost of your compensation to the company will be **Rs. 5,50,000/- (Rupees Five Lakhs Fifty Thousand Only)** which will be payable as per the Company's regular payroll policy (or in the same manner as other officers of the Company), subject to withholding and other normal deductions.

We look forward to a mutually rewarding association with you at MetricStream.

Yours sincerely,
For MetricStream Infotech (India) Pvt. Ltd.

Pruthvi Arakere Nanjappa
Vice President – Human Resources



Pratulla Mohapatra

July 12, 2019

Bengaluru

Dear Pratulla,

We are pleased to offer you a position at **Nabler Web Solutions Private Limited** on the following terms and conditions:-

- 1. **Position:** In-house - Associate consultant
- 2. **Band:** 3
- 3. **Location:** Bengaluru
- 5. **Reporting to:** Anoop Nayandla
- 6. **Compensation:** Your annual stipend will be **INR 21,005/-**
- 7. **Joining Date:** your start date will be **July 15, 2019**
- 8. **Acceptance:** Your formal acceptance of these terms & conditions should be confirmed by signing and returning the enclosed copy of this letter.
- 9. **Separation:** During the term of your job, you are bound to adhere to and comply with Nabler's policies. These policies can be reviewed with immediate effect.

We will be happy to assist you with the other applicable policies on acceptance of the offer.

For Nabler Web Solutions Private Limited,

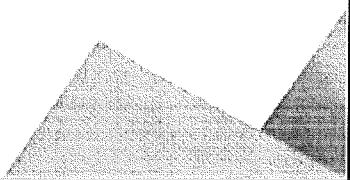
Accepted

Praveen Dalal

Praveen Dalal
Director - People Functions
Nabler Web Solutions Private Limited
Bengaluru
praveen.dalal@nabler.com
98450 12345

Praveen Dalal
Director - People Functions


Pratulla Mohapatra



INDIA CSOET

11845988

FORM Q
[See Rule 24(9A)]
APPOINTMENT ORDER

1. Name & Address of the Establishment	Accenture Solutions Pvt. Ltd. Plant 3, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai - 400079, INDIA
2. Name & Address of the Employer (Joining Location)	Bengaluru
3. Name of the Employee	Prashanth Anand Kumar
4. His/Her Postal Address	#13,78/8, Jayalakshmi nilaya, Thindlu, Vidyaranyapura
5. His/Her Permanent Address	NA
6. Father/Husband Name	Father: Anandkumar
7. Date of Birth (dd-mm-yyyy)	30/10/1997
8. Date of his/her entry into employment. (DOJ – dd-mm-yyyy)	27/01/2020
9. Designation (Career Level)	12
10. Nature of work entrusted to him/her (Role)	Application Development Associate
11. His/Her serial number in the Register of employment (CID)	INDA8440099
12. Rate of wages payable to him/her	Refer to annexure 1 of the Offer Letter.
Place: Bengaluru	<p style="text-align: center;"><i>Mohan Sekhar</i></p> <p style="text-align: center;">Mohan Sekhar Senior Managing Director Lead, Advanced Technology Centers, India</p> 
Date: 27/01/2020	
Acknowledgement by the employee with date & signature	Accenture Solutions Private Limited

LA-110087



HRID: 0119 201 19835795

Mr. Prason Ppudhly
Candidate ID: 19835795
Room No 71b, Dr. Aa Meas Hostel,
Newshana, Outer Ring Road,
Bangalore - 560056
Karnataka
India
Ph: (91) 88 094 86 008

September 6, 2019

Dear Prason,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world around us is full of possibilities. Some of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we ensure that your career will never stand still. We will inspire you to build what's next and we will navigate together. Our journey of learning, values and trusted relationships with our clients continue to be the cornerstones of an organization and these values are upheld only because of our people.

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

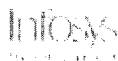
Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

INFOSYS LIMITED
4th Floor, Infosys Center
7th, Infosys Avenue
Electronics City, Bengal Road
Bangalore 560 092, India
T: (91) 080 2852 0291
F: (91) 080 2852 0762
www.infosys.com
© 2019 Infosys Limited

Digitally signed by RICHARD LOBO
Date: 2019.09.06 10:38:14 +05:30
Reason: Offer Letter
Location: Bangalore

Corporate Communication - The communication is confidential and may be subject to legal review.
Rev: 2.0.1.3



HRID: 0119 201 19835795

September 6, 2019

Mr. Prason Ppudhly,
Candidate ID: 19835795
Room No 71b, Dr. Aa Meas Hostel,
Newshana, Outer Ring Road,
Bangalore - 560056
Karnataka
India
Ph: (91) 88 094 86 008

Dear Prason,

Congratulations. We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:



Letter of Intent - Priya Kumari Gupta - Ref. No.: 8291764

T message

<careers@wipro.com>
To: priyagupta1697@gmail.com

Tue, 4 Dec 2018 at 5:23 pm

04-Dec-2018

Dear Priya Kumari Gupta,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

WIPRO BENEFITS	ANNUAL VALUE
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	25,088
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient

VERINT.

Private & Confidential

Date: September 23, 2019

Offer Letter

Ms. Priyadarshini
Mobile No.: 7411605380

We have pleasure in offering you an appointment with Verint CES India Private Ltd. (hereinafter referred to as "Company") as **Graduate Engineer Trainee** on the following terms and conditions:

1. You will be based in our **Bangalore** office (for companies with multiple offices).
2. It is our intention that your commencement date will be on or before **10 October, 2019**. If you fail to join by the above date, Company reserves the right to withdraw the offer.
3. **Your employment with us will be governed by the Terms & Conditions as detailed in the following.**
4. You will be paid gross emolument of **INR 2,75,000 /-** as detailed in **Annexure – A**. And all the mentioned package components shall be subject to tax as per rules of the Income Tax Act or any other Government bodies at any time.

1. General:

In the event that the Company and you decide to part ways, there are a number of rules regarding the orderly completion of this relationship:

- a) The Company and you will be entitled to terminate the work relationship at any time by giving three months' written notice (or, three months' basic salary in lieu thereof).
- b) If you are found guilty of misconduct, fraud or wrongful practice, your services shall be terminated immediately without notice or compensation.
- c) Upon termination of your employment with the Company, for any reason whatsoever, you will transfer your job in an orderly manner to any person as instructed by the Company. You shall hand over to the Company all documents, information, equipment and materials in your possession in connection with your work.

RXLOGIX CORPORATION INDIA PRIVATE LIMITEDA-1, Windsor IT Park, 3rd Floor, Tower B, Sector 125, Noida 201301

IDA15CS091

Date: 18th February 2019

Mr. Pruthvi Raj N,
Maniganahally Village
Srinivaspur Tulak, Kolar District
Subject: **Offer Letter and Employment Agreement**

Dear Pruthvi Raj N,

We are pleased to confirm our offer to employ you as **Associate Business Quality Analyst-PV Products and Services** effective from **24th June 2019** for RxLogix Corporation India Pvt Ltd ("we," "us," or the "Company"). Your duties in this capacity will relate to development & delivery of life sciences solutions (the "Solutions"). You will be working with us as our full-time Employee and your specific projects and objectives will be specified in instructions provided to you by management of the Company from time to time. You will be based at RxLogix office in **Bangalore, India.**

As discussed and finalized, we offer you to pay a consolidated payment of **INR 5,00,000 (Five Lacs)** per annum, the details of which is appended as **Exhibit A** hereto. Your employment does not entitle you to any equity in the Company or to otherwise participate in the profits or losses of the Company.

Apart from the above, if the Company requests you to travel on its behalf, outside the reporting office, the Company will reimburse you for your reasonable travel expenses, as approved by us in advance. Air travel is reimbursed at economy rates. The Company will also reimburse you for customary business expenses incurred at our request and that comply with our expense reimbursement policy as in effect from time to time.

By accepting this engagement, you will provide the services to all the projects on which you have been asked by the Company and all the work will be performed and carried out in the Company's name (i.e., not in your own name or in the name of any other company). The services and deliverables which are achieved and produced by you during the period of your employment under this agreement shall be property of the Company. Accordingly, you agree with the Intellectual Property Terms set forth in **Exhibit B** hereto, as well as the confidentiality provisions of **Exhibit C** hereto, which are incorporated herein. In addition, you agree that your employment by the Company is on a full time basis, and that you will not perform services for any other company so long as the Company employs you. According to Company policy, the first 6 Months of employment is considered a probationary period, during which time the Company will evaluate your performance and fit with the Company. The Company is an "at-will" employer, and your employment will be at will. That means that both you and the Company have the right to terminate employment at any time, with **2 (Two) weeks** advance notice during probation and with **2 (Two) months** advance notice after Confirmation, and with or without cause. You also may be demoted or disciplined and the terms of your employment may be altered at any time,



1DA15CS094

Offer: Computer Consultancy
Ref: TCSL/CT20182415885/Bangalore
Date: 15/09/2018

Mr. Rahul J
818th Cross,
Jnanabharathi Layout,
Bangalore-560056,
Karnataka.
Tel# 91-7899432445

Dear Rahul J,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20182415885

1

TATA CONSULTANCY SERVICES

VYDEHI, RC 1 BLOCK, B2, EPF Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service line: 1800 709 3111 Email: careers@tcs.com

Date:02-Apr-2019

To

Rajani S N
BANGALORE

Dear Rajani S N,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.



Rajani S N

15C9096



SB 16, 2nd Floor, High Street Corporate

Near Big Bazaar, Kapurbavadi,
Thane West , Maharashtra 400607

- Ph : 022 49708662

Info@goapptiv.com

CIN :

U74999MH2015PTC263070

31st Aug 2019

Offer for position of Graduate Intern/Developer

Dear Rajesh,

We are pleased to inform you that you have been selected with GoApptiv Private Limited as Graduate Intern/Developer. You will be under Intern/training period for 6 months.

GoApptiv is fast growing Healthcare data analytics startup working on digital platforms with focus on predictive analytics and machine learning algorithms. You will be working with the Backend Programming team and will report to Mr. Venkat Ravikanth.

During the Training period you are supposed to follow the below deliverables

- a. Understand the technical built of ConnectOD platform and work on migration of backend code to Java platform
- b. Maintenance, bug fixes & reports generation

You will be paid a monthly compensation of 10,000 per month for first 2 months and then Rs 12,000 per month. Further growth would be based on your performance in the organization.

Look forward to having you join our team

Best Regards

Rajasekhar. Parcha
Founder / Director

DAIS 02098

Ref No: OL/THBS/0719/24
July 03, 2019

Private & Confidential

Ms. Rakshith S
Bangalore

Dear Rakshith S,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer - Trainee** at **Torry Harris Business Solutions (THBS)**; Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that **THBS** can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakhs Fifty Thousand Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you; if **THBS** becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of **THBS** depending on the requirement of the projects. This will be informed to you on completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with **July 11, 2019**.

At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X
- Photocopies of all the pages of your passport **or** driving license **or** voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,

Accepted By:



G. Shivdayal Charan
Manager - HRD

Rakshith S
Date:

Date:29-Jul-2019

To

Rashmi B
BANGALORE

Dear Rashmi B,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

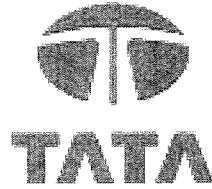
$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.





IDAISES101

Ref: TCSL/CT20172193557/1139940/Bangalore

Date: 01 June 2019

MR. RAVI KUMAR TIWARY
99,Gram Galchour,Thana Krishnagarh,Saraiya Ara,
Saraiya Road, Ara,
Bihar-802313.
Tel# 917760320885

Sub: Joining Letter

Dear Mr. Ravi Kumar Tiwary,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

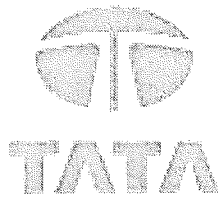
We are pleased to inform you that your joining date at TCSL will be **24th June 2019** and your training location is **Hyderabad** . We are pleased to inform you that your work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



DISCUSSION

Offer: Computer Consultancy
Ref: TCSL/CT20172192296/Bangalore
Date: 15/09/2018

Mr. Ravi Teja R
84,
Thotadaguddadha Halli,
Bengaluru-560073,
Karnataka.
Tel# 91-9535607279

Dear Ravi Teja R,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

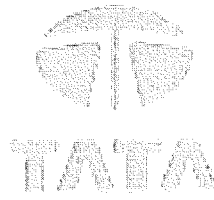
After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172192296

1

TATA CONSULTANCY SERVICES

VP 011 - 001 BLOCK, 82, EMPLOYMENT, Bangalore 560082 India
TEL: 011-001-7247300 Fax: 011-001-28410714 Website: www.tcs.com
Registered Office: Nirmal Building, 1st Floor, Narayana Park, Bangalore - 560021
TCS Careers: <http://www.tcs.com> Email: careers@tcs.com



IDA IS CS'04

Offer: Computer Consultancy
Ref: TCSL/CT20172196045/Bangalore
Date: 15/09/2018

Ms. Riya Kharbanda
125 Ds Max SanskruthiK Narayanpura,
Opposite To Foodmax Supermarket,
Bengaluru-560077,
Karnataka.
Tel# -

Dear Riya Kharbanda,

Sub: Letter of Offer

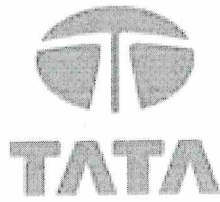
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.



IDAISCS105

Offer: Computer Consultancy
Ref: TCSL/CT20172192659/Bangalore
Date: 15/09/2018

Mr. Rohit Kumar
605, Dr A.I.T,
Nagarbhavi,
Bangalore-560056,
Karnataka.
Tel# -

Dear **Rohit Kumar,**

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

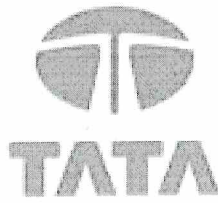
After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172192659

1

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 709 3111 Email: careers@tcs.com



28

IDAISCS106

Offer: Computer Consultancy
Ref: TCSL/CT20172193096/Bangalore
Date: 15/09/2018

Mr. Rohit Kumar Singh

Quater No L4\82 , Sakchi Goushala Near Bada MaidanGoushala Road,
Near Sakchi Police Station,
Jamshedpur-831001,
Jharkhand.
Tel# 91-9852734113

Dear Rohit Kumar Singh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20172193096

1

TATA CONSULTANCY SERVICES

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

October 02, 2018


Dear Sai Manasa P S

We would like to extend an offer of employment as **Trainee Software Engineer**, at Terralogic Software Solutions Private Limited, which is located at #15, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034.

Attached, please find an Employment Agreement that will explain the basic details of your employment.

We are very excited about the possibility of you joining us and look forward to a productive and mutually beneficial working relationship. Please let us know if we can answer any questions for you about any of the matters outlined in the Employment Agreement.

Best Regards,


Rajani B
Senior Manager

IDAISCS115



HRD/3T/19-20/12825652

Mr. Sandeep Satheesh

Candidate ID: 12825652

Koncept & Komfort, Flat No:202,
6/3-1, 1St Cross, Msre College Road, Mathikere
Bangalore - 560054
Karnataka
India
Ph: (91) 72599 62252

September 5, 2019

Dear Sandeep,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

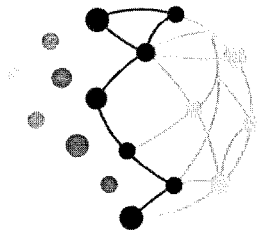
Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 21:08:48 +05:30
Reason: Offer Letter
Location: Bangalore

15CS116



SYMPHONY RETAIL

Mr. Sandesh S Upadhyaya
#12A, 5th Main, 2nd Cross,
Pramoda layout, Panthara Palya,
Bangalore- 560039

Dear Sandesh,

We are pleased to extend you the role of Associate Support Engineer, reporting to Rajesh Sirisetti, Manager Data Operations. Your start date will be 17th April 2020 and your remuneration will be as follows:

Base salary: INR 375,000 per annum. You will also be entitled to participate in our annual discretionary on-target bonus scheme. Your On-Target Bonus will be set at a maximum of 10% of your base salary, INR 375,00 on an annual basis which shall include the eligible mandatory statutory bonus as per Bonus Act, 1965 as applicable from time to time. Each year you will be issued with a bonus plan detailing how you may earn this bonus in part and full. Plan rules change each year, but typically include Company financial and individual goals. For more details on the plan, please refer to Symphony RetailAI On-Target Bonus Plan which will be provided upon joining.

We look forward to having you part of Symphony RetailAI family, in this very exciting period of growth.

Yours sincerely,

Girish Subramanian
Senior Human Resources Manager

Date:03-Jul-2019

To

Sanjay Karnoor
BANGALORE

Dear Sanjay Karnoor,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

sanjay.k
sanjay.k (Jul 3, 2019)

Ref:193495
Date: April 29, 2019

Mr Shashank Pandey

Hno 343 2nd floor, 9th cross, Sanjaynagar, Marathahalli, ,
Bangalore,Karnataka
India - 560037.

Dear Shashank Pandey,

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1** starting **July 1, 2019**. You are requested to report to the said address on **July 1, 2019**, not later than **9:00:00 AM** .

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.460,000.00 (Rupees Four Lakh Sixty Thousand Only)**the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

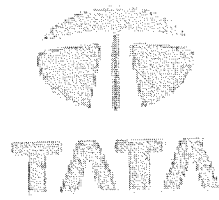
As per company policy, you will be covered under Group Medical Insurance. The Group Mediciclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of 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.



1DAISCS/22

Offer: Computer Consultancy
Ref: TCSL/CT20172192857/Bangalore
Date: 15/09/2018

Mr. Shiva Shankar L
#72aHonnappa Layout,
Nagarbhavi,
Bangalore-560056,
Karnataka.
Tel# 91-8310608807

Dear Shiva Shankar L,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.



HRD/3T/19-20/12825660

Ms. Shivani Kumari
Candidate ID: 12825660
C-32, Cauvery Sbi Guest House
Near Oshiwara Police Station
Mumbai - 400053
Maharashtra
India
Ph: (91) 91139 91103

September 5, 2019

Dear Shivani,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 21:08:50 +05:30
Reason: Offer Letter
Location: Bangalore



SHIVANI RAJ
IDA 15CS125

Offer: Computer Consultancy
Ref: TCSL/CT20172193316/Bangalore
Date: 15/09/2018

Ms. Shivani Raj
Chethana Ladies HostelNagarbhavi,
Jnana Bharti Campus,Bangalore University,
Bangalore-560056,
Karnataka.
91-8217011677

Dear Shivani Raj,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20172193316

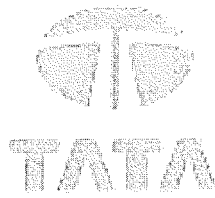
TATA CONSULTANCY SERVICES LIMITED

1000, 10th Floor, TCS Building, 100, Park Street, Chennai - 600 005, India

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TCSL is a registered trademark of TCS.

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ID: DA15CS127

Offer: Computer Consultancy
Ref: TCSL/CT20172192284/Bangalore
Date: 15/09/2018

Mr. Shravan Ganji
#G-11 Dr Ait Mens Hostel Malathalli,
Near Jnanabharathi Campus,
Bangalore-560056,
Karnataka.
Tel# -

Dear Shravan Ganji,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

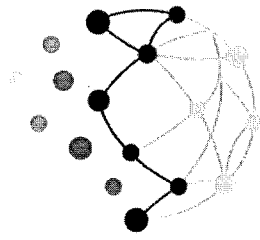
After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

(50)

TCS Confidential
TCSL/CT20172192284

1

TATA CONSULTANCY SERVICES LIMITED
TCSL/CT20172192284/BANGALORE
15/09/2018



SYMPHONY RETAIL

Ms. Shreya S
No.3-117-A, Panchavatti Padebettu,
Near Kamath Petrol Bunk Padubidri
Udupi, Karnataka – 574111

Dear Shreya,

We are pleased to extend you the role of Associate Support Engineer, reporting to Rajesh Sirisetti, Manager Data Operations. Your start date will be 17th April 2020 and your remuneration will be as follows:

Base salary: INR 375,000 per annum. You will also be entitled to participate in our annual discretionary on-target bonus scheme. Your On-Target Bonus will be set at a maximum of 10% of your base salary, INR 375,00 on an annual basis which shall include the eligible mandatory statutory bonus as per Bonus Act, 1965 as applicable from time to time. Each year you will be issued with a bonus plan detailing how you may earn this bonus in part and full. Plan rules change each year, but typically include Company financial and individual goals. For more details on the plan, please refer to Symphony RetailAI On-Target Bonus Plan which will be provided upon joining.

We look forward to having you part of Symphony RetailAI family, in this very exciting period of growth.

Yours sincerely,

Girish Subramanian
Senior Human Resources Manager

BLR/2019/OFE-096

6th June 2019

OFFER FOR EMPLOYMENT

Ms. Shruti Kallahalli Ramegowda,
Bengaluru.

Dear **Shruti,**

With reference to the discussions that we had with you, we are pleased to appoint you as **Trainee Engineer** in TEKsystems Global Services. Your place of posting will be **Bengaluru**.

Your Annual Total Compensation (CTC) will be **INR 4,50,000/-** The break-up is mentioned below.

You would be on Probation for a period of **6 months** from the date of joining after which based on satisfactory performance, your position will be confirmed. There will be no changes to your compensation upon confirmation.

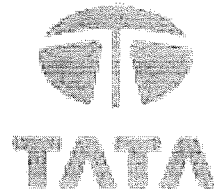
By signing this offer acceptance, you are agreeing to be on the rolls of TEKsystems Global Services for a minimum duration of **2 years** from the date of joining. In any event you wanting to separate from the company before 2 years from the date of joining, you will be required to compensate for the induction/ training/ on-boarding costs incurred by TEKsystems Global Services which amounts to a total of **One Lakh Rupees**.

Your appointment will be governed by the terms and conditions of employment presented in appointment letter.

Your compensation is highly confidential and if the need arises, you may discuss it only with Recruiter/HR/Finance Manager/Reporting Manager.

We request you to join us on or before **5th August 2019**.

Please note that this offer for appointment is subject to satisfactory professional reference checks.



Offer: Computer Consultancy
Ref: TCSL/CT20172192753/Bangalore
Date: 15/09/2018

Mr. Shubham Sharma
Anand Bhavan Men'S Hostel, Dr. Ait Campus Mallathahalli,
Near To Syndicate Bank,
Bangalore-560056,
Karnataka.
Tel# -

Dear Shubham Sharma,

Sub: Letter of Offer

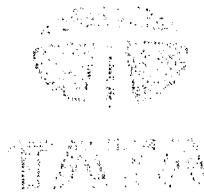
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.



SHUBHAM SRIVASTAVA

IDA15CS133

Offer: Computer Consultancy
Ref: TCSL/CT20172193843/Bangalore
Date: 15/09/2018

Mr. Shubham Srivastava
#565 Balagangadhra Nagar,
Opp Ambedkar Institute Of Technology, Bangalore,
Bangalore-560056,
Karnataka.
Tel# 91-8073113458

Dear Shubham Srivastava,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20172193843

CONFIDENTIAL
TATA CONSULTANCY SERVICES LIMITED
TCSL/CT20172193843

IDALS CS/36



SOLUTIONS PVT.LTD.

Ref:193516

Date: May 8, 2019

Mr Siddharth K P

#133, 3 B Main, Sriramnagar, ,
Mahalaxmipuram, Bangalore,Karnataka
India - 560086.

Dear Siddharth K P,

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1** starting **July 1, 2019**. You are requested to report to the said address on **July 1, 2019**, not later than **9:00:00 AM** .

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.460,000.00 (Rupees Four Lakh Sixty Thousand Only)**the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of 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.

Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai – 400076
Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com

7:18 AM

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3/16/2020, 7:18 AM



UST/SO00044696-1-1-1/596742
August 10, 2019

Srigowri Ananthapadmanabha
Bangalore

Sub Letter of Offer

Dear Srigowri,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with **US Technology International Pvt Ltd.** ("US Technology") Please accept our heartiest congratulations

If you accept this offer and join our services, you will be designated as **"Assoc. Software Developer", A1.**

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 Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company

The Overall compensation offered to you is Rs **350,000.00/-** (Rupees **Three Lakh Fifty Thousand**) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.**0.00/-** (Rupees) per annum subject to the policy of US technology in this regard. You will also be eligible for a joining Bonus of Rs **50,000.00**. However, please note that US Technology reserves the right to recover the joining bonus, should you choose to terminate your employment with US Technology before the completion of twelve months of service. Please find details of the compensation and benefits you are being



ENGLISH

KANNADA





Ref:193438
Date: April 29, 2019

Mr Skanda J

#171, 76th Cross, 12th B Main, 6th Block, Rajajinagar ,
Bangalore,Karnataka
India - 560010.

Dear Skanda J,

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1** starting **July 1, 2019**. You are requested to report to the said address on **July 1, 2019**, not later than **9:00:00 AM** .

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.460,000.00 (Rupees Four Lakh Sixty Thousand Only)**the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

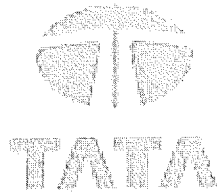
CODE OF CONDUCT

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PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of 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.

Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai – 400076
Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com



1 DALS CS139

Offer: Computer Consultancy
Ref: TCSL/CT20172195644/Bangalore
Date: 15/09/2018

Mr. Sohan Dsouza
#3-657 , Sohan Villa , IndiranagarVaramballi Village,
Brahmavar,
Udupi-576213,
Karnataka.
Tel# 91-8123492194

Dear Sohan Dsouza,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

SOWMYA.R.P
IDAISCSI40



28th December 2018

Dear Sowmya R P,

Sub: Offer of Appointment

We are pleased to extend to you an offer of employment with DigitalAPICraft. (P) Ltd. This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include **criminal checks**, verification of previous employment, education verification, **credit check** and appropriate identification verification) being conducted either by vendors or by DigitalAPICraft background checks being favorable in company opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by the company. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

We welcome you to join us in this exciting journey.

Yours Sincerely

K N Bharath Kumar

DigitalAPICraft Private Limited

#3366, 1st Floor, Shivajoyti, 13th Main, HAL 2nd Stage, Indiranagar, Bangalore- 560038,
Contact No: +91 80-48146079, Email: hello@digitalapicraft.com, Website: www.digitalapicraft.com



Let's Solve

Date: January 21, 2019

Ref: LTI/HR/Campus/2019

Name: Srujana C

College: Dr. Ambedkar Institute Of Technology

OFFER OF EMPLOYMENT

Dear Srujana C,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,18,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining

TERMS AND CONDITIONS

1. **Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Date: March 11, 2019

Ref: LTI/HR/Campus/2019

Name: Sudeepth P

College: Dr. Ambedkar Institute Of Technology

OFFER OF EMPLOYMENT

Dear Sudeepth P,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs.3,50,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

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3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

31st December 2018**Intent to Offer****This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.**

Dear Sudhanshu Kumar,
Syntellect ID: SBE1900905

Congratulations!

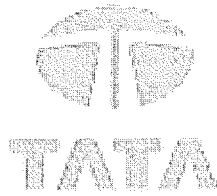
We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.



IDA/IS/CS/145

Offer: Computer Consultancy
Ref: TCSL/CT20172192276/Bangalore
Date: 15/09/2018

Mr. Suhaskr
F246, Bharat Nagar, Bel Layout, Magadi Main Road, Viswaneedam Post Bharath Nagar,
Mahalakshmi Garments,
Bangalore-560091,
Karnataka.
Tel# -

Dear Suhaskr,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

HRD/3T/19-20/12825736

September 5, 2019

Mr. Sumanth H B

Candidate ID: 12825736
#239,9Th Cross,1St Stage ,
2Nd Phase, Manjunatha Nagar
Bangalore - 560010
Karnataka
India
Ph: (91) 87620 53517

Dear Sumanth,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

APPS/1088981/07738128/Bangalore/July/V0

PRIVATE AND CONFIDENTIAL

9 July 2019

Sushma N
Behind basavana temple
chikkapete
chitradurga**Karnataka**
577501 India.

Dear Sushma N,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of **Trainee Associate Software Eng**, in **Band 5** and **Level 1** with our organisation. The gross compensation will be **INR 250000** /- (**Two lakhs fifty thousand rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 3 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

Mphasis Limited

Registered office: Bagmane World Technology Centre, Marathahalli Outer Ring road, Doddanakhundi Village, Mahadevapura, Bangalore 560048, India

T: +91 080 3352 5000 | F: +91 080 6695 9943

CIN:L30007KA1992PLC025294

October 02, 2018

Dear **Swagath**

We would like to extend an offer of employment as **Trainee Software Engineer**, at Terralogic Software Solutions Private Limited, which is located at #15, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034.

Attached, please find an Employment Agreement that will explain the basic details of your employment.

We are very excited about the possibility of you joining us and look forward to a productive and mutually beneficial working relationship. Please let us know if we can answer any questions for you about any of the matters outlined in the Employment Agreement.

Best Regards,



Rajani B
Senior Manager



Cambridge | New Delhi

91 Springboard Business Hub Private Limited,
B1/H3 Mohan Cooperative Industrial Estate,
Mathura Road, New Delhi - 110044
Email address: info@elucidata.io
CIN: U74999DL2016PTC292977

Date: 06.06.2022

#270, 8th C Main,
Manjunath Nagar, Bangalore
Karnataka-560010

SUB: OFFER LETTER

Dear Swastik,

With reference to your application for employment and subsequent interview and discussions, we are pleased to issue you an employment offer for the role of **Software Engineer**. You are expected to join on or before **June 16th, 2022**

You will be eligible to receive the compensation i.e. Cost to Company INR **6,75,000**. Please refer to Annexure I for the compensation breakup as for the above-mentioned compensation which is subject to your successful onboarding on mentioned date of joining.

We were impressed with your credentials and enthusiasm and look forward to having you onboard.

To accept this offer, please sign this letter and send us a scanned copy within a day from the date of receipt of this letter.

For Elucidata Data Consulting Pvt. Ltd.

Swetabh Pathak
Co-founder & Director

ACCEPTED
Swastik Gowda

Sweta Das
1DA15CS154

Offer: Computer Consultancy
Ref: TCSL/CT20172197948/Bangalore
Date: 15/09/2018

Ms. Sweta Das
804, Khb Platinum , E Block Near Shirke Circle,
Kengeri Sattelite Town,
Bengaluru-560060,
Karnataka.
Tel# -

Dear Sweta Das,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

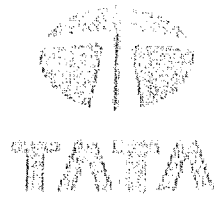
After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172197948

1

TATA CONSULTANCY SERVICES

AT BANGALORE
TCSL/CT20172197948



RAHUL.TS
IDA15CS157

Offer: Computer Consultancy
Ref: TCSL/CT20172195230/Bangalore
Date: 15/09/2018

Mr. Ts Rahul
T S Rahul, Room No:504 Anand Bhavan Hostel,
Dr. Ait Campus, Mallathahalli,
Bangalore-560056,
Karnataka.
Tel# 91-8660868771

Dear Ts Rahul,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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BK/2018

TEJAS. M. P

IDA ISCS160

Offer: Computer Consultancy
Ref: TCSL/CT20172192723/Bangalore
Date: 15/09/2018

Mr. Tejas Mp
#2012Kuppasetty Bhavi Street,
Near Vinayaka Temple,
Malur-563130,
Karnataka.
Tel# 91-7975040924

Dear Tejas Mp,

Sub: Letter of Offer

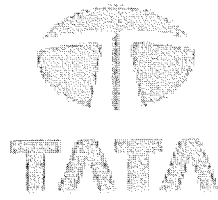
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Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.



IDAISC5161

Offer: Computer Consultancy
Ref: TCSL/CT20172194470/Bangalore
Date: 23/06/2019

Ms. Tejashree Ks
Chethana Ladies Hostel, Dr.Ambedkar Institute Of Technology, Mallathally, Bangalore.560056Bda Outer
Bangalore,
Bangalore-560056,
Karnataka.
Tel# 91-9482415012

Dear Tejashree Ks,

Sub: Letter of Offer

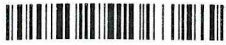
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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HRD/3T/19-20/12825621

Ms. Tejaswini E S

Candidate ID: 12825621

16/8-5,7Th Cross,

Saraswathinagar, Vijaya Nagar

Bangalore - 560040

Karnataka

India

Ph: (91) 97395 09924

September 5, 2019

Dear Tejaswini,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO

EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road

Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

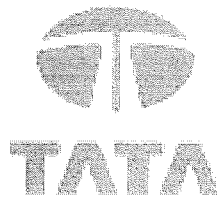
www.infosys.com

Digitally signed by RICHARD LOBO

Date: 2019.09.05 21:08:41 +05:30

Reason: Offer Letter

Location: Bangalore



TCS15 CS163

Offer: Computer Consultancy
Ref: TCSL/CT20161896435/Bangalore
Date: 15/09/2018

Mr. Thejas P
#28/2, Sri Nanjundeshwara Nilaya, Behind Vijaya Bharathi School, Ward-1410th Cross, ,Bhuvaneshwarin:
T.Dasarahalli,
Bangalore-560057,
Karnataka.
Tel# 91-9449977965

Dear Thejas P,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20161896435

TATA CONSULTANCY SERVICES

TCS Limited, 200, Elstree Boulevard, Elstree, Hertfordshire, AL11 1AB, UK
TCS India Pvt. Ltd., 200, Elstree Boulevard, Elstree, Hertfordshire, AL11 1AB, UK
TCS Limited, 200, Elstree Boulevard, Elstree, Hertfordshire, AL11 1AB, UK
TCS Limited, 200, Elstree Boulevard, Elstree, Hertfordshire, AL11 1AB, UK



HRD/3T/19-20/12825658

Ms. Vidyashree R
Candidate ID: 12825658
#247,5Th Cross,
Near Aladhmara Road,Kaveripura,Kamakshipalya,
Bangalore - 560056
Karnataka
India
Ph: (91) 94497 40801

September 5, 2019

Dear Vidyashree,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 21:08:49 +05:30
Reason: Offer Letter
Location: Bangalore

VINAY VIDYADHAR

IDA15CS167



28th December 2018

Dear Vinay Vidyadhar Hegde,

Sub: Offer of Appointment

We are pleased to extend to you an offer of employment with DigitalAPICraft. (P) Ltd. This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include **criminal checks**, verification of previous employment, education verification, **credit check** and appropriate identification verification) being conducted either by vendors or by DigitalAPICraft background checks being favorable in company opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by the company. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

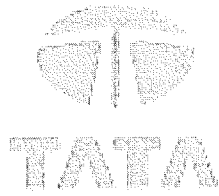
We welcome you to join us in this exciting journey.

Yours Sincerely

K N Bharath Kumar

DigitalAPICraft Private Limited

#3366, 1st Floor, Shivajoyti, 13th Main, HAL 2nd Stage, Indiranagar, Bangalore- 560038,
Contact No: +91 80-48146079, Email: hello@digitalapicraft.com, Website: www.digitalapicraft.com



WA15C0169

Offer: Computer Consultancy
Ref: TCSL/DT20184418109/Bangalore
Date: 15/09/2018

Ms. Vinutha M
50,N.P Block5th Cross,5th Main Road,
Near Mantri Sqaure,
Bangalore-560021,
Karnataka.
Tel# 91-9663748645

Dear Vinutha M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

October 02, 2018

Dear **Vishram K Kushala Shetty**

We would like to extend an offer of employment as **Trainee Software Engineer**, at Terralogic Software Solutions Private Limited, which is located at #15, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034.

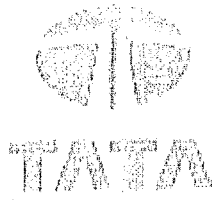
Attached, please find an Employment Agreement that will explain the basic details of your employment.

We are very excited about the possibility of you joining us and look forward to a productive and mutually beneficial working relationship. Please let us know if we can answer any questions for you about any of the matters outlined in the Employment Agreement.

Best Regards,



Rajani B
Senior Manager



YAKSHITA

IDA15CS173

Offer: Computer Consultancy
Ref: TCSL/CT20172193494/Bangalore
Date: 15/09/2018

Ms. Yakshita Jagadish Naik
Chetana Ladies Hostel ,Dr.Ambedkar Institute Of Technology BangaloreRoad,
Near Jnana Bharathi Campus,
Bangalore-560056,
Karnataka.
el# 91-9449070758

Dear Yakshita Jagadish Naik,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

RXLOGIX CORPORATION INDIA PRIVATE LIMITEDA-1, Windsor IT Park, 3rd Floor, Tower B, Sector 125, Noida 201304

Date: 18th February 2019

Mr. Ruksha Dahal,
Chabani, Kathmandu
Nepal

Subject: **Offer Letter and Employment Agreement****Dear Ruksha,**

We are pleased to confirm our offer to employ you as **Associate Business Quality Analyst- Professional Services** effective from **24th June 2019** for RxLogix Corporation India Pvt Ltd (“we,” “us,” or the “Company”). Your duties in this capacity will relate to development & delivery of life sciences solutions (the “Solutions”). You will be working with us as our full-time Employee and your specific projects and objectives will be specified in instructions provided to you by management of the Company from time to time. You will be based at RxLogix office in **Bangalore, India.**

As discussed and finalized, we offer you to pay a consolidated payment of **INR 5,00,000 (Five Lacs)** per annum, the details of which is appended as **Exhibit A** hereto. Your employment does not entitle you to any equity in the Company or to otherwise participate in the profits or losses of the Company.

Apart from the above, if the Company requests you to travel on its behalf, outside the reporting office, the Company will reimburse you for your reasonable travel expenses, as approved by us in advance. Air travel is reimbursed at economy rates. The Company will also reimburse you for customary business expenses incurred at our request and that comply with our expense reimbursement policy as in effect from time to time.

By accepting this engagement, you will provide the services to all the projects on which you have been asked by the Company and all the work will be performed and carried out in the Company’s name (i.e., not in your own name or in the name of any other company). The services and deliverables which are achieved and produced by you during the period of your employment under this agreement shall be property of the Company. Accordingly, you agree with the Intellectual Property Terms set forth in **Exhibit B** hereto, as well as the confidentiality provisions of **Exhibit C** hereto, which are incorporated herein. In addition, you agree that your employment by the Company is on a full time basis, and that you will not perform services for any other company so long as the Company employs you. According to Company policy, the first 6 Months of employment is considered a probationary period, during which time the Company will evaluate your performance and fit with the Company. The Company is an “at-will” employer, and your employment will be at will. That means that both you and the Company have the right to terminate employment at any time, with **2 (Two) weeks** advance notice during probation and with **2 (Two) months** advance notice after Confirmation, and with or without cause. You also may be demoted or disciplined and the terms of your employment may be altered at any time,



TEJAS.D.S
IDA1505185

Offer: Computer Consultancy
Ref: TCSL/CT20172195639/Bangalore
Date: 15/09/2018

Mr. Tejas Ds
23133rd A Main,
Rpc Layout, Vijaynagar,
Bangalore-560040,
Karnataka.
Tel# 91-9620650356

Dear Tejas Ds,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20172195639

TATA CONSULTANCY SERVICES LIMITED

1000, 10th Floor, TCS Building, 100, Park Street, Chennai - 600 005, India
TCSL/CT20172195639

Date: January 21, 2019

Ref: LTI/HR/Campus/2019

Name: Snehashree Kr

College: Dr. Ambedkar Institute Of Technology

OFFER OF EMPLOYMENT

Dear Snehashree Kr,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.3,18,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. **Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

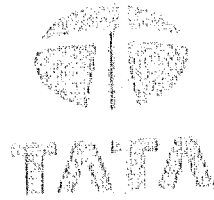
2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



RAJ PATNAIK

IDA 15 CSI 87

Offer: Computer Consultancy
Ref: TCSL/CT20172194974/Bangalore
Date: 15/09/2018

Mr. Raj Patnaik
#52nd Cross, Devappa Layout,
Ranchandrapura, Jalahalli,
Bangalore-560013,
Karnataka.
Tel# 91-7892087030

Dear Raj Patnaik,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

REF#GL/01/161/2019

30th January 2019Pratik Kumar
Bangalore

Dear Pratik,

Subject: Offer of Employment with GlobalLogic India Ltd.***Congratulations on your selection at GlobalLogic!***

We are delighted to offer you the position of **Trainee Software Engineer, Engineering Band X, TE00** at GlobalLogic India Limited (hereinafter "**GlobalLogic**" or "**Company**"). You will be based in and work from **Noida** however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be **7th October 2019**. Your detailed salary structure is attached as per Annexure

Some of the important terms and conditions of your employment are as follows:

1. You will be on training for a period of 6 months and may be confirmed as a regular employee upon successful completion of your training period. Your confirmation will be based on your positive contribution to the Company's objectives. The period of training can be extended on the sole discretion of Company, based on your performance. Your employment with the Company is subject to your meeting the qualifying criteria during and at the end of training.
2. During this training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated. Appointment Letter will be issued based on successful completion of training period. On confirmation as a regular employee, you will be governed by the company's terms and conditions of employment.
3. On successful completion of your training period, company reserves the right to align you with appropriate job family or technology based on business/organization needs.
4. You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.
5. You will bear income tax, if any, which will be deducted from your salary.
6. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
7. Our offer to you as Trainee Software Engineer is subject to your successfully completing the degree course and producing all mark sheets at least till the penultimate semester on the day that you join GlobalLogic. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at our discretion.

IDA16CS401



29 Apr, 2020

BHIMASHANKAR PATIL

Dear BHIMASHANKAR,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Lokendra Sethi
Vice President - Human Resources

October 02, 2018

Dear **Guruprasad B R**

We would like to extend an offer of employment as **Trainee Software Engineer**, at Terralogic Software Solutions Private Limited, which is located at #15, 4th 'C' Cross, Industrial Layout, 5th Block, Koramangala, Bangalore – 560034.

Attached, please find an Employment Agreement that will explain the basic details of your employment.

We are very excited about the possibility of you joining us and look forward to a productive and mutually beneficial working relationship. Please let us know if we can answer any questions for you about any of the matters outlined in the Employment Agreement.

Best Regards,



Rajani B
Senior Manager

16CS405

March 5th, 2020

Mr. R S Harish
Bangalore.

Strictly Private & Confidential

Dear R S Harish,

Sub: Appointment Letter – Member of Technical Staff

Further to your application and interview with us, we are pleased to offer you the position of **Member of Technical Staff** with **MetricStream Infotech (India) Pvt. Ltd.** Please note this offer is subject to the terms and conditions listed in the Annexure attached.

We would like you to join us on or before **March 5th, 2020** Please confirm us your acceptance through email or courier by **March 5th, 2020** failing to which the offer stands void.

Gross Salary: Your annual cost of your compensation to the company will be **Rs. 5,50,000/- (Rupees Five Lakhs Fifty Thousand only)** which will be payable as per the Company's regular payroll policy (or in the same manner as other officers of the Company), subject to withholding and other normal deductions.

We look forward to a mutually rewarding association with you at MetricStream.

Yours sincerely,
For MetricStream Infotech (India) Pvt. Ltd.

Pruthvi Arakere Nanjappa
Vice President – Human Resources



IDA/6CS406

COLLABERA TECHNOLOGY PVT LTD

May 15th. 2019

Dear Kavitha B,

We at Zapprep EducationTechnology PVT Ltd. are sourcing and Training partner of Collabera Technology Pvt Ltd .

We are happy to announce you are shortlisted as a Network Engineer in Collabera Technology PVT Ltd . Your initial place of training will be at Bangalore . You have to undergo rigorous training of 30 days in technology and communication skill . You have to clear two communication skill assessment and one technical assessment during training for your deployment in project . You will not be paid during training . After deployment However, you may be requested to relocate anywhere in India as per client requirement anytime. From time to time, you will be required to travel based on requirement from prospective clients all over India and overseas as well.

Expected date of Joining: **1st Week of July or 2nd week of September , 2019 Bangalore .**
At the time of joining, you are requested to bring the copies of the following documents for our records:

1. Certificates in support of your qualification (10th, 12th and Graduation certificates)
2. Four Passport Size photographs.
3. ID Proof (Voter ID/ Passport)
4. Address proof (Election ID/Driving License)
5. Pan card copy of student and parent
6. AadharCard

You will be paid Professional Charges between Rs.15000 to Rs.17,000/- p.m. (upto a maximum of Rs.2.04 Lacs on annual basis) . Your 1st appointment will be based on your performance in training. Your appointment shall be continued based upon your overall performance and successful completion of initial period of Six months from the date of joining. Your initial core focus shall be mainly on Networking and other areas of services that Collabera and client offer from time to time. Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence the assignment in the month of **July 2016**. Please bring copy of this letter at time of joining. Please address any inquiries to us .You will receive one more email from us regarding joining in training.

Usha
HR Manager, ZAPPREP Education Technology



Fidelis Corporate Solutions Pvt. Ltd.,

No. 357, "SAN DIEGO", 2nd Floor, 6th Main Road,
1st Block Koramangala, Bengaluru 560034,
Karnataka, India

CIN No - U74110KA2010PTC053482

Phone : 080-41502234 / 36
Email : info@fidelisgroup.in
Website : www.fidelisgroup.in

16CS408

16CS408

Date: 28th March 2022

Ms. Manisha R
#703, A Muniyappa road, beside ex-MLA Shivanand house,
Near Murali doctor house road, Town Hall, chickballapur-562101

Dear Manisha R,

Subject: Appointment as Storage Engineer.

Further to our earlier letter, the Management is pleased to appoint you as Storage Engineer with effective from 11th April 2022.

Your Monthly compensation will be Rs. 41,600/- on the basis of Cost to Company which includes the following:

- 1) Provident Fund benefits by the Company.

Please return the duplicate copy of this letter duly signed in token of your acceptance. Together with the following necessary documents:

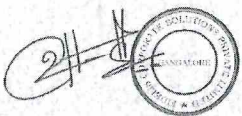
- 01 Copies of Educational/Technical Courses
- 02 Copy of PAN Card
- 03 Copy of Passport
- 04 2 Passport sized photographs
- 05 Last pay slip
- 06 Resignation copy and relieving letter
- 07 PF and ESI declaration to be submitted at the time of joining
- 08 Reference details - The appointment shall be subject to satisfactory reference check.

Your appointment is subject to being able to provide the above mentioned documents and subsequent to back ground verification.

We welcome you to the FIDELIS family and hope for a long and happy association with you in the future.

Welcome aboard!

Yours Faithfully
For Fidelis Corporate Solutions Pvt. Ltd.,



Udaya B M
Sr. Manager HR

16CS409

Corporate Identity Number: LT41490019917001493195
Technology Hub, Special Economic Zone
Plot No. 1A, Sector-100, NO-04, 201 304, US, ICD
Tower 125, Bengaluru 560 091, India | 201 4693079
Registered Office: 200, South Street, 6th Floor, New York, New York 10038, USA
www.hcltech.com

22nd December, 2020

Manjunath Bavi
near sharanbasappa temple
madalagiri
Madalagiri

Sub: Offer & Appointment Letter

Dear **Manjunath Bavi**,

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IOMC ("HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1**.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **7th January, 2021 at 9:00 A.M** at the following address, **HCL Technologies Ltd, BengaluruSEZ-Tower1-GF to 3F**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in **HCL TECH LTD. - IOMC**. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 2.6 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **24 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

You need to have cleared all the subjects & should be a pass out of **2019 batch** for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

Signature of Employee:



COLLABERA TECHNOLOGY PVT LTD

May 15th, 2019

Dear Meghana M,

We at Zapprep Education Technology PVT Ltd. are sourcing and Training partner of Collabera Technology Pvt Ltd .

We are happy to announce you are shortlisted as a Network Engineer in Collabera Technology PVT Ltd . Your initial place of training will be at Bangalore . You have to undergo rigorous training of 30 days in technology and communication skill . You have to clear two communication skill assessment and one technical assessment during training for your deployment in project . You will not be paid during training . After deployment However, you may be requested to relocate anywhere in India as per client requirement anytime. From time to time, you will be required to travel based on requirement from prospective clients all over India and overseas as well.

Expected date of Joining: **1st Week of July or 2nd week of September , 2019 Bangalore .**

At the time of joining, you are requested to bring the copies of the following documents for our records:

1. Certificates in support of your qualification (10th, 12th and Graduation certificates)
2. Four Passport Size photographs.
3. ID Proof (Voter ID/ Passport)
4. Address proof (Election ID/Driving License)
5. Pan card copy of student and parent
6. AadharCard

You will be paid Professional Charges between Rs.15000 to Rs.17,000/- p.m. (upto a maximum of Rs.2.04 Lacs on annual basis) . Your 1st appointment will be based on your performance in training. Your appointment shall be continued based upon your overall performance and successful completion of initial period of Six months from the date of joining. Your initial core focus shall be mainly on Networking and other areas of services that Collabera and client offer from time to time. Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence the assignment in the month of **July 2016**. Please bring copy of this letter at time of joining. Please address any inquiries to us .You will receive one more email from us regarding joining in training.

Usha

HR Manager, ZAPPREP Education Technology

COLLABERA TECHNOLOGY PVT LTD

May 15th, 2019

Dear Monika R,

We at Zapprep Education Technology PVT Ltd. are sourcing and Training partner of Collabera Technology Pvt Ltd .

We are happy to announce you are shortlisted as a Network Engineer in Collabera Technology PVT Ltd . Your initial place of training will be at Bangalore . You have to undergo rigorous training of 30 days in technology and communication skill . You have to clear two communication skill assessment and one technical assessment during training for your deployment in project . You will not be paid during training . After deployment However, you may be requested to relocate anywhere in India as per client requirement anytime. From time to time, you will be required to travel based on requirement from prospective clients all over India and overseas as well.

Expected date of Joining: **1st Week of July or 2nd week of September , 2019 Bangalore .**
At the time of joining, you are requested to bring the copies of the following documents for our records:

1. Certificates in support of your qualification (10th, 12th and Graduation certificates)
2. Four Passport Size photographs.
3. ID Proof (Voter ID/ Passport)
4. Address proof (Election ID/Driving License)
5. Pan card copy of student and parent
6. AadharCard

You will be paid Professional Charges between Rs.15000 to Rs.17,000/- p.m. (upto a maximum of Rs.2.04 Lacs on annual basis) . Your 1st appointment will be based on your performance in training. Your appointment shall be continued based upon your overall performance and successful completion of initial period of Six months from the date of joining. Your initial core focus shall be mainly on Networking and other areas of services that Collabera and client offer from time to time. Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence the assignment in the month of **July 2016**. Please bring copy of this letter at time of joining. Please address any inquiries to us .You will receive one more email from us regarding joining in training.

Usha

HR Manager, ZAPPREP Education Technology

16 CS414

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HCL Technologies Limited, Bangalore, India
www.hcltech.com

22nd December, 2020

Nandana N B
nagenahalli v&p kadur tq chikmagalore dist
kadur
Karnataka

Sub: Offer & Appointment Letter

Dear **Nandana N B**,

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IOMC ("HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1**.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **7th January, 2021 at 9:00 A.M** at the following address, **HCL Technologies Ltd, BengaluruSEZ-Tower1-GF to 3F**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in **HCL TECH LTD. - IOMC**. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 2.6 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **24 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

You need to have cleared all the subjects & should be a pass out of **2019 batch** for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

Signature of Employee:

HCL



QPM SOLUTIONS PRIVATE LIMITED

January 06, 2020

PRAVEEN KUMAR

Dear PRAVEEN KUMAR,

Congratulations!! We are delighted to inform you that you have been selected for employment in our organization as **Jr Software Developer**.

We trust that by joining our Qualityze team and working together we can leverage our collective knowledge, intellect, skills and experience to build one of the most respected and valuable enterprises in the industry. We hope during the process of building such an enterprise we will help you realize many of your career aspiration and dreams. Please find below the offer of employment with associated terms and conditions:

Acceptance and Commencement Your appointment will be effective from **January 06, 2020**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Offer Position
• **Designation:** **Jr Software Developer**

Your Immediate Supervisor **Satish Bandari**

Working Hours Company's standard working hours are as follows: Monday to Friday 10.00 am to 07.00 pm.

Work Location **QPM SOLUTIONS PRIVATE LIMITED**
No. 27, 1st floor, 80 ft. road, KHB Colony, 2nd stage, Basaveshwaranagar, Bangalore 560079, Karnataka, India
Based on the business needs, Associates will be required to travel to our client locations or to our offices in India and abroad. In certain circumstances, our Associates need to relocate themselves to one of our offices in India or abroad as well. Sufficient time for planning such activity would be provided along with required support. Associate upon signing this agreement understands such requirement and agrees to honor any business need that may arise in this regard.

16/01/2019

Private & Confidential

Rajesh R
Tekal Road,
Near Adarsha College,
Petechamanahalli,
Kolar-563101
Karnataka

Dear Rajesh,

Further to your recent interview, we are delighted to offer you the position of Trainee Engineer, at our office in Bangalore on a gross compensation of **Rs. 3,75,600** (Rupees Three Lakhs Seventy Five Thousand and Six Hundred Only) as detailed under Clause 5 of the employment contract attached hereto.

The commencement and continuation of your employment is subject to:

- Signing and returning one copy of the Contract of Employment with the completed offer documents to indiahr@oneadvanced.com within 7 days of receiving the offer.
- Providing a copy of your ID and address proof (a list of acceptable documents is in Annexure 1)
- Your employment is contingent on the appropriate successful results of a background checks that will include employment, education, address, criminal and/or any other check that may be included at the discretion of the management. You are required to give your consent by signing the Consent form attached

Please report at the Office at 9.30 am on your first day of employment to allow us to verify your original documents. Your employment shall commence only from the date you provide satisfactory documentation by 9:30 am and therefore, you are advised to ensure you have the necessary documentation on the date you report.

The continuation of your employment as above shall be subject to satisfactory background verification report.

This letter, together with the enclosed contract, constitutes the terms and conditions of employment with the Company.

We look forward to welcoming you to the Company and wish you a rewarding career over the years to come.

for Advanced Business & Healthcare Solutions India Private Limited,

Sharat Krishnagiri
General Manager - India

1605472

22nd December, 2020

Sadanand Dombale
#43 bhavani bijalagaon aurad
Bidar
Karnataka

Sub: Offer & Appointment Letter

Dear **Sadanand Dombale**,

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IOMC ("HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee in band E1**.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **6th January, 2021 at 9:00 A.M** at the following address, **HCL Technologies Ltd, BengaluruSEZ-Tower1-GF to 3F**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in **HCL TECH LTD. - IOMC**. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 2.6 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **24 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

You need to have cleared all the subjects & should be a pass out of **2019 batch** for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

Signature of Employee:

HCL



16CS424

Option

OptionThree Consulting Pvt.Ltd.

EMPLOYEE APPOINTMENT LETTER

17-June-2019

Dear Sandhya SU,

Congratulations!

Further to your interest in working with us and our subsequent discussions, we are delighted to offer you a position as **Associate Product Engineer** with **Option Three Consulting Pvt. Ltd. ('Company')**.

Your location of reporting will be **Bangalore**, and the scheduled date of your joining with the Company is **June 19th, 2019**.

Your gross compensation is **INR 3,10,000/- (Indian Rupees Five Lakhs only)** per annum. This is detailed in the Compensation detail sheet, attached along with this letter.

You are joining the company at an exciting stage of our growth and we look forward to undertaking a long and fulfilling journey together!

In acceptance of this offer, please sign the offer letter and confidentiality agreements and return the originals to the undersigned.

The terms and conditions of our offer are as below:

1. PLACE OF APPOINTMENT

While you will be with the company in Bangalore, you may be required to travel within the country or to any part of the world, in the course of your duties.

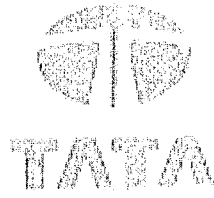
2. Probation Period

In the first instance you will be on probation for a period of 3 months from the date of your joining. Therefore, you shall be due for confirmation on this position after completion of 3 months from the date of joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation.

3. REMUNERATION

Your attention is drawn to the following points listed herein, regarding your emoluments etc.

- Salary reviews and re-fitments will always be subject to the schedules as may be implemented by the company from time to time.
- The details of your remuneration are contained in the annexure to this letter. The annexure also contains details of the standard deductions from your gross pay. The payment is subject to tax deduction at source.
- Please note that the company reserves the right to alter/modify your salary structure, at any time without prior notice, and your package of remuneration and other terms may accordingly be altered.
- The company reserves the right to furnish any such information that pertains to your salary which the company is legally required to give under any tax or regulatory proceeding that may be initialized at any point in time whether or not the employee is in the employment of the company.
- The salary package is strictly confidential between you and the company and should not be discussed with or divulged to anyone.



SATHYA NARAYANA NAIK

IDA16CS426

Offer: Computer Consultancy
Ref: TCSL/CT20172201079/Bangalore
Date: 15/09/2018

Mr. Sathya Nrayana Naik
Bhagwan Budha Law Hostel Kottigepalya, Nagarbhavi 2nd Stage Kottigepalya,
Near Central Bank Outer Ring Road,
Bangalore-560072,
Karnataka.
tel# 91-8618059329

Dear Sathya Nrayana Naik,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

Ref: HR/Appt/75693/20
Date: 20th October 2020

Ms. Sridevi
Kadrehalli Cross
Bangalore
Bangalore Karnataka- 560050

Emp. Code - 167287

Sub: Your appointment in our organization as Branch Relationship Executive--E in our office at Bangalore with effect from 26th October 2020

Dear Ms. Sridevi,

With reference to your application for employment in our organization, the subsequent interviews our executives had with you and also on the basis of information submitted by you, we are pleased to appoint you in the position, location and from the date as mentioned above.

As your appointment is subject to performance & productivity and your consolidated (all-inclusive) salary is as mentioned in the accompanying statement. (Refer Annexure-I).

The terms and conditions of your employment with us are appended to this letter, which you are required to go through and understand. (Refer Annexure-II)

As a token of your accepting this appointment on the terms and conditions mentioned in the appendix and on the salary mentioned in the accompanying statement (both signed by the undersigned), please return the duplicate copy of this letter to our office after you sign it.

Yours faithfully,

For Calibehr Business Support Services Pvt. Ltd



Sandeep Todkar
Senior Manager - Operations



Narayan
Bhargava
Group

Calibehr Business Support Services Pvt. Ltd
Corporate Office: 7th Floor, Tower No. 10, IT Hub 1
CBD Belapur, Navi Mumbai, Maharashtra 400614
T: 022 6139 1444
CIN: U72809M-2000-PTC-142775

Regd. Off: Abel Industrial Estate Pvt. Ltd.,
Off. Secy: Vihar Road, Opp. John Baker,
Andheri (East), Mumbai - 400072
T: 022 4270 2222
W: www.calibehr.com



IDA1605428

COLLABERA TECHNOLOGY PVT LTD

May 15th, 2019

Dear Suma B,

We at Zapprep Education Technology PVT Ltd. are sourcing and Training partner of Collabera Technology Pvt Ltd .

We are happy to announce you are shortlisted as a Network Engineer in Collabera Technology PVT Ltd . Your initial place of training will be at Bangalore . You have to undergo rigorous training of 30 days in technology and communication skill . You have to clear two communication skill assessment and one technical assessment during training for your deployment in project . You will not be paid during training . After deployment However, you may be requested to relocate anywhere in India as per client requirement anytime. From time to time, you will be required to travel based on requirement from prospective clients all over India and overseas as well.

Expected date of Joining: **1st Week of July or 2nd week of September , 2019 Bangalore .**

At the time of joining, you are requested to bring the copies of the following documents for our records:

1. Certificates in support of your qualification (10th, 12th and Graduation certificates)
2. Four Passport Size photographs.
3. ID Proof (Voter ID/ Passport)
4. Address proof (Election ID/Driving License)
5. Pan card copy of student and parent
6. AadharCard

You will be paid Professional Charges between Rs.15000 to Rs.17,000/- p.m. (upto a maximum of Rs.2.04 Lacs on annual basis) . Your 1st appointment will be based on your performance in training. Your appointment shall be continued based upon your overall performance and successful completion of initial period of Six months from the date of joining. Your initial core focus shall be mainly on Networking and other areas of services that Collabera and client offer from time to time. Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence the assignment in the month of **July 2016**. Please bring copy of this letter at time of joining. Please address any inquiries to us .You will receive one more email from us regarding joining in training.

Usha

HR Manager, ZAPPREP Education Technology

16CS432



Mindtree

A Larsen & Toubro Group Company

Date:08-Jan-2020

To

Triveni R
BANGALORE

Dear Triveni R,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.



Sun Technology Integrators Pvt. Ltd.

I.T. and Engineering Services # 510, 1st Stage, 4th Block, HBR Layout, Bangalore –560043, India

January 22, 2020

To,

Rakesh M
Mobile: 8618554150
Email: rakeshmdbsr5@gmail.com

16CS435

Sub: Offer Letter

Dear Rakesh M,

Consequent to your application and the subsequent discussions you had with us, we are pleased to offer you for the position of “**Trainee Software Engineer**” with our organization on the following terms and conditions:

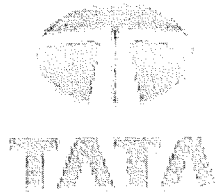
- Your CTC is **Rs 2, 40,000 (Two lakhs Forty thousand only) per annum.**
- The Start date will be **February 03, 2020.**
- You will be on probation for a period of six months. During this period, your performance will be regularly reviewed. On your satisfactory completion of probationary period of employment your case for permanent absorption as regular employee of the company shall be considered by the management.
- If You desire to leave employment of Sun Technology Integrators Pvt. Ltd, you agree to give at least 2 months written notice to Sun Technology Integrators Pvt. Ltd. Should this Agreement be terminated without cause by Sun Technology Integrators Pvt. Ltd., then you shall be afforded a 2 months notice of said termination. During the probation period, your services are liable to be terminated by the Company without assigning any reason and without any notice period. However, during the probation period, you will be required to give two months of notice.
In case of adversaries, Sun Technology Integrators Pvt. Ltd. has full rights to take any necessary actions. Such notice shall be given to you either verbally or in writing and if in writing shall be effective as of date delivered, or sent, if by mail to your last known address carried on Sun Technology Integrators Pvt. Ltd. files.

You are requested to join us on or before **February 03, 2020**, failing which this offer shall be rendered invalid. Please note that the final appointment letter will be issued to you after joining duty

On joining and submission of documents your detailed appointment letter will be given to you.

Looking forward for a long term association with you.

For Sun Technology Integrators Pvt Ltd
HR Department



1603001

Offer: Computer Consultancy
Ref: TCSL/CT20192760765/Bangalore
Date: 12/09/2019

Mr. Abhilakshay Singh Pathania
#4a5th Cross,
Mpm Layout Park,
Bangalore-560056,
Karnataka.
Tel# 91-9418053158

Dear Abhilakshay Singh Pathania,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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



CONSULTANT AGREEMENT

This CONSULTANT AGREEMENT ('Agreement') is made on 08th November 2021 at Bangalore, by and between:

ConnectM Technology Solutions Pvt. Ltd., a company incorporated under the provisions of the Companies Act, 1956 and with its registered office 204/205, 1st Floor, Above Titan Showroom, Arekere gate, Bannerghatta main road, Bengaluru - 560076 (hereafter '**Company**' which expression shall unless repugnant to the subject or context thereof mean and include its successors and assigns) of the One Part,

And:

Aditya Srinivasa, an individual aged 23 Years, residing at #1000/1, 67th Cross, 15th "B" Main Road, Rajajinagar, 5th Block, Bangalore - 560010 (hereafter '**Consultant**' which expression shall unless repugnant to the subject or context thereof shall mean and include its successors and permitted assigns) of the Other Part.

The Company and Consultant shall hereinafter jointly be referred to as the 'Parties' and individually as a 'Party', as the context may require.

Preamble

- A WHEREAS the Company wishes to engage the services of an independent consultant for rendering the services under the Agreement.
- B AND WHEREAS the Consultant has represented that he has the requisite qualifications and competence to be engaged as a consultant with the Company and the Company is willing to engage him subject to the terms and conditions contained below.

NOW THEREFORE, the Parties hereby agree as follows:

1. Engagement and Discharge of Duties

- (a) The Company hereby engages the Consultant to design, develop and test software subject to the terms and conditions of this Agreement and the Consultant hereby accepts such engagement ('**Engagement**').
- (b) The Consultant shall diligently and conscientiously perform such duties and responsibilities as are assigned to him by the Company from time to time, which duties and responsibilities the Consultant shall discharge subject to the supervision of the Consultant's reporting manager/s.
- (c) During his engagement by the Company, the Consultant shall work exclusively for the Company and shall not offer to provide or provide services identical with or similar to those he renders the Company to third parties otherwise than in the course of his engagement with the Company. The Consultant shall devote all his effort and time during normal working hours towards discharge of his obligations under this Agreement and shall not engage in any pursuit of any activity, professional or otherwise, during such working hours.

2. Term

LETTER OF INTENT

Dear Adwait, V

Dated: 17/10/2019

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Developer with Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 3.25 lakh per annum.**
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/Stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

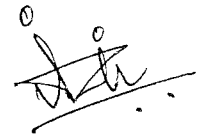
Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,



Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited



Birlasoft Limited

(Formerly KPIT Technologies Limited)

The Assotech Business Cresterra Tower 3, Plot no 22, Noida-Greater Noida Expressway, Sector 135, Noida (UP) 201301, India

Tel: +91 120 6629000 | contactus@birlasoft.com | www.birlasoft.com

Registered Office: 35 & 36, Rajiv Gandhi Infotech Park, Phase - I, MIDC, Hinjawadi, Pune MH 411057 IN

CIN: L72200PN1990PLC059594



1302044

Offer: Computer Consultancy
Ref: TCSL/CT20192616148/Bangalore
Date: 13/09/2019

Mr. Ajith Kumar
No.7,8th Block ,Nagarabhavi 2nd Stage ,Income Tax Layout,Near Outer Ring Road,BangaloreOuter Ring
Nagarabhavi,
Bangalore-560072,
Karnataka.
Tel# 91-7996633233

Dear Ajith Kumar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

16CS005

BE YOURSELF.
MAKE A DIFFERENCE.

Accenture

Strictly Private and Confidential

Date:23-Apr-2021

Akash Yadavrao
C9431393

#31, Sri Datta Nilaya, behind R R High School, Kalpavruksha Layout, Doddabommasandra, Bangalore-97
6362787189

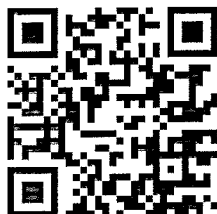
Dear Akash Yadavrao,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Tecnotree

Offer of Appointment – Tecnotree Convergence Private Limited

Ref: TT/OA/2020/931

December 20, 2020

Akshay R
Bangalore.

Dear Akshay,

Congratulations! We are delighted to inform that you have been selected for employment in our organization as a **Graduate Engineer Trainee**. You will be positioned at job level **L075**.

At Tecnotree, the coming year of transformation and growth will call for agile thinking and being creative in finding solutions to challenges. We are sure, you will take lead and contribute in the digital transformation that Tecnotree is driving across the telecom ecosystem.

We thank you and appreciate your decision to join Tecnotree Convergence Pvt Ltd. You are requested to contact **Nazeer Basha P** at the following address to take up your assignment latest by **January 15, 2021** not later 10.00 am.

**Tecnotree Convergence Pvt Ltd.
Floor 1, Level 3, TRIDIB, Bagmane Techpark,
CV Raman Nagar, Bangalore - 560093.**

Your compensation is outlined in Annexure I. The Flexi Benefit Plan is detailed in Annexure II. The standard terms and conditions governing your employment are available in Annexure III.

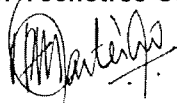
On the date of your joining, you are requested to produce original documents for reference and photocopies of the original documents as listed in Annexure IV. It is mandatory to submit all the required documents to initiate joining, background verification / validation and appointment process in Tecnotree.

The validity of this offer is close of business on **December 31, 2020**. As a token of acceptance of this offer, please sign and return a copy of this letter and annexure to the above given concerned and address at the earliest. You may also accept the offer and its terms and condition through an email to Saadhvi Shekaripuram Maya (Saadhvi.Maya@tecnotree.com)

We are excited and looking forward to have a fruitful association with you and assure you a challenging career ahead.

Welcome aboard!

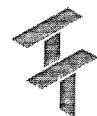
For Tecnotree Convergence Private Limited,



Anil Peter Monteiro
Vice President
People and Academy

Tecnotree Convergence Private Limited

No. 652/2, B-Block, 1st Floor, Level 03, Bagmane TRIDIB,
Bagmane Tech Park, C V Raman Nagar, Byrasandra,
Bangalore-560093 India.
Tel +91-80-4014 0600.



LETTER OF INTENT

1DA16CS008

Dear AMRUTHA R

Dated: 17/10/2019

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Developer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:


- Your CTC would be **INR 3.25 lakh per annum.**
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/Stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

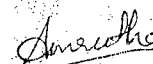
Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,


Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited



Birlasoft Limited

(Formerly KPIT Technologies Limited)

The Assotech Business Cresterra Tower 3, Plot no 22, Noida-Greater Noida Expressway, Sector 135, Noida (UP) 201301, India

Tel: +91 120 6629000 | contactus@birlasoft.com | www.birlasoft.com

Registered Office: 35 & 36, Rajiv Gandhi Infotech Park, Phase - I, MIDC, Hinjawadi, Pune MH 411057 IN

CIN: U72200PN1990PL059594

IDAIGCS009



HRD/FINALSEMTRG/2019/13524641



January 29, 2020

Anagha D M.

Dr Ambedkar Institute of Technology

Dear Anagha,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____ between you ("Trainee" hereafter) and Infosys Limited ("Infosys" hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	Provided by Infosys at no charge for the entire duration of the Program
Stipend	Rs.10,000/- per month

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.29 18:41:15 +05:30
Reason: Internship Offer Letter
Location: Bangalore



VASPP Technologies Pvt. Ltd.
No. 76, 3rd Cross, 17th Main 2nd Block
Near Kendriya Sadan / Koramangala
Bangalore -560004
+91 8026565255
INDIA

Employment Offer

20th December 2020

Dear Ananya K

We are very happy that you have chosen to pursue your career with us at VASPP Technologies Private Limited (hereinafter referred to as 'VASPP Ltd or VASPP'). It is our pleasure to have you on board as a full-time employee in the role of **Associate Developer with a Gross Salary of Rs. 1,32,000 (Per Annum) minus the applicable statutory deductions** effective from **21st December 2020**.

At the time of this appointment, your place of posting is VASPP Technologies Private Limited, in No. 76, 3rd Cross, 17th Main 2nd Block Near Kendriya Sadan / Koramangala, Bangalore - 560004. We look forward to an open, productive and harmonious relationship between you and VASPP in our combined pursuit of our mission.

VASPP Ltd has been founded by a team of IT industry experts and practitioners. We offer a unique blend of solutions and services based on the core technology pillars of cloud computing, social computing, mobility and analytics. Our current businesses are IT Services, Software Product Engineering and Infrastructure Management & Security.

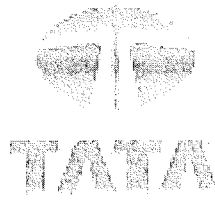
Our philosophy is simple. We believe in an open door policy as happy employees lead to happy Customers. We encourage our employees to offer suggestions and ideas, provide or solicit feedback, seek personal or professional counsel, or address concerns within the company. The policy establishes an environment of trust and mutual respect between VASPP and our employee. We see you people as an integral and important part of our business. All our systems, policies and practices are crafted to foster an open culture, enabling our people discover their potential and participate in shaping their own work-life experience.

The following pages define the Employment Agreement between VASPP ("Value Added Software People and Products") Private Limited situated in in No. 76, 3rd Cross, 17th Main 2nd Block Near Kendriya Sadan / Koramangala, Bangalore -560004 and you.

Your remuneration package is as listed in Annexure A and detailed Terms and Conditions are listed in Annexure B. Please note that your designation, reporting manager, Department, work location, remuneration, benefits and terms and conditions are subject to changes during the course of your T Employment with VASPP Ltd.

Please sign on this page and page 13 of the agreement (2 copies) and return one copy while retaining other for your records.

Accepted



16CS011

Offer: Computer Consultancy
Ref: TCSL/CT20192615662/Bangalore
Date: 13/09/2019

Ms. Anupama A V
No. 13263rd Main 3rd Cross,
Prakashnagar,
Bangalore-560021,
Karnataka.
Tel# 91-9448558653

Dear Anupama A V,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

TCS Confidential
TCSL/CT20192615662

28-Jan-2020

Dear Anurag Singh,
B.Tech/B.E., Computer Science & Engineering
DR AMBEDKAR INSTITUTE OF TECHNOLOGY



Candidate ID – 14049288

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

HRD/FINALSEMTRG/2019/13524643



January 29, 2020

Anusha Y A.

Dr Ambedkar Institute of Technology

Dear Anusha,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____ between you (“**Trainee**” hereafter) and Infosys Limited (“**Infosys**” hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	Provided by Infosys at no charge for the entire duration of the Program
Stipend	Rs.10,000/- per month

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee’s obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
 Date: 2020.01.29 18:41:15 +05:30
 Reason: Internship Offer Letter
 Location: Bangalore



CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

16CS014

Personal and Confidential
October 16, 2020

Ms. Anushree Dabbe

**DABBE LAT AND POST BELUR (TQ) HASSAN
(DIST), 573115.**

Dear Anushree,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 044-6647 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

HR\FJD4420

Contd...2...



Ref:290442
Date: January 9, 2020

Ms Anwsha Nandi

Chethana Ladies Hostel, Dr. AIT Campus,
Bangalore, Karnataka
India - 560056.

Dear Anwsha Nandi,

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1** starting **June 1, 2020**. You are requested to report to the said address on **June 1, 2020**, not later than **9:00:00 AM**.

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.460,000.00 (Rupees Four Lakh Sixty Thousand Only)** the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

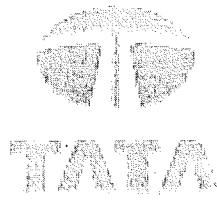
CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of 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.

Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai - 400076
Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com



16CS016

Offer: Computer Consultancy
Ref: TCSL/CT20192648197/Bangalore
Date: 13/09/2019

Ms. Apoorva C
No 10/109th Cross,
Magadi Road,
Bangalore-560023,
Karnataka.
Tel# 91-7619373605

Dear Apoorva C,

Sub: Letter of Offer

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

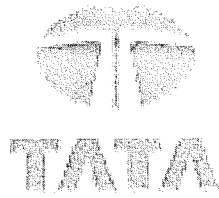
This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20192648197



16CS017

Offer: Computer Consultancy
Ref: TCSL/CT20192659981/Bangalore
Date: 13/09/2019

Ms. Apoorva S
#38 A22nd Cross, 7th Main,
Chbs Layout, Stage 2, Vijayanagar,
Bangalore-560040,
Karnataka.
Tel# -

Dear Apoorva S,

Sub: Letter of Offer

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

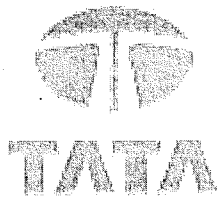
This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20192659981



65020

Offer: Computer Consultancy
Ref: TCSL/CT20192638014/Bangalore
Date: 13/09/2019

Mr. Arun Sai S
2110th Main, 2nd Cross,
Karnataka,
Bangalore-560056,
Karnataka.
Tel# 91-9611675094

Dear Arun Sai S,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

1DA16CS021

LETTER OF INTENT

Dear *Aryan Jay Bose*

Dated: 17.10.19

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Developer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 3.25 lakhs per annum.**
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited

[Signature]
17.10.19

Birlasoft Limited

(Formerly KPIT Technologies Limited)

The Assotech Business Cresterra Tower 3, Plot no 22, Noida-Greater Noida Expressway, Sector 135, Noida (UP) 201301, India

Tel: +91 120 6629000 | contactus@birlasoft.com | www.birlasoft.com

Registered Office: 35 & 36, Rajiv Gandhi Infotech Park, Phase - I, MIDC, Hinjawadi, Pune MH 411057 IN

CIN: L72200PN1990PLC059594

28-Jan-2020

Dear Ashirwadam LNU,
B.Tech/B.E., Computer Science & Engineering
DR AMBEDKAR INSTITUTE OF TECHNOLOGY



Candidate ID – 14049318

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethovandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

IDA16CS024



EMPLOYMENT CONTRACT

Between

Baibhav Kumar Pathak

E49/7 DRDO Township Phase-2, CV Raman Nagar
Bangalore 560093 India

And

**PPD PHARMACEUTICAL DEVELOPMENT INDIA PRIVATE
LIMITED**

7th, 8th and 9th Floor, Valence Block, Prestige Tech Park-3, Sarjapur -
Marathahalli, Outer Ring Road, Kadubesanahalli, Bengaluru, 560103
India

IDA16CS026



HRD/FINALSEMTRG/2019/13524652



January 29, 2020

Bhavana M.

Dr Ambedkar Institute of Technology

Dear Bhavana,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____ between you ("Trainee" hereafter) and Infosys Limited ("Infosys" hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : February 3, 2020
2. Duration of the program : 14 to 16 weeks
3. Location : Mysore, India

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	Provided by Infosys at no charge for the entire duration of the Program
Stipend	Rs.10,000/- per month

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.29 18:41:19 +05:30
Reason: Internship Offer Letter
Location: Bangalore

Mphasis-Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>
To: brundarn30@gmail.com <brundarn30@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Fri, Oct 4, 2019 at 1:34 PM

Ref.No- **MPHTH2020-1040**

Dear Brunda R N,

College Name: **Dr. Ambedkar Institute Of Technology, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 250,000 /- (Rupees Two lakhs Fifty thousand only) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your training program at Mphasis
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

IDA16CS029

LETTER OF INTENT

Dear CHAITRA MAHANTESHA PATTANASHEFFI.

Dated: 17/10/2019.

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Trainee Developer with Birlasoft Ltd.

GENERAL TERMS AND CONDITIONS:

- Your CTC would be INR 3.25 lakh per annum.
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/Stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited



Birlasoft Limited

(Formerly KPIT Technologies Limited)

The Assotech Business Cresterra Tower 3, Plot no.22, Noida-Greater Noida Expressway, Sector 135, Noida (UP) 201301, India

Tel: +91 120 6629000 | contactus@birlasoft.com | www.birlasoft.com

Registered Office: 35 & 36, Rajiv Gandhi Infotech Park, Phase - I, MIDC, Hinjawadi, Pune MH 411057 IN

CIN: L72200PN1990PLC059594

IDA16 CS031



HRD/FINALSEMTRG/2019/13524655



January 29, 2020

Chandan Gowda M S.

Dr Ambedkar Institute of Technology

Dear Chandan,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____ between you ("**Trainee**" hereafter) and Infosys Limited ("**Infosys**" hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

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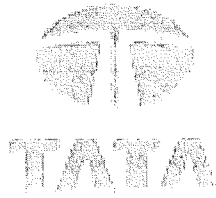
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Stipend	Rs.10,000/- per month

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.29 18:41:20 +05:30
Reason: Internship Offer Letter
Location: Bangalore



16CS033

Offer: Computer Consultancy
Ref: TCSL/CT20192646912/Bangalore
Date: 13/09/2019

Mr. Charith U
#2510th Mn, 1st Cross,
Mangalore Pu College,
Bangalore-560056,
Karnataka.
Tel# 91-7406521529

Dear Charith U,

Sub: Letter of Offer

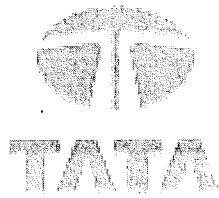
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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



18/09/2019

Offer: Computer Consultancy
Ref: TCSL/CT20192649289/Bangalore
Date: 13/09/2019

Mr. Chethan H M
50,
E. Hosahalli, Hosakote Taluk,
Bangalore-562129,
Karnataka.
Tel# 91-9380151957

Dear Chethan H M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in-Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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Mindtree

A Larsen & Toubro Group Company

IDA/CSO/35

Date:24-Feb-2021

To

Chinmoy Pradhan
INDIA

Dear Chinmoy Pradhan,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

Chinmoy Ranjan Pradhan

Chinmoy Ranjan Pradhan (Feb 26, 2021 09:25 GMT+5.5)

1602037



Ref:290021

Date: January 9, 2020

Mr Dannana Venkataramana

E-126, Fortuna center park, 12th cross, 8th main, Canada Bank layout , Kodigehalli
Bangalore,Karnataka
India - 560097.

Dear Dannana Venkataramana,

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1** starting **June 1, 2020**. You are requested to report to the said address on **June 1, 2020**, not later than **9:00:00 AM**.

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.460,000.00 (Rupees Four Lakh Sixty Thousand Only)** the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Medclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of 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.

Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai – 400076
Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com

RADIANT SYSTEMS (INDIA) PVT. LTD.
...For all Computing Solutions



16CS039

Radiant Systems (India) Pvt. Ltd.
3rd Floor, Block-C,
Sanali Info Park, 8-2-120/113,
Road No. 2, Banjara Hills
Hyderabad – 500 034 (TG)

+91 88850-81678, 88850-91678
www.radiants.com
CIN : U72200TG2012PTC082521

RSIPL/HR/L/0222/25
Date: 10/02/2022

To,
Mr. Deborshi Das

Bangalore

Dear Deborshi Das,

We are pleased to offer you the position of "**Recruiter**" in Radiant Systems (India) Pvt. Ltd. Your CTC emoluments would be as per Annexure 1.

Your employment will be subject to the terms and conditions set forth in our Appointment Letter and the rules and regulations as set out in the Company's HR Policy Guidelines.

Please return the signed copy of this offer letter, as an acceptance of our offer.

You are required to **produce the following** at the time of joining:

- ✓ Valid Photo Identity & Aadhar Card (mandatory)
- ✓ PAN CARD
- ✓ Passport, if available
- ✓ Address proof (temp as well as permanent, if different)
- ✓ Date of Birth
- ✓ Educational Qualifications
- ✓ Offer / Appointment Letters, hike / promotion / appraisal letters, relieving letters, experience / service letters.
- ✓ Pay Slips for latest 6 months
- ✓ 6 months latest Bank statement
- ✓ 5 passport size color photographs

We are confident that our congenial work environment and challenging work assignments will greatly enthrall you and you will get every opportunity to advance your career.

We take this opportunity in welcoming you to the Radiant Family.

For **Radiant Systems (India) Pvt. Ltd.**,

B. S. N. V. Satyanarayana
Associate Director - Operations

I shall be reporting for duty on:

Acknowledged and Accepted:

Signature:
Date: 10/02/2022

16CS40

LETTER OF INTENT

Dear Deepak Yadav

Dated: 17.10.19

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Developer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 3.25 lakhs per annum.**
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited



Birlasoft Limited
(Formerly KPIT Technologies Limited)

The Assotech Business Cresterra Tower 3, Plot no 22, Noida-Greater Noida Expressway, Sector 135, Noida (UP) 201301, India

Tel: +91 120 6629000 | contactus@birlasoft.com | www.birlasoft.com

Registered Office: 35 & 36, Rajiv Gandhi Infotech Park, Phase - I, MIDC, Hinjawadi, Pune MH 411057 IN

CIN: L72200PN1990PLC059594

IDA16CS044

LETTER OF INTENT

Dear

Dated: 17/10/19

Diya M. G

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Developer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 3.25 lakhs per annum.**
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/stipend.
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Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

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We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited



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The Assotech Business Cresterra Tower 3, Plot no 22, Noida-Greater Noida Expressway, Sector 135, Noida (UP) 201301, India

Tel: +91 120 6629000 | contactus@birlasoft.com | www.birlasoft.com

Registered Office: 35 & 36, Rajiv Gandhi Infotech Park, Phase - I, MIDC, Hinjawadi, Pune MH 411057 IN

CIN: L72200PN1990PLC059594

IDA16CS046



HRD/FINALSEMTRG/2019/13524661



January 29, 2020

Ganesh S.

Dr Ambedkar Institute of Technology

Dear Ganesh,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____ between you (“**Trainee**” hereafter) and Infosys Limited (“**Infosys**” hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	Provided by Infosys at no charge for the entire duration of the Program
Stipend	Rs.10,000/- per month

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee’s obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.29 18:41:20 +05:30
Reason: Internship Offer Letter
Location: Bangalore



Comviva Technologies Limited
 Regd. Office
 Capital Cyberscape, Sector 59
 Golf Course Extension Road
 Gurugram-122102, Haryana
 India
 Tel: + 91 124 481 9000
 Fax: + 91 124 481 9777
 CIN: U72200HR1999PLC041214

**PRE JOINING ROLE READINESS
 TRAINING PROGRAM**

Date: July 14, 2020

To,

Hemalatha Nk
Dr.Ambedkar Institute of engineering

Sub: Your mandatory participation in the Pre-joining Role Readiness Training Program

Dear Hemalatha

Congratulations on clearing the Comviva Technologies Limited ("Comviva") selection process. It is a very tough and comprehensive selection process. Not everyone can clear the same. The fact that you have, clearly indicates that you are in the top percentile of the targeted talent pool.

We would like you to go through a mandatory Pre-joining Role Readiness Training Program ("Program). Details of the same are mentioned below.

Phase Of Training	Description	Duration	Stipend/Remuneration
I	Virtual Learning Sessions (VLS)	04-Aug-20 to 30-Sep-20	INR 7,500 Monthly
II	VLS + Unit Specific Projects	01-Oct-20 to 30-Nov-20	INR 7,500 Monthly
III	On-the Job Experience	01-Dec-20 to 31-Mar-21	INR 10,000 Monthly
IV	Conversion to Regular Employment	01-Apr-21	INR 3.75 LPA

Training Mode	Virtual	Work Location	Bangalore**
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**Applicable only if Program has been successfully completed by you.

You will be informed in advance to make the necessary travel arrangement once we resume working from office

The objective of the Program is to give you maximum opportunity to enrich yourself with the expertise

Comviva Confidential

28-Jan-2020

Dear Hitesh Roshan,
B.Tech/B.E., Computer Science & Engineering
DR AMBEDKAR INSTITUTE OF TECHNOLOGY



Candidate ID – 14049287

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

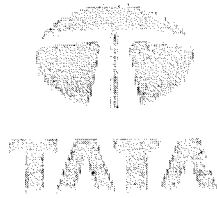
Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



16CS054

Offer: Computer Consultancy

Ref: TCSL/CT20192618569/Bangalore

Date: 12/09/2019

Mr. Hrishikesh Shankar D
Flat No 201, 1st Floor, Jj Manor, 13864th A Cross, 10th Main,
Hampinagar, Vijaynagar,
Bengaluru-560104,
Karnataka.
Tel# -

Dear Hrishikesh Shankar D,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential

TCSL/CT20192618569

TATA CONSULTANCY SERVICES

Letter of Intent

12 November 2019

Jaglor Kalpak Madhukeshwar
Dr. Ambedkar Institute of Technology
Bangalore

Dear Jaglor Kalpak Madhukeshwar,

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

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Chennai.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

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

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

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur
Monica Mathur
Associate Vice President, Recruitment

605057



November 6, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Jeevika S,

Congratulations!

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

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

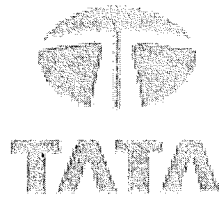
You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

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

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

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

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



16CS059

Offer: Computer Consultancy
Ref: TCSL/CT20192645785/Bangalore
Date: 13/09/2019

Mr. Kiran Kumar A
#2, 2nd Main, 1st Cross Chowdeshwari Temple Road,
Chowdeshwari Nagar, Laggere,
Bangalore-560058,
Karnataka.
Tel# 91-9738275099

Dear Kiran Kumar A,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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



CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore - 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
October 16, 2020

Mr.Kiran Kumar G S
GANGANAHALLI BYRAKUR MULBAGAL,
KOLAR- 563131
PARVATI NILAYA MARDI HOUSE.

Dear Kiran,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 044-6647 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

Contd...2...

NRFD44120



CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200
cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
October 16, 2020

Mr. Kiran M N

NO 67, STERLING SANGEETH APTS FLAT
GROUND FLOOR, B/W 17TH & 18TH CROSS,
MALLESHWARAM WEST , BANGALORE560055.

Dear Kiran,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 044-6647 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

Contd...2...

HR/VUD/4120



16 CS062

CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
October 16, 2020

Ms.Kiran S Awadhani
H NO- 41 JEWARGY COLONY NGO COLONY
GULBARG.

Dear Kiran,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

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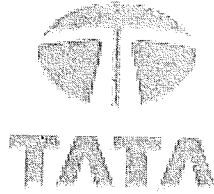
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- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 044-6647 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

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- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

Contd...2...

HR\FWD44120



16C506

Offer: Computer Consultancy
Ref: TCSL/CT20192662656/Bangalore
Date: 13/09/2019

Mr. Kishore V
Door No 5274th Block, 7th Main, 43rd Cross,
Bangalore One ,Rajajinagar 4th Block,
Bengaluru-560010,
Karnataka.
Tel# 91-9844726018

Dear Kishore V,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20192662656

Agreement

between

Factor Research Limited
85 Great Portland Street, W1W 7NW, London, UK

and

Kushal Gowda
S/o Venugopal G N, 7th main 5th cross,
Bhuvaneshwari Nagar, T.Dasarahalli, Bangalore 560057

5 August 2022

This letter (this Agreement) confirms that we will retain you as a quantitative researcher to Factor Research Limited ("FactorResearch") from 15th August 2022 ("Start Date") onward. The position is set up on a remote working basis.

1. Your Services

- 1.1 You will support FactorResearch in the area of quantitative analysis and research ("Services"), amongst other activities, and be required to work as many hours as necessary to perform the Services during the period of your appointment.
- 1.2 You will put at our disposal your best knowledge and experience to provide the Services.
- 1.3 You warrant that you are under no obligation which is inconsistent with your duties to us, and that you will not enter into any agreement with a third party, the terms of which may be inconsistent with those duties.

2. Compensation & Fees

- 2.1 We will provide a base compensation of INR 1,000,000 per year and a cash bonus, which will be subject to your performance and paid after a performance evaluation that takes place annually in December.
- 2.2 We will reimburse any reasonable expenses necessarily incurred by you for providing the Services, if these have been approved by FactorResearch prior to incurring them.
- 2.3 You should address all invoices to FactorResearch for the attention of Nicolas Rabener. We will pay each invoice within 30 days after we receive your invoice.
- 2.4 The payments made by us under paragraph 2.1 above are full and complete compensation for all obligations assumed by you under this Agreement and for all Intellectual Property you assign to us under or pursuant to paragraph 4.2 below.

Letter of Intent

12 November 2019

Likhith G P
Dr. Ambedkar Institute of Technology
Bangalore

Dear Likhith G P,

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

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in **Chennai**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

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

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

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Associate Vice President, Recruitment

LETTER OF INTENT

Dear Manoj Madhukas Shet

Dated: 17/10/2019

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Developer** with Birlasoft Ltd.

GENERAL TERMS AND CONDITIONS:

- Your CTC would be INR 3.25 lakh per annum.
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or as per the project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview. In addition to have to meet the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzad
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited



16CS074



Mphasis-Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>
To: skmanubhat31@gmail.com <skmanubhat31@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Fri, 4 Oct, 2019 at 1:34 PM

Ref.No- MPHTH2020-1041

Dear Manonandan S K,

College Name: **Dr. Ambedkar Institute Of Technology, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

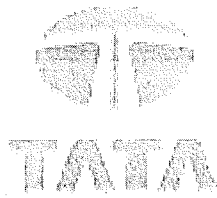
- You will be offered the position of 'Trainee Associate Software Engineer' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 250,000 /- (Rupees Two lakhs Fifty thousand only) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your training program at Mphasis
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining



1605075

Offer: Computer Consultancy
Ref: TCSL/CT20192725590/Bangalore
Date: 13/09/2019

Ms. Mansi
Chethana Ladies Hostel, Dr Ambedkar Institute Of Technology Outer Ring Road,
Syndicate Bank,
Bangalore-560056,
Karnataka.
Tel# 91-7899847230

Dear Mansi,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20192725590

1

TATA CONSULTANCY SERVICES

16CS046

28-Jan-2020

Dear Mansi Lokesh,
B.Tech/B.E., Computer Science & Engineering
DR AMBEDKAR INSTITUTE OF TECHNOLOGY



Candidate ID – 14049286

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

LETTER OF INTENT

Dear *Mayur Beshpaul*

Dated: 12/10/2023

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Trainee Developer with Birlasoft Ltd

GENERAL TERMS AND CONDITIONS:

- Your CTC would be INR 3.25 lakh per annum.
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/Stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited





CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
October 16, 2020

Ms.Meghana K G
THYNAGONDLN KODIHALLI NELAMANGALA
BANGALORE- 562132.

Dear Meghana,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

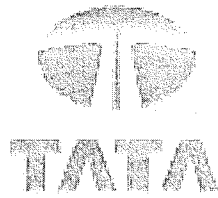
- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
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- Please contact us at 044-6647 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

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- You will be eligible for a performance revision as per company policy

HRVIND44170

Contd...2...



16CS079

Offer: Computer Consultancy
Ref: TCSL/CT20192662324/Bangalore
Date: 13/09/2019

Mr. Mohan V P
Room No. 408, Ananda Bhavan Dr. Ait Mens' Hostel,
Outer Ringroad,
Bengalore-560056,
Karnataka.
Tel# -

Dear Mohan V P,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

HRD/3B/20-21/1000630315

September 17, 2020

Mr. Naga Sandeep Hanasoge Purushothama
Candidate ID: 1000630315
No.39, 3rd Cross, Dwaraka Nagar,
Hoskerehalli, Banashankari 3rd Stage,
Bangalore - 560085
India

Ph: (91) 9916174996

Dear Naga Sandeep,

Congratulations! We are delighted to make you an offer as **Systems Engineer - Specialist** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 21, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

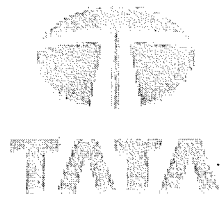
Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of six months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - III.





1603021

Offer: Computer Consultancy
Ref: TCSL/CT20192663183/Bangalore
Date: 13/09/2019

Mr. Nagesh Yalakki
#46, SunakshaaMahalakshmi Enclave,
Manganahalli,
Bengaluru-560060,
Karnataka.
Tel# 91-8618381369

Dear Nagesh Yalakki,

Sub: Letter of Offer

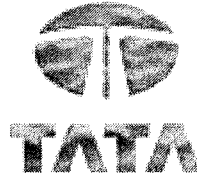
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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



16CS0E2

Offer: Computer Consultancy
Ref: TCSL/CT20192713440/Bangalore
Date: 12/09/2019

Mr. Nakul Shah
No. 9, 1st Main Road, 8th Cross Corner, Green Park Layout, Rm Nagar Main Road,,
Dodda Banaswadi,
Bengaluru-560043,
Karnataka.
Tel# -9845334529

Dear Nakul Shah,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,024/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20192713440

1

TATA CONSULTANCY SERVICES

HYDHRAT: PC 1 BLOCK, 82, DRIP, Whitefield, Bangalore 560075 India
Tel: 91 80 6724 7000 | Loc: 81 60 2841 0115 | Mumbai: 2066 05000
Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1200 209 3111 | Email: careers@tcs.com

LETTER OF INTENT

Dear Namitha. M

Dated: 17/10/2019

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Trainee Developer with Birlasoft Ltd.

GENERAL TERMS AND CONDITIONS:

- Your CTC would be INR 3.25 lakh per annum.
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/Stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

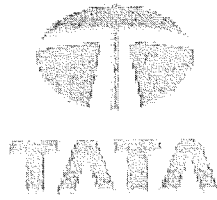
We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,



Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited

Namitha



1625086

Offer: Computer Consultancy
Ref: TCSL/DT20195519014/Bangalore
Date: 13/09/2019

Ms. Namratha C
No 37 1st Main Road Karekallu Kamakshipalya Bangalore 5600 79No 37 1st Mainroad Karekallu Kamaks
Karnataka,
Bangalore-560079,
Karnataka.
Tel# 91-8310779031

Dear Namratha C,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

LETTER OF INTENT

Dear **NAIDA S**

Date: 17/10/2019

Congratulations subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Developer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be INR 3.25 lakh per annum
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at **birlasoft Ltd.**, wish you all the best!

Yours sincerely,

Rahim Shahzad
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited

Rahim

Birlasoft Limited

(Formerly KPIT Technologies Limited)

The Associated Business Crestina Tower 3, Plot No. 22, North Greater Noida Expressway, Sector 134, Greater Noida, U.P., 201311, India.
Tel: 091 120 6629000, contact@birlasoft.com | www.birlasoft.com
Registered Office: 85/3, 36, 1st/2nd Floor, Phase 1, MIDC, Shivajinagar, Pune, Maharashtra
CIN: L27209MH2007PLC006854

5/10/19

1605087



5 Sep 2021

Ms.Nidhi B Channappagoudar

Dear Nidhi,

Subject: Engagement as an Intern in Philips India Limited

We have the pleasure to offer you a internship with Philips India Limited as per the following terms of reference:

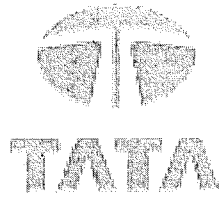
Terms and Conditions:

1. Your internship duration shall be from 14 September 2021 to 15 July 2022.
2. During this period, you will be paid a consolidated stipend of Rs. 35,000 per month.
3. Your initial reporting location at Philips is at our Philips India Limited, Bangalore - M0 office. However, you may be liable to be posted at any of the establishments of the Company in India.
4. You will be governed by the rules and regulations of Philips as applicable, enforced, amended or altered from time to time during the course of your internship.
5. In the course of your internship with Philips, you may acquire information, technical or otherwise, including any computer software, projects assigned to you during the period which is confidential or proprietary to Philips or to its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having association or relationship with the Philips, and/or its affiliates or subsidiaries. You will not, use or disclose during and after completion of your internship, any of such information except for the purpose of your internship and with prior written consent of Philips. Anything possessed by you, which discloses or embodies such information etc will be delivered to Philips forthwith on demand at the end of your internship.
6. All intellectual property rights in any work or material developed by you during the course of your internship shall belong to and be the property of Philips and you confirm that you shall not be entitled to claim any rights over such intellectual property.
7. Any business related expenses incurred as part of your internship, approved in advance by your project manager, will be duly reimbursed to you on actual.
8. Philips shall not be liable to pay any amount over and above as mentioned in clause 2 and 7 above. You will have to bear all other expenses concerning your internship with Philips including but not limited to 1) any local conveyance expenses, 2) your accommodation expenses, 3) your daily travel from residence location to Philips Office(s) etc.

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus

Manyata Tech Park, Nagavara
Bangalore – 560045, INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 41890000
Fax: +91 80 41891000

Registered Office:
3rd floor, Tower A, DLF IT Park, 08
Major Arterial Road, New Town (Rajarhat),
Kolkata - 700156
www.philips.com
www.bangalore.philips.com



160308

Offer: Computer Consultancy
Ref: TCSL/CT20192653633/Bangalore
Date: 13/09/2019

Ms. Niharika
Dr Ambedkar Institute Of Technology ,Chethana Ladies HostelNagarbhavi 2nd Stage,
Dr Ambedkar Institute Of Technology,
Bangalore-560056,
Karnataka.
el# -

Dear Niharika,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

November 6, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Nikhil Jain S P,

Congratulations!

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

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

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

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

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

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

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

UST Global

UST/SO00070962-1-1-1/2449046
12/08/2020Prakruthi Shivamurthy
Bangalore

Sub: Letter of Offer

Dear Prakruthi,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

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 Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.325,000.00/- (Rupees Three Lakh Twenty Five Thousand) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment 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 and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings; blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 14/08/2020. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 14/08/2020. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.



Mr. Nikil S Raaju

Email: nikilsraaju@gmail.com

Phone: 91 8277277088

Dear Nikil S,

Congratulations!

We are delighted to confirm your offer of employment as “**Associate Software Engineer**”, with Rakuten India Enterprise Private Limited.

Your confirmed joining date in Rakuten India is **31-March-2022**.

Please note this letter does not vest any right to employment unless and until you satisfy with various compliance and our conditions of offer and appointment. You should report to office on **31-March-2022**, failing which this offer letter automatically stands cancelled and you will have no right of whatsoever nature under any circumstances to claim any employment from our Company.

Location:

You will be employed with Rakuten India office, Bengaluru. However, you may be asked to relocate to any other Rakuten offices when necessary. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant local policies of the Company in that work location.

Compensation:

Your Annual compensation is ₹6,00,000/annum (INR Six Lakh only). This includes a fixed salary component and variable annual performance incentive. The details of the compensation are presented in Annexure A and B.

Subject to this Offer Letter, your employment will be governed by the terms & conditions presented in the below Annexures. The terms of this letter shall remain confidential and are not to be disclosed to any third party.

We are very excited about the possibility of you joining us and take this opportunity to welcome you to Rakuten India.

We look forward to your confirmation to join us and be part of our success!

Sincerely,
For Rakuten India Enterprise Private Limited

Nalini George
Chief People Officer, Rakuten India

.....
Candidate Acceptance Sign and Date

1605092

16 January 2020

To

Niranjan N C
14/15, 1st cross
Jai Maruthi Nagar, Nandini Layout
Bangalore,KA560096

Dear Niranjan:

Juniper Networks India Private Ltd. STPI Unit, a wholly-owned subsidiary of Juniper Networks, Inc. (hereinafter referred to as the "the Company"), takes pleasure in confirming you as an **Intern** with the Company by this Internship Letter ("Internship") upon the following terms and conditions:

1. Internship

Your Internship with the Company will commence from and will end on . The Company is not obliged to provide you employment in the Company after completion of your internship with the Company.

You will report directly to **Amar Sadashivaiah** or such other person as the Company may designate. During your Internship, you will perform all acts, duties and obligations and comply with such orders as may be designated by the Company. Currently, the tasks expected to be performed by you are mentioned in Annexure A.

You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other internship, employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of the Company.

2. Stipend

Your gross monthly stipend will be **INR 31,800.00** which is subject to the local withholding taxes and other statutory deductions as mentioned in Annexure B. Please understand that stipend details are confidential. These details are between you and the Company. We request that stipend details not be discussed with other employees.

3. Expenses

The Company shall reimburse you in respect of (a) such expenses as may be incurred by you while engaged in the business of the Company as the Company, in its discretion, shall consider reasonable; and (b) expenses in connection with your operation of a vehicle in connection with the business of the Company, subject to your provision to the Company of proper receipts or other evidence of such expenditure, in accordance with the rules and procedures established by the Company from time to time.

4. Place of Work and Hours of Work

Your place of work will be **Bangalore, IND Elnath-Exora** However, you may be required to work at any other premises which the Company currently has or may later acquire. You may also be required to travel within India and abroad for the performance of your duties. Your working hours shall be such hours as the Company may from



Juniper Networks, India Pvt. Ltd.
2nd & 3rd Floor,
Electra Exora Business Park
Marathahalli-Sarjapur Outer Ring Road
Bangaluru-560 103, India.
o +91 80 6121 0100 f +91 80 6121 0590
CIN: U72200MH2000FTC126336
Email:India-support@juniper.net

Registered Office:
Juniper Networks, India Pvt. Ltd.
Unit #103, 1st Floor, Platina
Plat # C-59, 'G' Block, Bandra Kurla Complex
Bandra East, Mumbai – 400 051, India
o +91 22 6121 3700 f +91 22 6121 3709

www.juniper.net

16CS094

BETSOL

17-Sep-2019

Dear Pakshal Bhandari,
Dr. Ambedkar Institute of Technology
Email: pakshal.bhandari@gmail.com
Phone: +91 7019983611

SUBJECT: Letter of Selection

We are pleased to offer you the position of "Associate Software Engineer" with BETSOL.
Your total CTC would be ₹ 4,50,000 (Four Lakhs Fifty Thousand only) per annum.

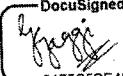
The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company, you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.

The detailed appointment letter will be given to you at the time of joining. We expect you to join on or before 1st July 2020, otherwise this offer stands withdrawn automatically.

Again, congratulations and welcome to the BETSOL family.

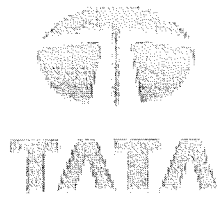
On behalf of
BETSOL

DocuSigned by:

6175C5BE4BBF4D6...

Gurpreet Kaur Jaggi
Operations Manager, BETSOL

I agree and accept the selection on
the above terms and conditions

Pakshal Bhandari
Dr. Ambedkar Institute of Technology, Bangalore



16 CS095

Offer: Computer Consultancy
Ref: TCSL/CT20192725162/Bangalore
Date: 13/09/2019

Mr. Pavan Srivathsa R
#73Dinnur Main Road,
R.T Nagar Police Station,
Bangalore-560032,
Karnataka.
el# -

Dear Pavan Srivathsa R,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

16CS097

16CS097



NeeWee Analytics Pvt Ltd
2nd Floor, Unispace
Whitefield, Bengaluru
560066, INDIA
+ 91.80.4202.4519

15 February 2022

Mr. Prajwal Kulkarni

Dear Prajwal ,

With reference to your interview with us, we are pleased to offer you a position of **Engineer I - Data Science**.

I wish to share with you the details of your compensation package with NeeWee Analytics Private Limited (hereafter referred to as 'Company') effective your joining date **17-Feb-2022**. The terms of this letter are valid till 16 Feb 2022.

Fixed Compensation:

Your annual compensation will be **₹ 7,50,000.00 (INR Seven Lakhs Fifty Thousand only)**; it will include allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines; and will be subject to applicable taxes. Your salary will be paid monthly. The salary structure has been provided in Appendix A.

Variable Bonus Plan: You will be eligible to participate in the Annual Incentive Plan at a target level of up to **Ten percent (10%)** of your CTC based on the achievement of certain company and individual performance metrics as determined by the company. The pay-outs can range from 0% to 10%. These pay-outs will not contribute towards statutory benefits and will be subject to applicable taxes. The Company has the sole discretion to amend and/or cancel this bonus plan at any time.

Should you have any questions, please do not hesitate to reach out to us at hr@neewee.ai.

We look forward to a mutually rewarding relationship.

Yours Sincerely
For NeeWee Analytics Private Limited

Nataraj Soorkod
Co-Founder & CTO

This is a computer-generated letter and does not require a signature



UST/SO00070962-1-1-1/2449046
12/08/2020

Prakruthi Shivamurthy
Bangalore

Sub: Letter of Offer

Dear Prakruthi,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

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 Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.325,000.00/- (Rupees Three Lakh Twenty Five Thousand) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment 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 and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 14/08/2020. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 14/08/2020. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

1665099

16 January 2020

To

Pranav R
#3373 Flat no.502 SMR ASTRA Apts
5th cross, Nayak Hospital Road
Gayathri Nagar
Bangalore,KA560021

Dear Pranav:

Juniper Networks India Private Ltd. STPI Unit, a wholly-owned subsidiary of Juniper Networks, Inc. (hereinafter referred to as the "the Company"), takes pleasure in confirming you as an **Intern** with the Company by this Internship Letter ("Internship") upon the following terms and conditions:

1. Internship

Your Internship with the Company will commence from **20/01/2020** and will end on **30/06/2020**. The Company is not obliged to provide you employment in the Company after completion of your internship with the Company.

You will report directly to **Kevin Scott** or such other person as the Company may designate. During your Internship, you will perform all acts, duties and obligations and comply with such orders as may be designated by the Company. Currently, the tasks expected to be performed by you are mentioned in Annexure A.

You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other internship, employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of the Company.

2. Stipend

Your gross monthly stipend will be **INR 31,800.00** which is subject to the local withholding taxes and other statutory deductions as mentioned in Annexure B. Please understand that stipend details are confidential. These details are between you and the Company. We request that stipend details not be discussed with other employees.

3. Expenses

The Company shall reimburse you in respect of (a) such expenses as may be incurred by you while engaged in the business of the Company as the Company, in its discretion, shall consider reasonable; and (b) expenses in connection with your operation of a vehicle in connection with the business of the Company, subject to your provision to the Company of proper receipts or other evidence of such expenditure, in accordance with the rules and procedures established by the Company from time to time.

4. Place of Work and Hours of Work

Your place of work will be **Bangalore, IND Elnath-Exora** However, you may be required to work at any other premises which the Company currently has or may later acquire. You may also be required to travel within India

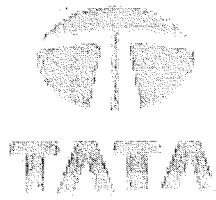


Juniper Networks, India Pvt. Ltd.
2nd & 3rd Floor,
Electra Exora Business Park
Marathahalli-Sarjapur Outer Ring Road
Bengaluru-560 103, India.
o +91 80 6121 0100 f +91 80 6121 0590
CIN: U72200MH2000FTC126336
Email: india-support@juniper.net

Registered Office:
Juniper Networks, India Pvt. Ltd.
Unit #103, 1st Floor, Platina
Plat # C-59, 'G' Block, Bandra Kurla Complex
Bandra East, Mumbai - 400 051, India
o +91 22 6121 3700 f +91 22 6121 3709

www.juniper.net

Anticipated Start Date: 27-Jan-2020, *Pranav R*, Date: 17-Jan-2020 01:00:58



1605100

Offer: Computer Consultancy
Ref: TCSL/CT20192662607/Bangalore
Date: 13/09/2019

Mr. Prashant Sholapur N S
Dr Ait Mens Hostel Dr Ait,
Nagarbhavi,
Bangalore-560056,
Karnataka.
el# 91-8660726479

Dear Prashant Sholapur N S,

Sub: Letter of Offer

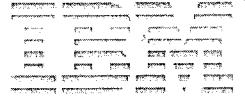
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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



November 6, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear R P Deekshith Acharya,

Congratulations!

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

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

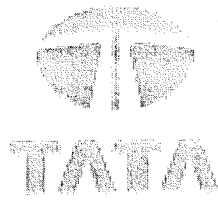
You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

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

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

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

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



1DA135106

Offer: Computer Consultancy
Ref: TCSL/CT20192662028/Bangalore
Date: 13/09/2019

Mr. Rahul G A
#47/1, Sri Venkateshwara Nilaya, 3rd Cross, Kateramma Temple Road, Doddabommasandra, Bangalore
Doddabommasandra,
Bangalore-560097,
Karnataka.
Tel# 91-8618101343

Dear Rahul G A,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20192662028

LETTER OF INTENT

Dear RAMYA B

Dated: 17/10/2019

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Trainee Developer with Birlasoft Ltd

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 3.25 lakhs per annum.**
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited

Ramya

Birlasoft Limited
(Formerly KPIT Technologies Limited)
The Assotech Business Cresterra Tower 3, Plot no 22, Noida-Greater Noida Expressway, Sector 135, Noida (UP) 201301, India
Tel: +91 120 6629000 | contactus@birlasoft.com | www.birlasoft.com
Registered Office: 35 & 36, Rajiv Gandhi Infotech Park, Phase - I, MIDC, Hinjawadi, Pune MH 411057 IN
CIN: L72200PN1990PLC059594

DATASIGNS TECHNOLOGIES PRIVATE LIMITED*Registered Office:*333 Nova Miller
Thimmaiah Road

Bangalore 560052

Email: shubhoans@datasignstech.com

CIN: U74900KA2016PTC086823



Friday, 1st October 2021**Dear Ranjini**
Banglore**Ranjini,**

We are delighted to extend this offer of employment for the position of **Software Engineer** with **Datasigns Technologies Private Limited in Bangalore**. Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be **18th October, 2021** or another mutually agreed upon date.

Please find below the terms and conditions of your employment, should you accept this offer letter:

Position: Your title will be **Software Engineer**. This is a full-time position. While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Compensation: The Company will pay you an annual salary of **Rs.5,50,000(Five lakh Fifty thousand only)** which will be subject to all applicable tax withholdings, payable in accordance with the Company's standard payroll schedule.

Hours and Compensation: This is a Full-time position requiring approximately 40 hours per week.

Probation Period: The Company specifies a period of three months as probation period from the date of your joining. Thereafter the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.

Employee Benefits: As a regular employee of the Company, you will be eligible to participate in a number of Company-sponsored benefits. In addition, you will be entitled to paid leave in accordance with the Company's leave policy.

The Company offers a comprehensive employee benefits program, including statutory and medical benefits.

1602114



Date: 18/02/2020

Intent to Offer

Dear Sagar P Gowda,

Syntellect ID: ASBE2036069

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

You may be assigned and/or deputed to any of our subsidiary/affiliated group of Companies/ locations, whenever the Company may deem fit and/or as and when required.

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You should not have more than 1-year gap throughout your education
- c) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- d) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such

period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

Roppen Transportation Services Private Limited

PRIVATE AND CONFIDENTIAL

Date: 18-12-2020

Dear Sagari C,

With reference to our recent discussions, we are pleased to appoint you the position of **Associate Data Analyst (Job Level - "10")** in **Product Department (Job Family - "Analyst")** of Roppen Transportation Services Private Limited at Bangalore, on the following terms and conditions with effect from your joining date 28-12-2020. Your internal title will be **"Associate Professional"**. We trust that your knowledge, skills and experience will be among our most valuable assets. Your Cost to the Company **INR 550,000** is enclosed in annexure 'A'. You will also be entitled to Company bonuses, awards and other benefits as per company policies and performance criteria. The Company may, from time to time in its sole discretion, modify or eliminate its policies and the benefits offered to employees.

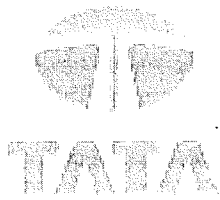
1. You will be on probation for a period of **3** months, which may be extended at the sole discretion of the Company. After completion of probationary period or its extension thereof, your performance will be evaluated by the company. After such evaluation, the company will take a decision on whether to confirm or reject your employment. Decision will be communicated to you at the end of evaluation.
2. You must not, without the written consent of the Company, in any way directly or indirectly (i) be engaged or employed in, or (ii) concerned with (in any capacity whatsoever) or (iii) provide services to, any other business or organization where doing so is, or is likely to be, in conflict with the interests of the Company or may adversely affect the efficient discharge of your duties.
3. Non-compete: You shall not during your employment and for a period for 12 (twelve) months after termination, without the prior consent of the Company, be employed by, perform work for, or be involved in any capacity with any business that operate in the same fields or that is (or intends to be) in competition with the Company.
4. Non-Solicitation: You shall not within 12 (twelve) months after termination, without the prior consent of the Company, recruit, solicit, entice, assist, engage in or otherwise undertake (whether directly or indirectly) any activity: (i) with a view to solicit from any client/customer or (ii) with a view to recruiting any person then employed or under offer of employment by the Company to join you in providing services to or becoming involved in any business activity in which you are involved outside the Company.

Registered office :

3rd Floor, Sri Prithvi Arcade, Megha Hills, Sri Rama
Colony, Madhapur, Hyderabad- 500081
CIN: U60231TG2015PTC097115
Contact: +91 9513947438
Email: compliance@rapido.bike
www.rapido.bike

Corporate Office:

2343, Vanganahalli, 1st Sector, HSR Layout,
Bengaluru, Karnataka 560102
CIN: U60231TG2015PTC097115
Contact: +91 9513947438
Email: compliance@rapido.bike



16/09/19

Offer: Computer Consultancy
Ref: TCSL/CT20192662510/Bangalore
Date: 13/09/2019

Ms. Sahana Bs
#Door No 136K.K.Layout,
Deepacomplex,
Bangalore Urban-560072,
Karnataka.
Tel#: 91-8310232876

Dear Sahana Bs,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20192662510

LETTER OF INTENT

Dear **ADARSH KUMAR**

Dated: **17/10/19**

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you an appointment as **Trainee Developer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 3.25 lakh per annum.**
- On joining you would be required to sign a **Service Agreement** which is applicable to you for a period of **2 years** commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/Stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an **Internship** for a duration around **6 months** or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a **Stipend.**

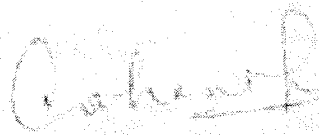
Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at **Birlasoft Ltd.**, wish you all the best!

Yours sincerely,

Rohini Shahzada
Assistant Vice President, Talent Acquisition
Birlasoft India Limited



Birlasoft Limited

(Formerly KPIT Technologies Limited)

Plot No. 10, Sector 135, Greater Noida, Noida-Greater Noida Expressway, Sector 135, Noida (UP) 201301, India

Phone: +91 (0) 522 600000 | Contact us at hr@birlasoft.com | www.birlasoft.com

Registered Office: Birlasoft, 10th Floor, Park Plaza, I, MIDC, Hingoli Road, Pune 411052, India

Phone: +91 (0) 20 26100000 | Fax: +91 (0) 20 26100000

IDA16CS119

Date: 28th January 2021

To,

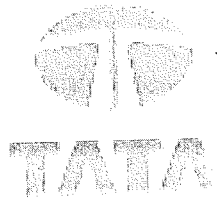
Ms. Sanjana C,

Dear Sanjana C,

Subject: Offer of employment – ‘Software Engineer’

1. In response to your interview with us, we are pleased to offer you the position of **‘Software Engineer’** in M/s Test Yantra Software Solutions (India) Pvt. Ltd. (“Company”). This offer is subject to the satisfactory background verification check that will be completed by the Company prior to your joining date.
1. Your cost to company (CTC) shall be as per the below Schedule.
2. The terms and conditions of your employment will be governed as per the employment agreement (Agreement) annexed as Annexure 1.
3. You are required to carefully go through the terms and conditions of this offer letter and Annexure 1 as your employment in the Company shall be strictly governed by these documents.
4. If you agree to the terms and conditions of employment, please sign a copy of this letter as a token of your acceptance and return the signed copy to the Company on or before **28th January 2021**. Please sign on all pages. Upon signing, the terms and conditions of the employment agreement shall become binding on you.
5. The Company’s obligations shall commence on the date of your joining which shall be on or before **08-Feb-2021**.
6. This offer is valid till **07-Feb-2021** and if you fail to accept the terms of the offer, the Company shall have the right to withdraw the offer without giving you any further notice.
7. We are confident that you will enjoy being a part of the Company as much as we shall cherish our association with you.
8. You are also requested to submit the following documents to us on the date of submitting the duly signed Agreement, which shall not be later than **08-Feb-2021**.

a) Photocopies of your educational qualifications	d) PF account details
a) 2 passport size photographs of yourself	e) Income Tax deduction certificate of previous employer
b) Offer Letter, Relieving letter from previous employer/s, if applicable	f) Pan Copy
c) 3 months’ Payslips of previous employer, if applicable	g) Passport Copy
	h) Aadhar Card Copy
	i) ID Proof & Address Proof
	j) Cancelled cheque leaf



16CS121

Offer: Computer Consultancy
Ref: TCSL/CT20192621550/Bangalore
Date: 13/09/2019

Mr. Satish
Dr Ait Mens Hostel,
Nagarbhavi,
Bengaluru-560056,
Karnataka.
Tel# 91-8310542346

Dear Satish,

Sub: Letter of Offer

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

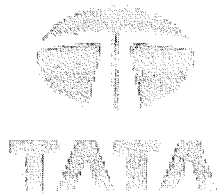
This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20192621550



16CS122

Offer: Computer Consultancy
Ref: TCSL/CT20192682641/Bangalore
Date: 13/09/2019

Ms. Seema F Banu
#1270.6th Block Near Ullal Lake,
Sir M V Layout,
Bangalore-560110,
Karnataka.
Tel# 91-9731864068

Dear Seema F Banu,

Sub: Letter of Offer

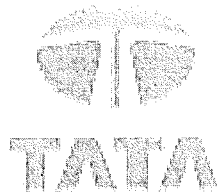
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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



16CS122

Offer: Computer Consultancy
Ref: TCSL/CT20192726172/Bangalore
Date: 12/09/2019

Ms. Shagun
Chethana Girls Hostel, Dr. Ambedkar Intitute Of Technology, 2nd Stage Nagarbhavi, Mallathalli.,
Dr. Ambedkar Intitute Of Technology,
Bangalore-560056,
Karnataka.
Tel# 91-7411752095

Dear Shagun,

Sub: Letter of Offer

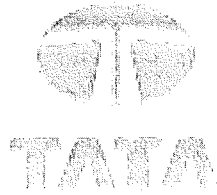
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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



1605124

Offer: Computer Consultancy
Ref: TCSL/CT20192662414/Bangalore
Date: 13/09/2019

Ms. Shalini M
Sri Adichunachanagiri Girls Hostel, N0.478, 2nd Stage, 2nd Phase, Woc Road, Mahalakshmi Puram Bovipalya
Bgs World School, Rajajinagar 1st Block.,
Bangalore-560086,
Karnataka.
Tel# 91-9611239803

Dear Shalini M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

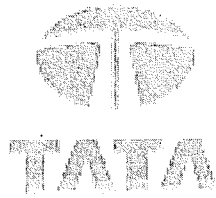
Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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TCSL/CT20192662414

TATA CONSULTANCY SERVICES LIMITED



16CS126

Offer: Computer Consultancy
Ref: TCSL/CT20182510399/Bangalore
Date: 13/09/2019

Mr. Sharath S
No 77 , 7th Block Sir M Vishweshwariah Layout,
Near Bharathnagar Bus Stand,
Bengaluru-560091,
Karnataka.
Tel# 91-9480224102

Dear Sharath S,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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



IDA16CS127

Offer: Computer Consultancy
Ref: TCSL/CT20192616410/Bangalore
Date: 30/09/2019

Mr. Shazeb Fahmi
#14/21st Cross,
Vinayakanagar, Old Guddadahalli,
Bangalore-560026,
Karnataka.
Tel# 91-9880321735

Dear Shazeb Fahmi,

Sub: Letter of Offer

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

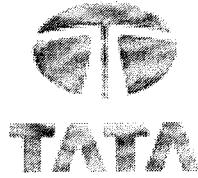
You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,024/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20192616410



1605120

Offer: Computer Consultancy
Ref: TCSL/CT20192615970/Bangalore
Date: 12/09/2019

Mr. Shravan K R
Dr Ambedkar Institute Of Technology Boy'S Hostel,
Bda Outer Ring Road,Near Gnana Bharathi,
Bengaluru-560056,
Karnataka.
Tel# 91-8073683573

Dear Shravan K R,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be **INR 7,00,024/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

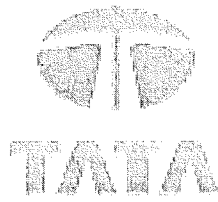
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

TCS Confidential
TCSL/CT20192615970

TATA CONSULTANCY SERVICES

WORLDWIDE BLOCK, 33, EPIP, Whitefield, Bangalore - 560066, India
T. NO: 080 6724 7000 Fax: 080 2841 0114 Website: www.tcs.com
Registered Office: Normal Building, 5th floor, Madhav Nagar, Bangalore 560021
TCS Careers Service Line: 1800 303 5133 | email: careers@tcs.com



16CS129

Offer: Computer Consultancy
Ref: TCSL/CT20192621954/Bangalore
Date: 13/09/2019

Ms. Shrestha Karmakar
No.46Avalappa Layout,5th Cross,Wind Tunnel Road,
Murugeshpalya,Vimanapura Post,
Bangalore-560017,
Karnataka.
Tel# 91-9986259267

Dear Shrestha Karmakar,

Sub: Letter of Offer

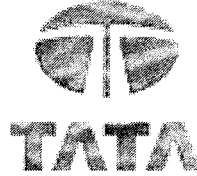
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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1605130

Offer: Computer Consultancy
Ref: TCSL/CT20192622198/Bangalore
Date: 19/09/2019

Ms. Shreya S Emanti
29, 2nd Floor, 10th Cross, Gangamma Garden Malagala Main Road,
Nagarabhavi 2nd Stage,
Bangalore-560091,
Karnataka.
Tel# 91-9742050773

Dear Shreya S Emanti,

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.

Based on your performance in TCS Flagship Contest and the subsequent interviews, we are pleased to make you a differential offer. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,024/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

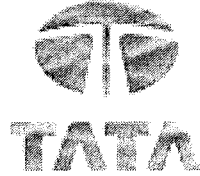
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TCS Confidential
TCSL/CT20192622198

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TATA CONSULTANCY SERVICES

HYDRA - PC 1 BLDG, 82, DPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Narayana Point, (Chennai) 600 081
TCS Careers Service Line: 1800 709 8111 | email: careers@tcs.com



16/09/19

Offer: Computer Consultancy
Ref: TCSL/CT20182370694/Bangalore
Date: 12/09/2019

Mr. Shreyas G
#40, Ground Floor 2nd Main, Income Tax Layout,
Vijayanagar,
Bengaluru-560040,
Karnataka.
Tel# -

Dear Shreyas G,

Sub: Letter of Offer

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

Based on your performance in TCS Flagship Contest and the subsequent interviews, we are pleased to make you a differential offer. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,024/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

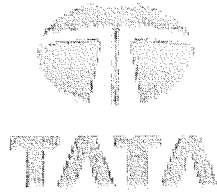
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

TCS Confidential
TCSL/CT20182370694

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TATA CONSULTANCY SERVICES

WFOE IN: PO 1 BLOCK, 83, EPIP, Bellary Road, Bangalore - 560 075
Tel: 91 80 6724 70001 Fax: 91 80 2841 0774 Email: careers@tcs.com
Registered Office: Marol Diwadi, 91, 7th Floor, Isconagar, Bangalore - 560 021
TCS Career Service Line: 1 800 303 3177 Email: careers@tcs.com



1605132

Offer: Computer Consultancy
Ref: TCSL/CT20192655689/Bangalore
Date: 13/09/2019

Mr. Shridhar Shivam
10, Nagarbhavi Circle,
Nagarbhavi Circle, Near Maddhuramma Temple,
Bangalore-560072,
Karnataka.
Tel# -

Dear Shridhar Shivam,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

Letter of Intent

12 November 2019

Shweta Naikodi
Dr. Ambedkar Institute of Technology
Bangalore

Dear Shweta Naikodi,

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

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in **Chennai**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

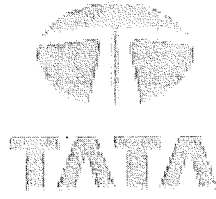
You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

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

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Associate Vice President, Recruitment



16CS134

Offer: Computer Consultancy
Ref: TCSL/CT20192625337/Bangalore
Date: 13/09/2019

Mr. Siddhartha Kumar
L5-25Road No:-1,
Agrico,
Jamshedpur-831009,
Jharkhand.
Tel# -

Dear Siddhartha Kumar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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HRD/FINALSEMTRG/2019/13524701



January 29, 2020

Soujanya K.

Dr Ambedkar Institute of Technology

Dear Soujanya,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____ between you (“**Trainee**” hereafter) and Infosys Limited (“**Infosys**” hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **February 3, 2020**
2. Duration of the program : **14 to 16 weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

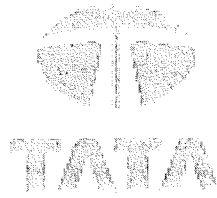
Accommodation	Provided by Infosys at no charge for the entire duration of the Program
Stipend	Rs.10,000/- per month

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee’s obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.29 18:41:27 +05:30
Reason: Internship Offer Letter
Location: Bangalore



1602137

Offer: Computer Consultancy
Ref: TCSL/CT20192754493/Bangalore
Date: 13/09/2019

Ms. Soukhya Shivanand Nayak
Chethana Ladies Hostel Bda Outer Ring Road,
Dr Ambedkar Institute Of Technology,
Bangalore-560056,
Karnataka.

Tel# 91-8310343228

Dear Soukhya Shivanand Nayak,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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HRD/FINALSEMTRG/2019/13524705



January 29, 2020

Suhas V Warad.

Dr Ambedkar Institute of Technology

Dear Suhas,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____ between you ("**Trainee**" hereafter) and Infosys Limited ("**Infosys**" hereafter), a corporation organised and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

- | | | |
|----------------------------|---|-------------------------|
| 1. Program Date | : | February 3, 2020 |
| 2. Duration of the program | : | 14 to 16 weeks |
| 3. Location | : | Mysore, India |

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by Infosys) and from Mysore upon completion of the Program. Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	Provided by Infosys at no charge for the entire duration of the Program
Stipend	Rs.10,000/- per month

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with policies of Infosys.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2020.01.29 18:41:29 +05:30
Reason: Internship Offer Letter
Location: Bangalore



16CS142

☎	+91 80 6659 8700
☎	+91 80 6696 3333
✉	info@subex.com
🌐	www.subex.com

08-Aug-2020

Aadhar No.: 858497837929

Dear **Suhel Alam**,

Many congratulations on making it happen!

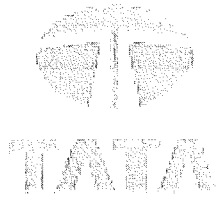
As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade T1, for an annual compensation of **INR 400,000**. 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 **03-Sep-2020**. Kindly report at the below address for your joining formalities.

Subex, RMZ Ecoworld, Outer Ring Road, Devarabisanahalli, Bangalore – 560103



1605143

Offer: Computer Consultancy
Ref: TCSL/CT20192626650/Bangalore
Date: 13/09/2019

Ms. Suma N B
4300 1st Main Road Subramanya Nagar,
Near East West School,
Bangalore-560021,
Karnataka.

Tel# 91-9916495341

Dear Suma N B,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

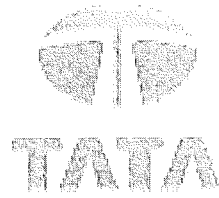
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TCS Confidential
TCSL/CT20192626650

TATA CONSULTANCY SERVICES



1605165

Offer: Computer Consultancy
Ref: TCSL/CT20192622100/Bangalore
Date: 13/09/2019

Ms. Tanvi Guru
2918/E Guru1st Main 2nd Cross 2nd Stage,
Vijayanagar,
Bangalore-560104,
Karnataka.
Tel# 91-9448492281

Dear Tanvi Guru,

Sub: Letter of Offer

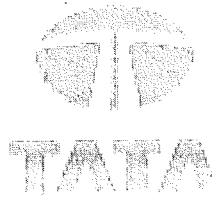
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16CS146

Offer: Computer Consultancy
Ref: TCSL/CT20192638266/Bangalore
Date: 13/09/2019

Mr. Tejas D
#404, 'Tejas' 2nd Stage, 5th Main, 12th Cross,
Mahalakshmi Puram,
Bengaluru-560086,
Karnataka.
Tel# 91-9916555231

Dear Tejas D,

Sub: Letter of Offer

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

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TCS Confidential
TCSL/CT20192638266

IDA 16CS147

Infosys®

Navigate your next

HRD/3B/20-21/1000630374

December 23, 2020

Mr. Tejas S
No.73, 2nd Cross,
Amarjyothi Nagar, Vijayanagar,
Bangalore - 560040
India

Ph: (91) 9071011832

Dear Tejas,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

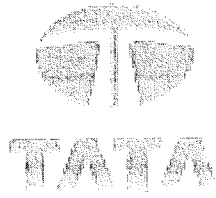
We look forward to working with you and wish you success in your career with us.

Warm regards,



RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



16CS146

16C

Offer: Computer Consultancy
Ref: TCSL/CT20192625412/Bangalore
Date: 13/09/2019

Ms. Tejashwini V
No 14, Sharma House R R Street,
Muni Reddy Palya, J C Nagar Post,
Bangalore-560006,
Karnataka.
Tel# 91-7019046626

Dear Tejashwini V,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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16 January 2020

To

Harshita V J
No. 115, Sri Lakshmi Narasimha Swamy Krupe
Sri Ramanjaneya Layout, Dasanapura
Bengaluru, KA562162

Dear Harshita:

Juniper Networks India Private Ltd. STPI Unit, a wholly-owned subsidiary of Juniper Networks, Inc. (hereinafter referred to as the "the Company"), takes pleasure in confirming you as an **Intern** with the Company by this Internship Letter ("Internship") upon the following terms and conditions:

1. Internship

Your Internship with the Company will commence from **27/01/2020** and will end on **30/06/2020**. The Company is not obliged to provide you employment in the Company after completion of your internship with the Company.

You will report directly to **Shaleen Vashisht** or such other person as the Company may designate. During your Internship, you will perform all acts, duties and obligations and comply with such orders as may be designated by the Company. Currently, the tasks expected to be performed by you are mentioned in Annexure A.

You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other internship, employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of the Company.

2. Stipend

Your gross monthly stipend will be **INR 31,800.00** which is subject to the local withholding taxes and other statutory deductions as mentioned in Annexure B. Please understand that stipend details are confidential. These details are between you and the Company. We request that stipend details not be discussed with other employees.

3. Expenses

The Company shall reimburse you in respect of (a) such expenses as may be incurred by you while engaged in the business of the Company as the Company, in its discretion, shall consider reasonable; and (b) expenses in connection with your operation of a vehicle in connection with the business of the Company, subject to your provision to the Company of proper receipts or other evidence of such expenditure, in accordance with the rules and procedures established by the Company from time to time.

4. Place of Work and Hours of Work

Your place of work will be **Bangalore, IND Elnath-Exora** However, you may be required to work at any other premises which the Company currently or may later acquire. You may also be required to travel within India and abroad for the performance of your duties. Your working hours shall be such hours as the Company may from



Juniper Networks, India Pvt. Ltd.
2nd & 3rd Floor,
Electra Exora Business Park
Marathahalli-Sarjapur Outer Ring Road
Bengaluru-560 103, India.
o +91 80 6121 0100 f +91 80 6121 0590
CIN: U72200MH2000FTC126336
Email: India-support@juniper.net

Registered Office:
Juniper Networks, India Pvt. Ltd.
Unit #103, 1st Floor, Platina
Plat # C-59, 'G' Block, Bandra Kurla Complex
Bandra East, Mumbai - 400 051, India
o +91 22 6121 3700 f +91 22 6121 3709

www.juniper.net

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Fri, 4 Oct, 2019, 1:34 PM
Subject: Mphasis-Letter Of Intent!!
To: srinidhivs28@gmail.com <srinidhivs28@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2020-1047**

Dear Srinidhi V S,

College Name: **Dr. Ambedkar Institute Of Technology, Bangalore.**

Greetings from Mphasis!!

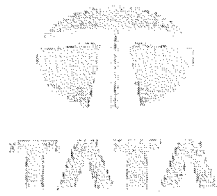
Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 250,000 /- (Rupees Two lakhs Fifty thousand only) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:



16CS153

Offer: Computer Consultancy

Ref: TCSL/CT20192648814/Bangalore

Date: 13/09/2019

Mr. Vaibhav Sunny
Dr. Ait Mens Hostel,
Nagarbhavi,
Bangalore-560056,
Karnataka.

● Tel# -

Dear Vaibhav Sunny,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

● Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

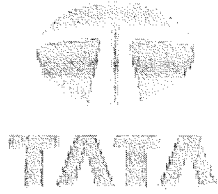
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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TCS Confidential

TCSL/CT20192648814

TATA CONSULTANCY SERVICES



16CS154

Offer: Computer Consultancy
Ref: TCSL/CT20192645255/Bangalore
Date: 13/09/2019

Mr. Vaishak K
#23-61/2Kapikad 3rd Cross,
Ullal,
Mangalore-575020,
Karnataka.

Tel# -

Dear Vaishak K,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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TCS Confidential
TCSL/CT20192645255

LETTER OF INTENT

Dear *Varun*

Dated: 17-10-2019

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as Trainee Developer with Birlasoft Ltd.

GENERAL TERMS AND CONDITIONS:

- Your CTC would be INR 3.25 lakh per annum.
- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary/Stipend.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.
- During your internship period you would be entitled for a Stipend.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

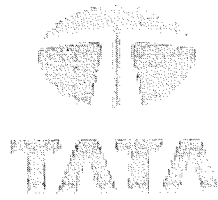
Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,

Raihan Shahzada
Raihan Shahzada
Assistant Vice President- Talent Acquisition
For Birlasoft (India) Limited

Varun Hegde
Varun Hegde



1605157

Offer: Computer Consultancy
Ref: TCSL/CT20192622754/Bangalore
Date: 13/09/2019

Mr. Vignesh Rohit Hegde
004 Ss Serenity Apartment, Near Whitefield Post Office , Whitefield Borewell Road,
Whitefield Post Office,
Bengaluru-560066,
Karnataka.

Tel# 91-9869025909

Dear Vignesh Rohit Hegde,

Sub: Letter of Offer

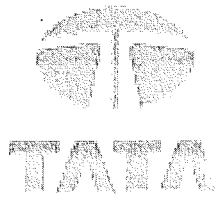
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

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16CS159

Offer: Computer Consultancy
Ref: TCSL/CT20192662008/Bangalore
Date: 13/09/2019

Mr. Vinith Kumar
Dr.Ait Men'S Hostel Outer Ring Road,
Mallathahalli,
Bangalore-560056,
Karnataka.

Tel# -

Dear Vinith Kumar,

Sub: Letter of Offer

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16CS103

Date: 31-Oct-2019

To

Yajnesh Putta
BANGALORE

Dear Yajnesh Putta,

Sub: Offer of Training and Employment

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

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

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

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

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

16CS185



+91 80 6659 8700
+91 80 6696 3333
info@subex.com
www.subex.com

08-Aug-2020

Aadhar No.: 684622336137

Dear **Abhishek Mahesh Powar**,

Many congratulations on making it happen!

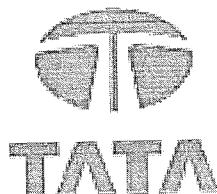
As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade T1, for an annual compensation of **INR 400,000**. 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 **03-Sep-2020**. Kindly report at the below address for your joining formalities.

Subex, RMZ Ecoworld, Outer Ring Road, Devarabisanahalli, Bangalore – 560103



Offer: Computer Consultancy
Ref: TCSL/CT20192616042/Bangalore
Date: 13/09/2019

Mr. Manoj Kumar
 No-18, 2nd Floor, Mahenakshab Apartments, Ashwathnagar 4th A Cross,
 Opp To Madina Masjid Road,
 Bengaluru-560094,
 Karnataka.
 Tel# 91-9448020185

Dear Manoj Kumar,

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.

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TCS Confidential
TCSL/CT20192616042

TATA CONSULTANCY SERVICES

1000, 10th Floor, Block 02, OPIS, 10th Floor, Bengaluru, Karnataka
 Tel: 080 24 23001 to 080 24 23004 | 0114 230 2300
 Bangalore Office: 10th Floor, 10th, 10th, Narayan Forum, 10th, 10th
 Bangalore Office: Karnataka: 1000 200 5111 Email: careers@tcs.com

ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಸಂಖ್ಯೆ: ಸಿಬ್ಬಂದಿ(ಸಿಜೆ)ಸಿಆರ್: 08/2021-22

ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಾರ್ಯಾಲಯ,
ಬೆಂಗಳೂರು ನಗರ ಜಿಲ್ಲೆ
ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 18.09.2021

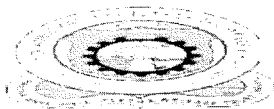
: ಅಧಿಕೃತ ಜ್ಞಾಪನ :

ವಿಷಯ: ಕರ್ನಾಟಕ ನಾಗರಿಕ ಸೇವೆಗಳು (ಅನುಕಂಪದ ಆಧಾರದ ನೇಮಕಾತಿ) ನಿಯಮಾವಳಿ 1996 ರನ್ವಯ ಶ್ರೀ ವೆಂಕಟೇಶ್ ಅನೇಕಪ್ಪ ಬೆಂಗಳೂರು ಜಿಲ್ಲೆಯ ಕುಡಿಯು ಪೂರೈಕೆ ಇಲಾಖೆ ಸುಬ್ಬೆಗೆ ನೇಮಕಾತಿ ನೇಮಕತೆ ಬಗ್ಗೆ

- ಉಲ್ಲೇಖ
1. ಸರ್ಕಾರದ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: ದಿವಂಗತ 100 ನೇಮಕತೆ 2017 ದಿನಾಂಕ: 12.09.1996 ಮತ್ತು ನಂತರದ ತಿದ್ದುಪಡಿ ಆದೇಶಗಳು
 2. ಸರ್ಕಾರದ ಅಧಿಕೃತ ಜ್ಞಾಪನ ಸಂಖ್ಯೆ: ಸಿಆಸುಇ 36 ನೇಮಕತೆ 2017 ದಿನಾಂಕ: 07.02.1997
 3. ಸರ್ಕಾರದ ಅಧಿಕೃತ ಜ್ಞಾಪನ ಸಂಖ್ಯೆ: ಸಿಆಸುಇ 14 ನೇಮಕತೆ 2017 ದಿನಾಂಕ: 21.06.2003
 4. ಸರ್ಕಾರದ ಅಧಿಕೃತ ಜ್ಞಾಪನ ಸಂಖ್ಯೆ: ಸಿಆಸುಇ 48 ನೇಮಕತೆ 2009 ದಿನಾಂಕ: 24.11.2006
 5. ಸರ್ಕಾರದ ಸುತ್ತೋಲೆ ಸಂಖ್ಯೆ: ಸಿಆಸುಇ 55 ನೇಮಕತೆ 2008 ದಿನಾಂಕ: 15.01.2009
 6. ಸರ್ಕಾರದ ಪತ್ರ ಸಂಖ್ಯೆ: ಸಿಆಸುಇ 268 ನೇಮಕತೆ 2014 ದಿನಾಂಕ: 29.10.2014
 7. ಸರ್ಕಾರದ ಸುತ್ತೋಲೆ ಸಂಖ್ಯೆ: ಸಿಆಸುಇ 81 ನೇಮಕತೆ 2017 ದಿನಾಂಕ: 27.02.2018
 8. ಪ್ರಾದೇಶಿಕ ಆಯುಕ್ತರು, ಬೆಂಗಳೂರು ವಿಭಾಗ, ಬೆಂಗಳೂರು ರವರ ಪತ್ರ ಸಂಖ್ಯೆ: ಸಿಬ್ಬಂದಿ(ಸಿಜೆ)ಸಿಆರ್: 32/20-21, ದಿನಾಂಕ: 07.09.2021

ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ದಿವಂಗತ ಶ್ರೀ ಚಂದ್ರಮೌಳೇಶ್ವರ.ಬಿ.ಕೆ, ತಹಸೀಲ್ದಾರ್ ಬಂಗಾರವೆಲೆ ತಾಲ್ಲೂಕು, ಕೋಲಾರ ಜಿಲ್ಲೆ ರವರು ಸೇವೆಯಲ್ಲಿರುವಾಗಲೇ ದಿನಾಂಕ: 09.07.2020 ರಂದು ಮೃತ ವೃತ್ತಿ, ಅವರ ವಾಗಿನಾಡ ಶ್ರೀ ವೆಂಕಟೇಶ್ ರವರು ಉಲ್ಲೇಖ(1) ಸರ್ಕಾರದ ಅಧಿಸೂಚನೆ (ಅನ್ವಯ) ಕರ್ನಾಟಕ ನಾಗರಿಕ ಸೇವೆಗಳು (ಅನುಕಂಪದ ಆಧಾರದ ನೇಮಕಾತಿ) ನಿಯಮಾವಳಿ 1996 ರ ನಿಯಮದಂತೆ ಅನುಕಂಪ ಆಧಾರದ ಮೇಲೆ ನೇಮಕಾತಿ ನೇಮಕತೆ ಸಲುವಾಗಿ ನಿಯಮಾನುಸಾರ ಪರಿಶೀಲಿಸಿ ಕ್ರಮ ತೆಗೆದುಕೊಳ್ಳಲು ಉಲ್ಲೇಖ(8) ರಂತೆ ಮುನ್ಸೂಚನೆ ಪ್ರಾದೇಶಿಕ ಆಯುಕ್ತರವರು ನಿರ್ದೇಶಿಸಲಾಗಿರುವುದು.

ನಂತರ ಮನವಿಯನ್ನು ಪರಿಶೀಲಿಸಲಾಗಿ, ದಿವಂಗತ ಶ್ರೀ ಚಂದ್ರಮೌಳೇಶ್ವರ.ಬಿ.ಕೆ, ತಹಸೀಲ್ದಾರ್ ಬಂಗಾರವೆಲೆ ತಾಲ್ಲೂಕು, ಕೋಲಾರ ಜಿಲ್ಲೆ ಇವರು ಸೇವೆಯಲ್ಲಿರುವಾಗಲೇ ದಿನಾಂಕ: 09.07.2020 ರಂದು ಮೃತವೃತ್ತಿ, ಅವರ ವಾಗಿನಾಡ ಶ್ರೀ ವೆಂಕಟೇಶ್ ರವರು ಬಿಇ ವಿಧ್ಯಾರ್ಹತೆ ಸುಂದಿದ್ದು, ನಡವಿಯವರು ನಿಗದಿತ ನಿಯಮಾನುಸಾರ ಅನುಕಂಪದ ಆಧಾರದ ಮೇಲೆ ಸರ್ಕಾರಿ ಸೌಕರಿಯ ಕೂಲಿ ಮಾನವಿ ಪಡೆದಿದ್ದು, ಅರ್ಜಿಬಾಹಿರ ಪಾರ್ಷ್ವಿಕ



Lavanya Santhosh <lavanyasanthosh.cs@drait.edu.in>

Internship offer letter

2 messages

Annapoorna B <anuchitte223@gmail.com>

Thu, Aug 11, 2022 at 4:45 PM

To: "lavanyasanthosh.cs@drait.edu.in" <lavanyasanthosh.cs@drait.edu.in>

Dear Annapoorna,

We have really enjoyed meeting you and we all agree that you would make a great new Associate Consultant Trainee at NGI Apex IT India Pvt. Ltd. You have been chosen after assessing more than 100 candidates, we would love for you to join our team! We are sure you will fit in nicely, enjoy your role and help us take our business to a whole new level.

In return, we can offer stipend, benefits, leave, and bonus details which are in the letter below

- **Role or Title:** Associate Consultant Trainee
- **Duration of internship:** 6 months
- **Stipend:** INR 25,000/- per month
- **Benefits:** PF and other benefits, as per statutory requirements
- **Performance linked bonus:** In addition to the stipend, you will be eligible for a performance-linked bonus
- **Leave:** 1 day of leave per month during your internship
- **Working Hours:** 9:30 am to 6:00 pm including 30 minutes for the lunch break (Monday to Friday)
- **Public holidays:** as declared by the company
- **Location:** Bangalore, India

Internship plan:

- Your internship will include training/orientation and focus primarily on learning and developing new skills
- You will gain a deeper understanding of concepts through hands-on application of the skills you learn
- The company will provide you with details of projects and access to the technology platform at the commencement of training

Evaluation:

- During the training/internship period your performance will be evaluated at regular intervals
- The company shall assess your progress in terms of knowledge absorbed from training, skills, attitude, conduct, and discipline periodically
- Based on your performance during the internship, you will be considered for the position of "Associate Consultant" as per company policy

Lavanya Santhosh <lavanyasanthosh.cs@drait.edu.in>

Thu, Aug 11, 2022 at 4:46 PM

To: "Asha K.N" <cuashin@gmail.com>

[Quoted text hidden]

PRIVATE AND CONFIDENTIAL

Mr. Arjun A V

#95, 5th Cross, Swathantrapalya,

Bengaluru - 560021

Ph: +91 9206892116

OFFER OF EMPLOYMENT

We refer to your application for employment and subsequent interviews you had with us.

We are pleased to offer you employment with Unisys India Private Limited, on the following terms and conditions.

COMMENCEMENT OF EMPLOYMENT

Your employment would be effective from **April 04, 2022**.

QUALIFICATION AND EXPERIENCE

Your relevant qualification and relevant experience considered for this position / job title is **BE Fresher**.

JOB TITLE

Your job title will be **Assoc Application Dev Eng**.

REMUNERATION

Your total remuneration will be **INR 715,013 /- (Seven Lakh, Fifteen Thousand Thirteen Rupees only)** per annum. A detailed break-up of the compensation will be discussed, and will be based upon Unisys segmentation between basic and non-basic compensation structure referenced below:

Basic Salary (Base Pay): INR 236,349

House Rent Allowance (HRA): INR 118,175

Bonus / Ex-gratia: INR 36,000

Special Allowance: INR 284,759

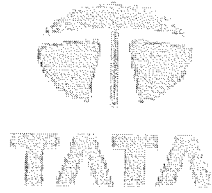
Provident Fund (Company's contribution): INR 28,362

Gratuity (Company's contribution): INR 11,368

Total Gross Compensation: INR 715,013

Additional Benefits

- *Shift Allowance upto INR 80,850/- p.a as per the company policy as applicable to your Role Code*
- *Company provided transport as per the company policy as applicable to your Role code, Work Location and Shift*
- *You will be covered under the Group Medclaim Insurance policy upto 3 lakhs of annual medical coverage for hospitalization*
- *You will be covered under the Group Term Life Program and Group Personal Accident Insurance Policy*
- *Gratuity component mentioned under retivals will be applicable as per The Payment of Gratuity Act, 1972*
- *You can choose to allocate INR 1100 towards Food coupons from your Special Allowance*
- *You can choose to allocate upto one month's Basic salary towards LTA from your Special Allowance*



IDA17CS419

Offer: Computer Consultancy
Ref: TCSL/CT20192765481/Mumbai
Date: 07/12/2021

Mr. Puttaraj C D
2510th Main Road, Hanumanthnagar,
Banashankari Stage I, Banashankari,
Bangalore-560019,
Karnataka.
Tel# 91-9686418425

Dear Puttaraj C D,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** 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 Xperience (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/CT20192765481

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Corporate Office: TCS Limited, 100th Cross, 9th Floor, Subhash Road, Banashankari, Bangalore-560075, India

Call: +91 96864 18425 | Fax: +91 96864 18426 | Email: hr@tcs.com

Registered Office: TCS Limited, 100th Cross, 9th Floor, Subhash Road, Banashankari, Bangalore-560075, India

Company No: C-1904, 20th July 1997, Bangalore

17CS425



Flexera Software India LLP
Salarpuria Tech Point
The Oasis Center 7th Floor
100 Feet Road, Srinivagilu
Ejipura Main Road
Koramangala
Bengaluru, Karnataka 560047
www.flexera.com

Private & Confidential

26 August 2021

Smitha Basavaraju
#7, 5th Main
6th Cross, Near HMR School
Jnanajyothi Nagara
Bangalore – 560056

Dear Smitha,

I am delighted to offer you the position of Associate Software Engineer with Flexera Software India LLP.

It is anticipated that you will start work with us on 02 September 2021. I would be grateful if you could confirm the date you will be able to start by 30 August 2021, so that we can start to organise your first day and your onboarding programme and finalise your employment documentation.

You will report to Hanumanthagowda Konachappali, Director, Engineering.

At Flexera we recognise that the quality and commitment of our employees is fundamental to our success and, as a result, we offer a broad range of benefits for you and your family.

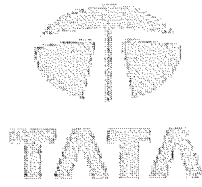
Your reward package, which is detailed in the attached Contract of Employment, has been designed to fairly remunerate you for the work you will carry out for us, and for your contribution towards the success of the Company.

This offer is made to you subject to the following conditions:

- Receipt of satisfactory references and background checks;
- The provision of relevant documents, as specified below in this letter, to the India Human Resources team;
- Completion of a six month probationary period, as described in the enclosed Contract of Employment.

Please present the original documentation to the Human Resources department on your first day (or alternatively let your Manager have sight of the original document in order that your manger may certify a copy to be sent to the India Human Resources team so that we may retain a copy on file.

Your employment with the Company will commence from your actual and effective date of joining the Company 02 September 2021 and subject to completion of all joining formalities. You will be also required to enter into the Contract of Employment with the Company on the Date of Joining. Till such



17CS419

Offer: Computer Consultancy
Ref: TCSL/CT20192765481/Mumbai
Date: 07/12/2021

Mr. Puttaraj C D
2510th Main Road, Hanumanthnagar,
Banashankari Stage I, Banashankari,
Bangalore-560019,
Karnataka.
Tel# 91-9686418425

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TCS Confidential
TCSL/CT20192765481

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Corporate Office: AT-02, F-102, Connaught Place, New Delhi-110008, India

Regional Office: 2510th Main Road, Hanumanthnagar, Bangalore-560019, Karnataka, India

Registered Office: 2510th Main Road, Hanumanthnagar, Bangalore-560019, Karnataka, India

TCS Group: www.tcs.com | TCS India: www.tcs.co.in

Employee Proprietary Information, Invention and Non-Competition Agreement

Employee name: Sudha T

Employee number: 521255

Company location: Unisys India, Bengaluru

I acknowledge that, during my employment with Unisys Corporation, I shall be in a position of confidence and trust, and shall have access to various data, developments, improvements, processes, tools, customer relationships, personnel information and other trade secrets and/or confidential information relating to the business of Unisys. I further recognize that, in providing highly specialized services for a wide variety of customers within an increasingly competitive global market, Unisys has a proprietary interest in all trade secret and other confidential information that I may acquire during the course of my employment which, if disclosed to competitors, would cause Unisys to suffer immediate and substantial injury. Thus, I recognize that it is in Unisys Corporation's legitimate business interest to restrict my use of such trade secrets and confidential or proprietary information for any purpose other than the discharge of my employment duties at Unisys, and accordingly enter into this Proprietary Information, Invention and Non-Competition Agreement (herein "Agreement").

Therefore, in consideration of my employment (it being understood that this Agreement does not itself give me rights to employment or continued employment) by Unisys Corporation or by any of its subsidiaries, including any business entity of Unisys Corporation or any of its subsidiaries (such corporation, its successors and the subsidiaries of such corporation or of its successors being hereinafter individually and collectively called "Unisys" or "the Company"), I agree as follows:

1. I will not directly or indirectly during or after the term of my employment:

(a) transfer or allow to be transferred, any information that is classified for purposes of national security, to any person, firm or organization not authorized to receive it; or

(b) transfer, or allow to be transferred, any of the Company's proprietary data or information, whether relating to products, equipment, inventions, ideas, designs, processes, research, software, customers, personnel, or otherwise, and including, without limitation, any of the Company's manufacturing, technical or scientific know-how, methodologies, customers' data, suppliers, pricing or bidding strategies, bids or proposals submitted or contemplated, customer contracts, and personnel information or practices, to any person, firm or organization not authorized by the Company to receive it, or to use any of such proprietary data or information other than for the sole benefit of the Company; or

(c) transfer, or allow to be transferred, any drawing, sketch, layout, formula, specification, report, written manufacturing, technical, or business information or the like owned by the Company, or any copy thereof, to any person, firm or organization not authorized by the Company to receive it; or

(d) transfer, or allow to be transferred, any information that is not generally known outside the Company or that is designated by the Company as "Confidential" or "Restricted Confidential" or is similarly designated, to any person, firm or organization not authorized by the Company to receive it, or to use any of such designated information other than for the sole benefit of the Company; or

(e) transfer, or allow to be transferred, any information not generally publicly known that is designated by a third party as "limited", "private", "confidential", "proprietary" or is similarly designated, that the Company is contractually or otherwise obligated to protect from unauthorized disclosure, to any person, firm or organization not authorized by the Company to receive it, or use any such third party information other than for the benefit of the Company for purposes authorized by the Company.

(f) transfer, or allow to be transferred, any information pertaining to technology that has been deemed to be "controlled technology" as defined by the United States Department of Commerce, Bureau of Export Administration (BXA).

2. I will keep myself informed of the Company's policies and procedures for safeguarding Company-controlled property, including all proprietary data and information, and will strictly comply therewith at all times. I will not, except when authorized by the Company, remove any Company-controlled property from Company premises. I will return to the Company, immediately upon termination of my employment or upon my transfer within the Company, all Company-controlled property in my possession or control. I further warrant that I shall not, as a consequence of my employment at Unisys, breach any duty not to disclose or otherwise utilize for the benefit of the Company any "proprietary", "confidential", "limited", "private" or other information of a similar type or nature from any prior employer or entity that I remain obligated to hold in confidence.

3. I will grant and do hereby grant to the Company the sole and exclusive ownership of (including the sole and exclusive right to reproduce, use or disclose for any purpose) any and all reports, articles, books, recordings, audio-visual works, drawings, blueprints, data, software, firmware, writings and technical information and copyrights in the foregoing made or prepared by me alone or with others during the term of my employment, whether or not made or prepared in the course of my employment, that relate to the Company's business or to apparatus, compositions of matter or methods pertaining to the Company's business. I acknowledge that all such materials are the property of the Company within the scope of paragraph 1(b) and 1(c) above.

4. I will advise the Company's Law Department in writing in detail of each invention, whether or not patentable, made or conceived during the term of my employment by me alone, or with others. I will assign, and do hereby assign, to the Company or to its nominee, all my right, title and interest in each invention without further consideration. During or after the term of my employment, I will execute, acknowledge and deliver such assignments, affidavits, and other instruments prepared by the Company or its nominee, and do such other things as will assist the Company, or its nominee to obtain patents on such invention in any and all countries, all without further consideration, other than reimbursement of my expenses. I acknowledge that the expenses for which I might request reimbursement from the Company be limited to mailing charges and notary fees and other such expenses authorized in writing in advance by the Company, or its nominee.

Contd/-



Bengaluru:

SEZ (Unit I), 3rd, 5th, 6th, 7th, 8th, 10th and 11th Floor, RGA Tech Park, Block - 3, Wing - B, Survey No. 31/1, Chikkakannalli Village, Varthur Hobli, Bengaluru East Taluk - 560035, Karnataka, India
SEZ (Unit II), 4th Floor and 9th Floor, RGA Tech Park, Block - 3, Wing - B, Survey No. 31/1, Chikkakannalli Village, Varthur Hobli, Bengaluru East Taluk - 560035, Karnataka, India
6th Floor, South Block, KSIDC, Plot No.: 1, 2, 3 & 4, IT/BT Park, Rajajinagar Industrial Estate, Bengaluru - 560010, Karnataka, India Tel: +91 (80) 4159 8888

Hyderabad:

SEZ (Unit I & II), 7th Floor of Block 2, DLF Cybercity, Plot No.: 129 to 132, Gachibowli, Hyderabad - 500019, India Tel: +91 (40) 6624 1000, Fax: +91 (40) 6634 1371

Mumbai:

Kailas Esplanade, No. E 102, First Floor, "E" Wing, LBS Road, Ghatkopar (West), Mumbai - 400086, Maharashtra, India