



Panchajanya Vidya Peetha Welfare Trust (Regd)

# Dr. Ambedkar Institute of Technology

An Autonomous Institution, Affiliated to Visvesvaraya Technological University, Belagavi,  
Aided by Govt. of Karnataka, Approved by All India Council for Technical Education (AICTE), New Delhi  
Accredited by NBA and NAAC with 'A' Grade

BDA Outer Ring Road, Mallathalli, Bengaluru - 560 056

Ref. No. Dr. AIT/EE/614/2022

Department of Electrical and Electronics Engineering

Date: 09.01.2022

## List of Student Placement

2020-21

Sl. No.	Name of The Student	Company Placed	CTC Per Annum
1.	Akanksha K R	Infosys	3.3lpa
2.	Akshay T	Cognizant Tecehnologies Solutions Pvt. Ltd	3.3lpa
3.	Aishwarya R	Accenture Solutions Pvt. Ltd	3.3lpa
4.	Darshan S R	Stratogent	3.3lpa
5.	Divya B Patil	Tata Consultancy Services Limited	3.3lpa
6.	Ganavi H P	Tata Consultancy Services Limited	3.3lpa
7.	Hemanthkumar S	Accenture	3.3lpa
8.	Hrishikesh S	Mindtree	3.3lpa
9.	Indira Narayan Patgar	Cognizant	401988
10.	Jayashree B	Cognizant	401988
11.	Jnanashree C	Hcl Tecehnologies	
12.	Likitha V	Infosys Limited	
13.	Mahesh D	Infosys Limited	360000
14.	Mallikarjun Dhaduti	Wipro Limited	
15.	Namratha Sadananda Hegde	Mavenir Systems Pvt. Ltd.	1257318
16.	Neha Kulsum S	Robert Bosch	
17.	Nisarga A M	Alif Semiconductor	
18.	Nitish G R	Cognizant Tecehnology Solutions India Private Limited	
19.	Omkar	Hcl Tecehnologies	365000
20.	Pragathi M	Ibm	425000
21.	Prajwal P	Cognizant Tecehnology Solutions India Private Limited	401988
22.	Praveen Kumar Kn	Juspay	700000
23.	Raksha S Honnali	Tata Consultancy Services Limited	336877
24.	Rakshitha M P	Continental Automotive Components India Pvt. Ltd.	500000
25.	Rohit	Kpit Tecehnologies Limited	336000
26.	Sansi Angeleena M	Tata Consultancy Services Limited	336000
27.	Shekshavali	Tata Consultancy Services Limited	336877

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



28.	Shylaja C D	Infosys Limited	
29.	Sujata Basavaraj Hoonalli	Continental Automotive Components India Pvt. Ltd.	600000
30.	Suma J L	Accenture Solutions Pvt. Ltd	
31.	Sushma N	Cognizant Tecehnology Solutions India Private Limited	450500
32.	T Prajwal	Robert Bosch Engineering And Business Solutions Private Limited	500000
33.	Vandana Mm	Tcs	
34.	Vinay A S	Cognizant Tecehnology Solutions India Private Limited	401988
35.	Yashaswini S	Tcs	336000
36.	Bhimashankar	Qspiders - S/W Testing Coaching	
37.	Chethan L	Continental Automotive Components India Pvt. Ltd.	
38.	Christopher Mario Rosario	Byju's Learning App	1000000
39.	Harish K L	Emertxe Information Tecehnologies (P) Ltd- Training	
40.	Harish S V	Veoneer India Private Limited	
41.	Harshitha M G	Emertxe Information Tecehnologies (P) Ltd- Training	
42.	Karthik Kumar T S	Robert Bosch Engineering And Business Solutions Private Limited	
43.	Meghashree M S	Infosys Limited	
44.	Manoj Kumar M S	Continental Automotive Components India Pvt. Ltd.	600000
45.	Nagabhooshan Mesta	Chhapolika & Company	481400
46.	Pooja V	Wipro Limited H& M	
47.	Prathaparudraswamy R	Bvg India Limited	336000
48.	R Aravind	Working Freelance	
49.	Roopesh N P	Tata Consultancy Services Limited	336000
50.	Sachin	Infosys Limited	360877
51.	Shivasharana	Gs Management	
52.	Usha	Tcs	353578
53.	Pavan Kumar	Business Internationals. Ltd.	360000
54.	Shreedhar	Tcs	353578

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

*Principal*  
**Principal**  
**Dr. Ambedkar Institute of Technology**  
**Bangalore - 560 056**





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Ref. No. 2019-20

2019/EF/604/2022

Date: 09.01.2022

Sl. No	Student Name	Company Placed	CTC Per Annum
1.	Aishwarya U Patil	Tata Consultancy Services Limited	336875
2.	Aishwarya K G	Kyndryl Solution	
3.	Akshay Gajanana Shetty	Mei Ltd, Bangalore	
4.	Amrutha S	Sv Power Control	326404
5.	Ashwini J P	Cognizant	401986
6.	B C Saraswathi	Cognizant	401986
7.	Bhavana H	Target Corporation India Pvt.Ltd.	428000
8.	Deepika V	Sonata Software Solution Ltd	350000
9.	Keerthivasan S	Prdc Private Limited	320000
10.	Kiran Mr	Zk Teceo Biometrics India Private Limited	316099
11.	Lakshmi H B	Zf India Pvt Limited	470000
12.	Madhumati K Angadi	Ntt Data Service	420000
13.	Manjunath N Karabhantanal	Kirloskar Toyota Textile Machinery Pvt Ltd	
14.	Md Ahtesham	Infosys Limited	300000
15.	Mekala Chaithra	Accenture Solution Pvt Ltd	
16.	Odhambo Steve G Odera	Pctl Automation	
17.	Pavan Devendrappa Gaded	Ibm India Pvt Ltd	425000
18.	Prabhushankar Hungund	Infosys Limited	336000
19.	Punith A J	Infosys Limited	336000
20.	Ranjitha B	Thunder Soft India Private Limited	
21.	Sachin Chikkond	Electrical Contractor Working	
22.	Savita Meti	Q-Spider Coaching Centre	
23.	Shwetha C G	Bharat Electronic Limited	
24.	Sri Latha S	Wistron India Private Limited	
25.	Tejashree N	Birla Soft Limited	
26.	Tushar T Swamy	Bharat Electronic Limited	
27.	Chaithra J	Ntt Data Service Private Limited	
28.	Hemalatha J	Huawei Technologies India Private Limited	347288
29.	Nandeesh H S	Biese Manufacturing Company Pvt. Ltd	
30.	Preethi B T	Pixel Softek Pvt Ltd.	
31.	Syed Aqib	Sutherland Global Services Private Ltd.	350000

32. Syed Salampasha Business Solution International  
Ph : 23211232, Fax : 080-23217789, E-mail : principal@drait.edu.in, Website : www.drait.edu.in



33.	Akash V M	Bharat Elecetronics Limited	133000
34.	Gagan B C	Ibibo Pvt. Ltd.(Redbus)	420000
35.	Harshitha Kp	Accenture Solutions Pvt Ltd.	472120
36.	Tanushree P	Tes	35357%
37.	Varsha R	Tes	35357%

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

  
Principal  
Dr. Ambedkar Institute of Technology  
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BDA Outer Ring Road, Mallathalli, Bengaluru - 560 056

Ref. No. 2018-19 DOA 15) EE/604) 2023

Date : 09.01.2023

Sl. No.	Student Name	Company Placed	Ctc Per Annum
1.	Bharath K	Tata Consultancy Services, Bengaluru	336000
2.	Bhoomika U P	Infosys Limited	
3.	Chaithra S	Tcs Chennai	336875
4.	Charan G	Core El Tecehnologies (I) Pvt. Ltd. Bangalore	422000
5.	Ganesha A	Ite Infoteceh	
6.	Gayathri B R	Byju,S Learning App	
7.	Hithishi	Accenture Bengaluru	
8.	Jayalakshmi B	Amazon	
9.	J M Sharath	Infosys Limited	
10.	Karthik Br	Infosys Limited	
11.	Manjesh V	Tcs Bengaluru	
12.	Manjunath	Infosys Limited	336875
13.	Mohan Kumar Hs	Tcs Bengaluru	
14.	Monica S Prakash	Studer Innotece India Pvt, Ltd.	
15.	Naveen Kumar K	Infosys Limited	
16.	Nida Shariff	Wipro Limited	336875
17.	Pallavi S	Tcs Bengaluru	
18.	Preethan Carvalho	Tcs Bengaluru	336000
19.	Priyanka R	Tcs Bengaluru	350004
20.	Sagar	Accenture	336875
21.	Sammed Suragouda Mukund	Police Department Working (Waiting Appointment Letter)	336875
22.	Sandeep K Y	Sloki Software Tecehnologies	336875
23.	Sangamdeep S D	Infosys Limited	
24.	Shreyas B H	Hero Vired Private Ltd	
25.	Sindhushree M	United Tecehnologies	240000
26.	Smitha M Sutale	Wistron India	
27.	Soudharm S Patil	Deloitte Toucha Tohmatsu India Llp	1000000
28.	Sunil Gowda S	L&T Tecehnology	
29.	Thrishul Kumar R	Girmiti Software Pvt. Ltd.	
30.	Veeraju V Hallikeri	Ola Elecetric	
31.	Vishnu Prasad	Avankia Saas, Crm. Tecehnology, Bangalore-27	300000
32.	Kiran Kumar R	Sree Siddeshwara Elecetricals	250000
33.	Kushal Babu	Wistron India	
34.	Prakash Mane	Aspirenxt Private Limited	336000
35.	Prasanth	Fretus Folks India Pvt. Ltd.	

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37.	Vinodha Hs	Kalpa Elecetrical Pvt. Ltd	296928
38.	Yathisha Hd	Wistron India	280432
39.	Harsha D.R	Tes	353578
40.	Mithun Gowda.B	L& T	700000

  
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Ref. No. Dr. AIIT/ET/604/09.01.2023

Date : 09.01.2023

2017-18

Sl. No.	Student Name	Company Placed	Ctc Per Annum
1.	Aishwarya S	Akamai Teceh	650000
2.	Amith Hathwar	Huawai Teceh	850000
3.	Chaithra K	Del Teceh	1200000
4.	Disha B	Dxc Tecehnologies	
5.	Girisha	Salaca Automation	325000
6.	Hema J	Gttc	
7.	Likhitha R	Accenture	
8.	Mohammed Haneef	Yokogawa	570000
9.	Monisha.R.M	Cognizant	
10.	Nadeem	Tcs	350000
11.	Nithin Kumar K	Accenture	650000
12.	Punith P	Tcs	350000
13.	Shlpashree S	L& T	550000
14.	Supriya R Bali	Tcs	
15.	Suresh Ekambe	Kalyani Forge Ltd	380000
16.	Yadav R		550000
17.	Divyashree Ar	Kalpa Elecetricals	
18.	Mamatha B.Padeppagol	Xboom Pvt Ltd	900000
19.	Vasu A	Thanthi Automation	350000
20.	Yogeesh Br	Windword India Ltd	3200000
21.	Gangadhar Arts	Ayana Renewable Power Pvt Ltd	400000

  
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Dr. Ambedkar Institute of Technology  
Bengaluru-560 056

  
Principal  
Dr. Ambedkar Institute of Technology  
Bangalore - 560 056



9

Ref: TCSL/CT20203313679/1418839/Bangalore

Date: 14 July 2021

MS. DIVYA B PATIL  
D/O Basavanagouda Halegoudar Goudar Oni,  
Bommanahalli, Bommanahalli,  
Karnataka-581203.  
Tel# 918310328819

**Sub: Joining Letter**

Dear Ms. Divya B Patil,

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 **29th July 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

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.





Ref: TCSL/CT20203313948/1622198/Hyderabad

Date: 15 November 2021

MS. GANAHI H P PATEL

Patel House, Haranahally, Arsikere(Tq), Hassan(D) Patel House, Haranahalli At Post, Arsikere(T),  
Haranahally, Hassan,  
Karnataka-577103.  
Tel# 57169113979235

**Sub: Joining Letter**

Dear Ms. Ganavi H P Patel,

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 **25th November 2021**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

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.



13-Apr-2022

Dear Indira Narayan Patgar,  
B.E, Electrical & Electronics Engineering  
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 16203369

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 **Engineer 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 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 **50%** 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 focuses primarily on technical skills development. You may be enrolled in either of these programs (as decided by Cognizant) and would 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.

### 3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

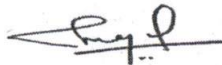
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) (If offered to you) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

**Compensation and Benefits**

**Name:** Indira Narayan Patgar

**Designation:** Engineer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



28-Apr-2021

Dear Jayashree B,  
B.Tech/B.E., Electronics and Electrical Engineering  
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15564067

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.



HCL TECHNOLOGIES LTD  
Corporate Identity Number: U74130KA1991PL0043369  
Tech Building 8th, Sankaraj Estate, Zone  
Phase No. 1A, Sarva-108, MDR 201 304, 10<sup>th</sup> cross  
T. No. 120 #125/107 F. No. 130 4883033  
Registered Office: 8th Floor, 90, Marol, Place, New Delhi-110019, India  
www.HCLTech.com  
© 2021 HCL

OFFER & APPOINTMENT LETTER

Offer Release Date: September 6, 2021

Dear Jnanashree C,  
#8, 6th cross, Vidyamanya nagar,  
Nandini layout, Bangalore-91, Bangalore,  
Karnataka, India, 560091

Dear Jnanashree C, 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 September 7, 2021 at 9:00 A.M at the following address Hubli-89 Aryabhata Tech Park, Navanagar. 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



November 2, 2021

HRD/3T/1002478708/21-22

Ms. Likitha V  
#47 6Th Cross Chamundeshwari Nagar Lager Bangalore 560058  
#47 6Th Cross Chamundeshwari Nagar Lager Bangalore 560058  
Bangalore urban-560058  
India

Ph: +91-9686234378

Dear Likitha,

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: 2021.11.02 15:33:01 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



July 27, 2021

HRD/3T/21-22/1002135920  
Mr. Mahesh Doddi  
Candidate ID: 1002135920  
Banashankari Colony  
Chitaguppa, Bidar, Karnataka  
Bidar- 585412  
Bidar  
India  
Ph: (91) 77609 14660

Dear Mahesh,

**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 **December 13, 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](mailto: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





**APPOINTMENT LETTER**

September 20, 2021

Dear Mallikarjun Dhaduti,

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 relevant criteria.

**3. Other Benefits:**

You will also be eligible for:

https://wipro.icims.com/forms?module=Forms&action=showForm&view=html&form=elite\_offer\_letter\_template&user=208753&item=515805&... 1/10

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

**4. Responsibilities:**

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities

7th February 2022

Namratha Sadananda Hegde  
#307, Chikkannikeri,  
Post:Itagi, Taluk:Siddapur,  
District: Uttara Kannada- 581322

Dear Namratha,

We are pleased to welcome you onboard with Mavenir Systems Pvt. Ltd. ("MSPL" or "Company"). You are appointed as "Graduate Engineer" on the following terms and conditions with effect from **7th February 2022**.

Service Conditions: The following terms and conditions will be applicable to this relationship.

- **Compensation & Benefits:** The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
  - ✓ Annual Fixed Salary: Cost To Company (CTC) is **INR. 12,00,000 p.a. (Rupees Twelve Lakhs Only per annum)**, subject to applicable deductions as per Income Tax rules. The remuneration shall be paid to you in accordance with the Company's normal payroll practices.
  - ✓ Annual Benefit Plan is **INR. 57,318 (Rupees Fifty Seven Thousand Three Hundred Eighteen Only)**
  - ✓ Total Cost To Company (TCTC) **INR. 12,57,318 p.a. (Rupees Twelve Lakhs Fifty Seven Thousand Three Hundred Eighteen Only)**

The detailed breakdown of your annual salary is given in Annexure 'A' of this appointment letter.

- a. Pay and Salary Review: Your salary will be reviewed periodically as per the Company policy. Changes in salary are at the discretion of the Company and will be subject to and based on effective performance and prevailing economic conditions and other relevant criteria. You will be solely liable for your personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner or that tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The breakdown of the remuneration may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability that you may face due to such revisions.
- b. You would be eligible for reimbursements as part of other allowance as per MSPL's prevailing policies. The reimbursements are subject to tax deductions as per prevailing income tax regulations.
- c. The remuneration offered to you has taken into consideration your appointment in the executive cadre of MSPL. You will, thus, not be entitled to any other payment by way of deferred wage and overtime wages.
- d. You are not entitled to payment for hours worked beyond your normal hours of work. Where overtime is required on a regular basis then payments may be made at Management discretion.
- e. The Company may, subject to applicable laws, at any time during the term of your employment deduct from your pay, including your final salary on termination, any amounts which you may owe to the Company including without limitation any overpayment (e.g. holiday pay, statutory sick pay) or loans made to you by the Company, repayment of relocation or losses suffered by the Company as a result of

Employee Signature: .....

Date: .....

Mavenir Systems Private Limited, India Offices

- ★ 7th & 8th Floor, MFAR Green Heart-Phase 4, Manyata Embassy Business Park, Outer Ring Road, Nagavara, Bengaluru - 560 045. Tel.:+91-80-3368 8200 / +91-80-3368 7800
- ★ Unit 1014/1015, Rupa Solitaire, Millennium Business Park, Mhape, Navi Mumbai - 400 710. Tel.: +91-22-6134 1700
- ★ 14th Floor, Tower-B, Building No. 5, DLF Cyber City, Gurgaon-122002. Tel: +91-012-4128101

## OFFER & APPOINTMENT LETTER

Offer Release Date: January 6, 2022

Dear **OMKAR CHALAGERI**,  
Near RTO check post sangolagi g no. 2 Aland Taluk, Aland Taluk Kalburgi,  
Karnataka, India, 585302

Dear **OMKAR CHALAGERI**, 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 **January 7, 2022** at 9:00 A.M at the following address **BangaloreSEZ-Twr4-U11-11F (ODC3,4,6),12F**. 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 3,65,000** 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.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,



October 12, 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/>

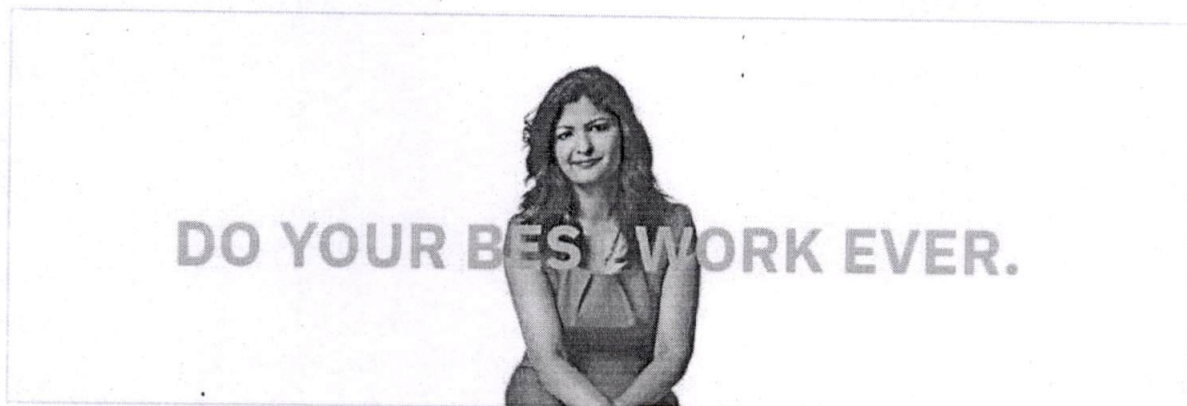
Dear Pragathi M

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.



October 12, 2021

IBM India Private Limited  
Manyata Embassy Business Park, G2  
Block, Nagwara Outer Ring Road,  
Bangalore – 560045, India. Tel :  
91-80-49139999



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory  
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

-----  
PRINTED NAME      PRAGATHI M

-----  
DATE OF JOINING      18/OCT/2021

-----  
DATE                      18/OCT/2021

-----  
VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

-----  
PRINTED NAME

-----  
DATE



IBM CONFIDENTIAL

ANNEXURE A

DATE	October 12, 2021		
NAME	Pragathi M	BAND	06G
DESIGNATION	Associate System Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.



Important Letter on Transfer / Relocation / Type of Work Assigned

Date – October 12, 2021

Dear Pragathi M,

This letter reiterates some of your obligations with respect to your employment with IBM India Pvt Ltd., and contains important information on your initial training and work assignment.

You are required to join at BANGALORE where you may be allocated to a specific training stream based on the organization's business requirements. You will undergo training at BANGALORE for a specified duration of time. You will be expected to undergo the training in any skill or technology at the discretion of the organization.

After the successful completion of the training program, you may be deployed on work and are expected to work at the allocated posting in any location across India as specified by the organization. This may be different from your joining / training location. The type of work assigned may vary from one assignment to the other.

Please also note that, your services are transferable, and you may be assigned to any office of IBM, a subsidiary, or associate company. In such case, you will be governed by the policies of that location. Any refusal to take up the specific assigned location / assignment / projects / type of work assigned to you will be viewed as a refusal to follow instructions of the Company, may result in strict action against you and could result in your termination from the services of the organization. (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

We wish you all the best for a rewarding career with IBM India. If you have any queries, please write to [eschoolhiring@in.ibm.com](mailto:eschoolhiring@in.ibm.com)

Please sign on a copy of this letter and return the same to On-Boarding coordinator, to indicate your understanding and acknowledgement of the contents of this letter Signature.

Signature.

**IBM CONFIDENTIAL**

ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : \_\_\_\_\_ Date Of Hire : \_\_\_ / \_\_\_ / \_\_\_\_\_

22-Mar-2021



Dear Prajwal P,  
B.Tech/B.E., Electronics and Electrical Engineering  
Dr. Ambedkar Institute of Technology, Bengaluru

**Candidate ID – 15564347**

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.



Offer cum Employment Agreement

December 27, 2021

Dear Praveen Kumar KN, *17EE037*

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

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

The overall CTC offered to you is INR 7,00,000 per Annum (Seven Lakhs Only). Detailed break up available in the Agreement a copy of which has been annexed as Annexure 1 hereto.

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

By accepting this Offer you are also confirming that: -

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

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

If you accept this Offer you are required to join on **December 28, 2021**. It is clarified that your joining will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. If you are unable to report on the Joining Date you are requested to inform the Company in writing of the delay.

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

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



31

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203190597/Bangalore**  
**Date: 11/08/2021**

Ms. Raksha S Honnali  
Chethana Ladies Hostel Outer Ring Road,  
Dr. Ait Campus,  
Bangalore-560056,  
Karnataka.  
Tel# 91-8277239886

Dear Raksha S Honnali,

**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/CT20203190597

1

**TATA CONSULTANCY SERVICES**

VYDEHI, RC 1 BLOCK, B2, EPIP, Whitefield, Bangalore 560 066 India  
Tel: 91 80 6724 7900 Fax: 91 80 2841 0114 Website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1 800 201 3111 Email: careers@tcs.com



Date: 13<sup>th</sup> Jan 2022

Ref. No: Continental/TCI/2022/270/172858BR

Rakshitha M P  
Bangalore

### Offer Cum Appointment Letter

Dear Ms. **Rakshitha M P**,

This is with respect to your application and the subsequent interviews you had with us. We are pleased to extend an offer of employment with Continental Automotive Components (India) Private Limited, as per the below terms and conditions

Grade : CG 8T  
Designation : Trainee (GET)  
Work Location : Bangalore  
BU : AMS VED

**1. Salary and Benefits**

Your training duration will be for a period of one year. During this training period you will be paid with an annual compensation of **INR.5,00,000 /- pa**

In addition to the above, you will be entitled to certain allowances/benefits as mentioned in the enclosed Annexure I. For details of allowances kindly refer Annexure II.

**2. Work Place**

You are initially appointed to work in our Technical Center, Bangalore. However, you are liable to be transferred to any department or establishment forming part of the Company, or associate companies or business associate anywhere in India or overseas, temporarily or permanently.

**3. Service Agreement**

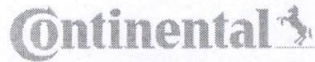
This employment offer is based on your consent to stay in service of Continental for a minimum period of 3 years, considering the substantial efforts management is offering to invest in you for your GYT program and beyond. Therefore, as a Graduate Engineer Trainee, you are required to sign a Service Agreement for 3 years with us on the date of joining. The details of the same have already been communicated to you.

**4. Working hours**

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may also be required to work in shifts as and when considered necessary by the Company.

Continental Automotive Components (India) Private Limited  
Technical Center India, Sattva South Gate Tech Park,  
Plot No 01, Veerasandra Industrial Area, Sy No. 17, 18, 19 & 20  
Hosur Main Road, Attibele Hobli, Anekal Taluk  
Bangalore 560 100

Phone +91 80 6679 1300  
Corporate Identity No.U72900KA2007PTC043146  
www.continental-corporation.com



11. You are requested to join at the below mentioned address, with the documents listed in Annexure- VI

Continental Automotive Components (India) Private Limited ,  
Technical Center India, Sattva South Gate Tech Park,  
Plot No 01, Veerasandra Industrial Area, Sy No. 17, 18, 19 & 20  
Hosur Main Road, Attibele Hobli, Anekal Taluk  
Bangalore 560 100

12. On your day of joining, you are requested to report to **Mr. Praveen Pasupathy** from HR department at 9am.  
Please carry the original documents along with an additional copy as specified in the joining checklist

13. You are requested to return duplicate copy of this letter as a token of your acceptance during the time of joining  
along with your signed copy of Annexure I, Annexure III, Annexure IV and Annexure V.

14. We are sure that our working environment will be conducive in helping you grow professionally as well as personally.  
We welcome you to the organization and look forward to a long and mutually beneficial association.

Sincerely,

**Praveen Kumar**  
Head - BU VED R&D India

**Mamta Bakshi**  
Head HR – Technical Center, India

Encl:

- Annexure I – Compensation details
- Annexure II – Details of allowances
- Annexure III – Terms and Condition of Employment in relation to Inventions made by the Employee.
- Annexure IV- Terms and conditions of Employment
- Annexure V - Code of Conduct
- Annexure VI -Joining check list

I accept the above terms and conditions.

My Joining date will be:

Signature: \_\_\_\_\_

(Rakshitha M P)



Date: 13<sup>th</sup> Jan 2022

Ref. No: Continental/TCI/2022/270/172858BR

Rakshitha M P  
Bangalore

**Offer Cum Appointment Letter**

Dear Ms. **Rakshitha M P**,

This is with respect to your application and the subsequent interviews you had with us. We are pleased to extend an offer of employment with Continental Automotive Components (India) Private Limited, as per the below terms and conditions

Grade : CG 8T  
Designation : Trainee (GET)  
Work Location : Bangalore  
BU : AMS VED

**1. Salary and Benefits**

Your training duration will be for a period of one year. During this training period you will be paid with an annual compensation of **INR 5,00,000 /- pa**

In addition to the above, you will be entitled to certain allowances/benefits as mentioned in the enclosed Annexure I. For details of allowances kindly refer Annexure II.

**2. Work Place**

You are initially appointed to work in our Technical Center, Bangalore. However, you are liable to be transferred to any department or establishment forming part of the Company, or associate companies or business associate anywhere in India or overseas, temporarily or permanently.

**3. Service Agreement**

This employment offer is based on your consent to stay in service of Continental for a minimum period of 3 years, considering the substantial efforts management is offering to invest in you for your GYT program and beyond. Therefore, as a Graduate Engineer Trainee, you are required to sign a Service Agreement for 3 years with us on the date of joining. The details of the same have already been communicated to you.

**4. Working hours**

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may also be required to work in shifts as and when considered necessary by the Company.

Continental Automotive Components (India) Private Limited  
Technical Center India, Sattva South Gate Tech Park  
Plot No 01, Veerazandra Industrial Area, Sy No. 17, 18, 19 & 20  
Hosur Main Road, Attibele Hobli, Anekal Taluk  
Bangalore 560 100

Phone +91 80 6679 1300  
Corporate Identity No. U72900KA2007PTC043146  
www.continental-corporation.com

Regd. Office: Plot No. 53B, Bommasandra Industrial Area, Hosur Road, Attibele Hobli, Anekal Taluk, Bangalore - 560 099, India

## Offer Letter and Terms of Employment

Date: 28.10.2021

Dear **Rohit A,**

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

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

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

**Your Total Target Compensation including all benefits will be Rs. 3,60,000/- (Three Lakh Sixty Thousand) per annum; upon Successful Completion of KPIT Elective (If Applicable).**

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

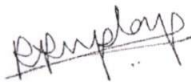
Kindly confirm your acceptance through the system generated email within 7 days from the date of this offer beyond which this offer is considered null and void. Your offer is subject to a positive background check and in case the background check comes out negative, company reserves the right to terminate your services with immediate effect.

You will be eligible for Gratuity, Medclaim and Group Personal Accident Insurance benefits as per the company policy. The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid testimonials and related joining formalities.

A new assignment, work place and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

Yours Sincerely,

For: **KPIT Technologies Limited**



**Rahul Uplap**  
**Associate Vice President**  
**Global Head - Education & Competency Development (ECoDe)**

**KPIT Technologies Limited**

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

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



35

Ref: TCSL/CT20203102307/1683964/Chennai  
Date: 09 December 2021

MS. SANSI ANGELEENA M  
582 1st Main 2nd Cross Gurumurthy Layout,  
New Swathi Lab, Kolar,  
Karnataka-563101.  
Tel# 918050087745

**Sub: Joining Letter**

Dear Ms. Sansi Angeleena M,

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 **16th December 2021** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

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.

Private and Confidential

Page | 1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO84781



36

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20229453898/Lucknow**  
**Date: 14/01/2022**

Mr. Shekshavali Khadarabasha  
Wrad No 14Ganganagar,  
Near Abubukar Majid,  
Sindhanur-584128,  
Karnataka.  
Tel# 91-7975510396

Dear Shekshavali Khadarabasha,

**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/DT20229453898

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



HRD/3T/1003206393/21-22

Ms. Shylaja Devaraju  
#17 6Th Main  
Lakshmevinagar Nandini Layout  
Bangalore-560096  
India

Ph: +91-7892845113

Dear Shylaja,

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 valid

Digitally signed by Richard Lobo  
Date: 2021.12.30 09:35:22 IST  
Reason: Digitally signed  
Location: Bangalore

Shylaja C.D.

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

*Company Confidential - This communication is confidential between you and Infosys Limited*

Date: 16<sup>th</sup> Mar 2022

Ref. No: Continental/TCI/2022

Sujata Basavaraj Hoonalli  
Bangalore

### Offer Cum Appointment Letter

Dear Ms. **Sujata Basavaraj Hoonalli**,

This is with respect to your application and the subsequent interviews you had with us. We are pleased to extend an offer of employment with Continental Automotive Components (India) Private Limited, as per the below terms and conditions

Grade : CG 8T  
Designation : Trainee (GET)  
Work Location : Bangalore  
BU : VNI CE

**1. Salary and Benefits**

Your training duration will be for a period of one year. During this training period you will be paid with an annual compensation of **INR.6,00,000 /- pa**

In addition to the above, you will be entitled to certain allowances/benefits as mentioned in the enclosed Annexure I. For details of allowances kindly refer Annexure II.

**2. Work Place**

You are initially appointed to work in our Technical Center, Bangalore. However, you are liable to be transferred to any department or establishment forming part of the Company, or associate companies or business associate anywhere in India or overseas, temporarily or permanently.

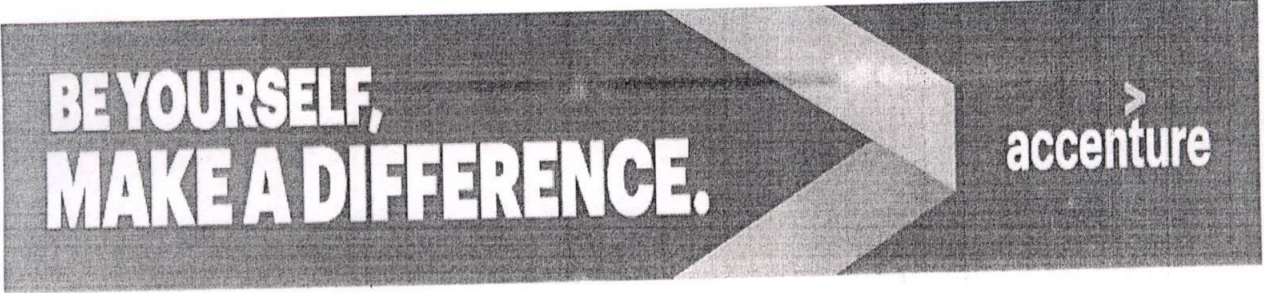
**3. Service Agreement**

This employment offer is based on your consent to stay in service of Continental for a minimum period of 3 years, considering the substantial efforts management is offering to invest in you for your GYT program and beyond. Therefore, as a Graduate Engineer Trainee, you are required to sign a Service Agreement for 3 years with us on the date of joining. The details of the same have already been communicated to you.

**4. Working hours**

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may also be required to work in shifts as and when considered necessary by the Company.

39



Strictly Private and Confidential

Date:13-Jul-2021

Suma J L  
C9752260

Laxmipura village Ranganathapura post Hiriyur taluk Chitradurga district  
7899438469

Dear Suma J L,

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-Nov-2021

Dear Sushma N,  
B.E., Electrical & Electronics Engineering  
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 18964310

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

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.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

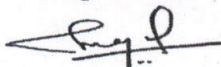
### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.**



Maya Sreekumar  
**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

## Compensation and Benefits

Name: Sushma N

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



22-Nov-2021

Dear **Sushma N.**,  
B.E., Electrical & Electronics Engineering  
Dr Ambedkar Institute of Technology, Bangalore

**Candidate ID – 18964310**

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

43



**BOSCH**

**\* Personal and Confidential \***

**Mr. T Prajwal**  
DAIT, Bangalore,  
Candidate ID:4434173

Robert Bosch Engineering  
and Business Solutions  
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/41760/2021**

**Date: 23-Dec-2021**

Dear **Mr. T Prajwal**,

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 RBEI 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.



22-Mar-2021



Dear Vinay A S,  
B.Tech/B.E., Electronics and Electrical Engineering  
Dr. Ambedkar Institute of Technology, Bengaluru

Candidate ID – 15564406

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.

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



45

Ref: TCSL/CT20203082413/1669903/Mumbai  
Date: 02 December 2021

MS. YASHASWINI S  
#4 6th Main Pipeline Road Srinivasanagar,  
Sunkudakatte, Bangalore,  
Karnataka-560091.  
Tel# 919632823929

**Sub: Joining Letter**

Dear Ms. Yashaswini S,

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 **13th December 2021**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

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.

Private and Confidential

Page | 1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO84781



## Offer Letter

Date: 18 March 2022

Dear **Christopher Mario Rosario**,

We congratulate you on the successful completion of the Fixed Term Traineeship with us. On the basis of your performance, we would like to offer you the position of **Business Development Associate - Sales** with effect from **March 21, 2022**. This role involves Direct Sales and you are expected to operate out of the specified Work Location.

### Employment Details

Department : Business Development  
Employment Type : Regular  
Designation : Business Development Associate - Sales  
Work Location : Bangalore  
Onboarding Date/Time : **Monday, March 21, 2022 (8:30 AM)**  
Reporting Location : BYJU'S, Prestige Tech Park, Venus Tower, 9th Floor, Block 2C, Outer Ring Rd, Kadubeesanahalli, Bengaluru, Karnataka 560103.

### Compensation Details

You will be offered a total compensation of INR 1000000 LPA which includes the following components:

Fixed Compensation : INR 700000  
Variable Compensation : INR 300000

Details about the Variable Compensation will be communicated to you post your joining the Company. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source (which will be governed by the taxation laws of the country)
3. Employment/Professional Taxes
4. Dues to company including loans and advances
5. Any other applicable statutory deductions

You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company and the provisions of the company's Code of Conduct, which will be mentioned in detail in the appointment letter, issued after your joining. You are requested to join the services of the Company no later than **March 21, 2022**, failing which you may consider the offer to be withdrawn.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

**To accept the offer, kindly sign the document digitally and submit.**

Best Regards,

Human Resources  
Think & Learn Pvt. Ltd.

  
Name: **Christopher Mario Rosario**

# veoneer

18-Mar-2022

Mr. Harish SV

Srinivasapura Areyuru Post  
Hebbur Tumkur, Karnataka - 20

Subject: Letter of Offer

Dear Harish SV,

With reference to your application and the subsequent interview that you have had with us, we are pleased to offer you a position of "Graduate Engineer Trainee", with initial posting at Bengaluru with the following Terms & Conditions.

1. You will be eligible for the salary and other fringe benefits as per the ANNEXURE-1.
2. The Compensation & Benefits are confidential in nature between employee and employer, under no circumstances employee is authorized to disclose their information orally or in writing to anyone unless and otherwise written approval is obtained from HR department. If any deviation to this will be viewed as violation of Veoneer ethical guidelines and will be dealt accordingly.
3. This offer is subject to you are medically found fit by the recognized Medical practitioner as advised to you in the introduction letter.
4. Your Appointment is subject to verification of correctness of Educational Qualification and authenticity of Employment certificate/s furnished to the Management after joining.
5. The formal Appointment Letter will be issued to you on your joining duty which should be not later than 21-Mar-2022.
6. Initially you will be on probation for a period of one year from the date of your joining. During probation, your employment will be subject to termination at any time by 90 days' notice given in writing by either side.

Please sign the duplicate copy of this letter and return to us as a token of your acceptance of the terms and conditions of the assignment.

We welcome you to our organization and sincerely hope that your association with the company will be of mutual benefit and satisfaction.

Yours truly,

For Veoneer India Private Limited

Navin Dhaka  
Managing Director

ACCEPTED

52

Infosys®

Navigate your next

October 21, 2021

HRD/3T/1002129274/21-22

Ms. Madhushree MS  
No. 19 6Th Cross 2Nd Main  
Magadi Main Road, Kottigepalya  
Bangalore-560091  
India

Ph: +91-8618526475

Dear Madhushree,

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: 2021.10.21 12:05:12 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



Date: 16<sup>th</sup> Mar 2022

Ref. No: Continental/TCI/2022

Manoj Kumar Kumar Ms  
Bangalore

Offer Cum Appointment Letter

Dear Mr. **Manoj Kumar Kumar Ms,**

This is with respect to your application and the subsequent interviews you had with us. We are pleased to extend an offer of employment with Continental Automotive Components (India) Private Limited, as per the below terms and conditions

Grade : CG 8T  
Designation : Trainee (GET)  
Work Location : Bangalore  
BU : VNI CE

**1. Salary and Benefits**

Your training duration will be for a period of one year. During this training period you will be paid with an annual compensation of **INR.6,00,000 /- pa**

In addition to the above, you will be entitled to certain allowances/benefits as mentioned in the enclosed Annexure I. For details of allowances kindly refer Annexure II.

**2. Work Place**

You are initially appointed to work in our Technical Center, Bangalore. However, you are liable to be transferred to any department or establishment forming part of the Company, or associate companies or business associate anywhere in India or overseas, temporarily or permanently.

**3. Service Agreement**

This employment offer is based on your consent to stay in service of Continental for a minimum period of 3 years, considering the substantial efforts management is offering to invest in you for your GYT program and beyond. Therefore, as a Graduate Engineer Trainee, you are required to sign a Service Agreement for 3 years with us on the date of joining. The details of the same have already been communicated to you.

**4. Working hours**

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may also be required to work in shifts as and when considered necessary by the Company.

# CHHAPOLIKA & COMPANY

Date: February 21<sup>st</sup>, 2022

Dear Nagabhooshan Mesta

## OFFER OF EMPLOYMENT

We are pleased to offer you employment in our Organization Chhapolika & Company (hereinafter "CC" or "The Company"), as **Software Engineer** subject to the following terms and conditions:

1. Your employment with CC will involve deputation to our Client/s, where you will render services to our client, at their premises, subject to the terms and conditions mentioned below and in accordance to the instructions received by you from us or any other authorized person and you will be bound by our rules and regulations. Further any change in rules and regulations in terms of offer letter as determined by the Company would be binding on You. Your date of Joining would be **February 21<sup>st</sup>, 2022 to June 30<sup>th</sup>, 2022**. Your annual CTC would be **Rs. 481,400/-Per Annum** (Four lakhs Eighty-One Thousand and Four hundred)

2. Your deputation to our client/s may be extended from time to time, as decided by CC for specified duration and location. During the tenure of your deputation, you will continue to be an employee of CC and your compensation and applicable allowances shall be paid by the Company.

3. You hereby agree to be liable for the following terms and conditions:

- Fully perform the services, in a professional manner, at the Client's location/s until the completion of the term of the work assignment/ deputation.
- During the term of the work assignment, you shall render services exclusively to the Client, you are deputed to and in the discharge of your duties, and you shall not have any third party obligation, whatsoever.
- During the term of your employment, you will be a whole time employee of the Company and will neither seek nor accept to be employed or engaged in any manner whatsoever, directly or indirectly with any third party either in India or abroad, in any other trade, business, profession or any other employment part time or full time anywhere, in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the Company in this respect shall be final and binding. Breach of this condition shall lead to termination of your services by the Company without any notice or compensation.
- You shall not engage in any conduct which is detrimental to the interests of the Client or CC.
- You shall not receive payments of any nature directly or indirectly from the Client unless previously agreed to by CC.
- You shall neither directly nor indirectly accept offers for employment with the Client and/or its affiliates during the period of your work assignment without prior written permission from CC.
- You shall extend all cooperation to the Client's employees, consultants, representatives, etc., and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively and efficiently discharge your work.
- You shall during the course of your employment, you can be transferred to any location within the territory of India or outside India as and when required by CC or its client for executing the services provided herein. Report and be present at the designated location during working hours and abide by the rules and regulations as required by the Client and Company.
- You shall comply with the safety, health and other rules and regulations of the client establishment and CC.

4. You agree to defend, indemnify and hold CC or its Client/s harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

5. You shall not engage in any act subversive of discipline in the course of your duty/ies for the client within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company reserves the right to initiate disciplinary action as is deemed fit against you.



## APPOINTMENT LETTER

January 11, 2022

Dear Pooja 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 relevant criteria.

### 3. Other Benefits:

You will also be eligible for:



56



## KIRLOSKAR ELECTRIC COMPANY LTD.,

KECL/HR/Offer/2022  
13<sup>th</sup> July 2022

Mr. Prathaparudraswamy R  
S/O Rudresh  
Irakasandra, AT Post, Gubbi Taluk  
Chelur, Tumkur  
Karnataka- 572117.

Dear Mr. Pratap,

Sub.: Appointment as Graduate Engineer Trainee

We refer to your application dated 25<sup>th</sup> June 2022 and subsequent discussion you had with us on the subject. We are pleased to appoint you as a Graduate Engineer Trainee in our organization on the terms and conditions as detailed below.

- a) The training period will be of 12 months from the date of your joining.
- b) You will be trained at our **Engineering Department - Govenahalli Unit-1**. You are liable to be transferred to any other department/ Branch/ establishment within the Company during the period of training.
- c) Your training will include, interalia, induction training and on the job training. The training will include training at one or more of our manufacturing units or branch marketing offices, at the sole discretion of the Management. Requests for change of posting will not be entertained at any cost.
- d) A consolidated stipend of **Rs.23,000/-** (Twenty Three Thousand rupees only) per month will be paid to you during the training period.
- e) Your performance, conduct, attitude and maintenance of discipline, will be continuously monitored during the period of your training and if at any time during this training period, it is found that your performance on any of the above criteria is unsatisfactory, the management may discontinue your training without any notice or without any compensation.
- f) You will be eligible for leave as per the leave policy which is in force .The eligibility to avail of the leave is established after completion of three months of training. You can avail of leave only after prior approval of your supervisory officer.

1



# KIRLOSKAR ELECTRIC COMPANY LTD.,

Mr. Prataparudraswamy R

At the time of reporting, please bring the following documents:

1. SSLC Marks card or any other certificate as proof of age (original with a copy thereof),
2. Education Certificate/Marks Card (original with a copy thereof),
3. Original medical fitness certificate issued by a Registered Medical Practitioner, not below the rank of District Medical Officer.
4. Any other documents mentioned by you in your application/individual information proforma,
5. Three passport size photographs.
6. Pan Card Copy
7. Reliving orders of the previous company if worked.

We look forward to a rewarding association with you.

Yours faithfully,

For KIRLOSKAR ELECTRIC CO.LTD

Authorized Signatory

The above terms and conditions are acceptable to me and I agree to abide by them.

Place:

(Prataparudraswamy R)

Date:

3



59

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20229731948/Ahmedabad**  
**Date: 16/02/2022**

Mr. Roopesh Np  
#31/11, Magadi Road Police Colony 2nd Cross,  
Near Gt Mall,  
Bengaluru-560023,  
Karnataka.  
Tel# 91-9663960432

Dear Roopesh Np,

**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/DT20229731948

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

5<sup>th</sup> & 6<sup>th</sup> Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 400 009 India  
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 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

November 16, 2021

HRD/3T/1002081521/21-22

Mr. Sachin Kupendra Sarwad  
House No:- 296 Gda Colony Shahabazar Gulbarga 585101  
Dr Ait Men'S Hostel Banglore  
Kalaburagi-560056  
India

Ph: +91-9620254926

Dear Sachin,

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: 2021.11.16 17:25:11 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

28-Jan-2020

Dear Ashwini J P,  
B.Tech/B.E., Electronics and Electrical Engineering  
Dr. Ambedkar Institute Of Tech.

IDA16EE008



Candidate ID – 14049332

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:

## Annexure A

**Name:** Ashwini J P **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	<b>Annual Gross Compensation</b>		<b>355,500</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>378,000</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	<b>Annual Total Remuneration</b>		<b>401,986</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

# Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

\* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

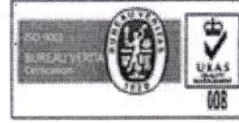
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

\*\*\* **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be



SONATA SOFTWARE SOLUTIONS LIMITED



Ref: SSSL/HR /APPT

12-03-2021

DEEPIKA V

IDAIGEEDG.

Deepika V D/o Varadaraj K, Subhash Nagar, 3rd Cross, Left Side

Hosamane, Bhadravathi

Shimogga - 577301,

KARNATAKA, India

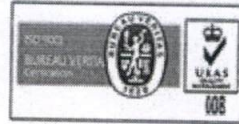
Dear DEEPIKA

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

1. **Designation:** Trainee Systems Analyst
2. **Grade:** ETG
3. **Date of Commencement:** 16-MAR-2021
4. **Salary:** Your starting salary will be Rs. 3 lakhs per annum for the first six months after joining the company, as per the Annexure A. From the seventh month onwards in the Company, the salary will be revised to Rs. 3.5 lakhs per annum as per the Annexure B.
5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.
6. You will be governed by the Leave Rules of the Company.
7. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.
8. The above agreement has to be executed at the time of joining the Company and should have to be guaranteed by a surety, preferably your parent.
9. Should you leave the employment during this period of two years, you are liable to compensate the Company, an amount as per the clause VIII(c) of the Trainee Service Agreement.
10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.
11. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.



SONATA SOFTWARE SOLUTIONS LIMITED



**CMMI DEV/5**  
Exp. 2019-04-18 / Approval #22057

(ii) You shall abide by the Rules and Regulations applicable to you, which are in force as may be framed and / or amended from time to time. Your hours of work and attendance shall be regulated as per duties entrusted to you from time to time.

(iii) You shall keep the terms of your employment confidential. You shall keep us informed of any change in your present residential address, contact numbers, your civil status, and academic / professional qualifications

(iv) Please note that the communication forwarded to you at your present address as given by you in your application form shall be deemed to have been correctly served unless any change in address is duly communicated in writing.

(v) You are required to undergo a medical examination by a Registered Medical Practitioner and the report would need to be filled as per the enclosed format. This offer is subject to you being found medically fit. However, the Company reserves the right to send you for a medical check up at any time during your employment.

(vi) If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed any relevant material facts, your employment is liable to be terminated any time without any notice or compensation in lieu thereof.

18. The Company reserves the right to review and modify or cancel the terms of employment when deemed necessary.

Looking forward to a long and fruitful association with you.

Yours very truly,  
For SonataOne,

**Minar R Mankame**

**Senior Manager - HR**

I agree with the above terms and conditions.

Signature : \_\_\_\_\_

Date : 12-03-2021

Encl:

- Annexure A - Salary for the first 6 months.
- Annexure B - Salary from the 7th month onwards.
- Checklist of Documents for Joining.
- Medical Examination Report format.



80



October 7, 2020

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 Pavan Devendrappa Gaded

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate - Technical Engineer, in band 04G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise - you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

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.





October 7, 2020

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Tel : 91-80-49139999  
<http://www-07.ibm.com/in/careers/>

Dear Pavan Devendrappa Gaded

We are pleased to offer you the position of Associate – Technical Engineer, in band 04G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e October 21, 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.

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

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to Building # 3, IBM India Private Limited, Mindspace, Hitech City, Madhapur, Hyderabad, Telangana, 500081. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have any questions about your first day start paperwork, please send an email to [pronboar@in.ibm.com](mailto:pronboar@in.ibm.com).

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self-photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not



IBM CONFIDENTIAL

ANNEXURE A

DATE	October 7, 2020		
NAME	Pavan Devendrappa Gaded	BAND	04G
DESIGNATION	Associate – Technical Engineer	LOCATION	Hyderabad
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory  
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

-----  
PRINTED NAME

-----  
DATE OF JOINING

-----  
DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

-----  
PRINTED NAME

-----  
DATE



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20192650659/Bangalore**  
**Date: 13/09/2019**

Ms. Aishwarya U Patil  
L.I.G -21,K.H.B Colony, GulbargaK.H.B Colony,  
K.H.B Colony,  
Gulbarga-585102,  
Karnataka.  
Tel# -9731773979

Dear Aishwarya U Patil,

**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/CT20192650659

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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

66



October 9, 2020

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/>

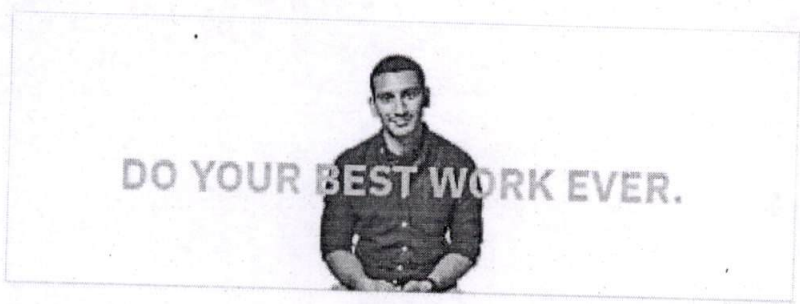
Dear Aishwarya K G

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate - Technical Engineer, in band O4G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.


At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise - you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

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.

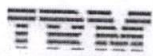



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October 9, 2020

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 Aishwarya K G

We are pleased to offer you the position of Associate - Technical Engineer, in band O4G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

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- On your first day of employment, please report at 9:00 am to Building # 3, IBM India Private Limited, Mindspace, Hitech City, Madhapur, Hyderabad, Telangana, 500081. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have any questions about your first day start paperwork, please send an email to [pronboar@in.ibm.com](mailto:pronboar@in.ibm.com).

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self-photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not

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68

Ref: SVPC/HR/JUN 21-22/83

Ms. AMRUTHA S

Bangalore

## LETTER OF EMPLOYMENT

Dear AMRUTHA S,

We have pleasure in offering an appointment as **DESIGN ENGINEER** with **SV Power Controls ("SVPC")** as per the terms of reference given below. Your appointment will be effective from) **09-04-2021**.

The terms of your appointment are as follows:

### **1. APPOINTMENT AND POSTING:**

- a) In accordance to this Employment Agreement, you shall be on probation for the first period of three months from the date of joining the service. Unless your services are confirmed in writing, you will be treated on probation. At discretion of SVPC, the probation period may be extended. During this period the company reserves the right to terminate your services without notice or any compensation in lieu of notice.
- b) The Company reserves the right to depute / second / transfer your services to any office and/or in any other department to the Company within our outside place of your work (Bangalore) for the purpose of carrying out your duties.
- c) SVPC is entitled to loan your services to any other company in which it may be or become interested in any manner whether directly or indirectly or in other firm or company which is or may be an affiliate, associate or subsidiary of SVPC or company which is in business contract with SVPC



If any term or provision of this appointment letter or any application thereof is declared or held invalid, illegal or enforceable, in whole or in part, whether generally or in any particular jurisdiction, such provision shall be deemed amended to the extent, but only to the extent necessary to cure such invalidity, illegality or enforceability, and the validity, legality and enforceability of the remaining provisions, both generally and in every other jurisdiction, shall not in any way be affected or impaired thereby.

We enclose this letter in duplicate, and would be obliged if you kindly return to us within seven days the duplicate duly signed and dated by you as acceptance of the aforesaid terms and conditions of employment.

Please note that once accepted you are bound by all the above terms and conditions of contract.

**For SV Power Controls**

**Authorized Signature**

<b>ANNEXURE-1</b>			
<b>Details of Monthly and Annual Compensation Package</b>			
	Name	<b>AMRUTHA S</b>	
	Designation	<b>Design Engineer</b>	
	Place of posting	<b>Bangalore</b>	
	Date of joining on or before	<b>09 APRIL 2021</b>	
A	<b>Monthly Emoluments</b>	<b>Monthly</b>	<b>Annual</b>
		(Rupees)	(Rupees)
	Basic Salary inclusive of DA	12,500	1,50,000
	House Rent Allowance	10,000	1,20,000
	Conveyance Allowance	2,000	24,000
	Medical Allowance	1,200	14,400
	Special Allowance		0
	<b>Total (A) -Fixed Pay</b>	<b>25,700</b>	<b>3,08,400</b>
B	<b>Statutory Components</b>		
	Employer's PF Contribution 12%	1500	18,000
	Employer's ESI Contribution (3.25%)	0	0
	<b>Total (B)-Statutory Contributions - Employee</b>	<b>1,500</b>	<b>18,000</b>
	<b>Deductions</b>		
	Employee contribution towards PF (12%)	1500	18,000
	Employee contribution towards ESI (0.75%)	0	0
	Professional Tax	200	2400
	<b>Total</b>	<b>1,700</b>	<b>20,400</b>
	<b>Net Fixed Pay (Excluding Income Tax Deductions)</b>	<b>24,000</b>	<b>2,88,000</b>
C	<b>Variable Pay</b>		
	Performance Bonus		
	<b>Total (C) - Variable Pay</b>	<b>0</b>	<b>0</b>
	<b>Total - Cost to Company (CTC) (A+B)</b>	<b>27,200</b>	<b>3,26,404</b>

For SV Power Controls

Human Resource

28-Jan-2020

Dear B C Saraswathi,  
B.Tech/B.E., Electronics and Electrical Engineering  
Dr. Ambedkar Institute Of Tech.



Candidate ID – 14049328

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:

## Annexure A

Name: B C Saraswathi

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	<b>Annual Gross Compensation</b>		<b>355,500</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>378,000</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	<b>Annual Total Remuneration</b>		<b>401,986</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

# Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

\* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

\*\*\* **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be



**TARGET.**

**Privileged and Confidential**

23 September 2021

Bhavana H  
Navodaya nilaya, Gandhi layout, 3rd cross, Hiriyr, Hiriyr- 577598, Karnataka

Dear **Bhavana H**

**Letter of Employment**

1. Welcome to Target Corporation India Private Limited ('Target India/ Company'). I am pleased to confirm the following terms and conditions of your employment at Target India:

- |                                     |                                   |
|-------------------------------------|-----------------------------------|
| (a) Designation                     | Lead Specialist Assets Management |
| (b) Level                           | 3                                 |
| (c) Date of Joining                 | 04/10/2021                        |
| (d) Location                        | Bangalore                         |
| (e) Projected Cost To Company (CTC) | Rs.428,000- pa                    |
| (f) Fixed Compensation              | Rs.400,000- pa                    |
| (g) Short Term Incentive Plan       | STI Payout at Goal - Rs. 28,000/- |

**2. Compensation and benefits**

Your projected gross annual compensation, on a Cost to Company Basis (CTC) is Rs. 428,000 /- based on the following:

- Your **Total Fixed Compensation** is Rs. **400,000/-**
- 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.
- 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.
- Your Short Term Incentive (STI) Plan percent for the current fiscal year is **7%** (Rs. **28,000/-**) of Total Fixed Compensation. 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.
- STI for the current fiscal year will be pro-rated based on your actual Date of Joining.
- To be eligible to receive the STI payout you must be employed by Target India on the date of payment of the STI. 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.

Your gross compensation will be subject to applicable deduction of taxes at source in compliance with prevailing income tax regulations, and other statutory deductions. The detailed break-up of the compensation offered to you is outlined in **Annexure 'A'** to this letter.

Target India's compensation programs are industry competitive and are designed to reward and recognize performance. As a Target India team member, you will receive regular reviews and may receive a base pay increase based on your performance. Please note that as a new hire at Target India, your eligibility for incentives will be pro-rated based on your date of joining the Company. If you have joined Target India on or after November 1, 2021 you will not be eligible for incentives payable at the end of March 2022.

**Target Corporation India Private Limited**  
CIN: U72900KA2004PTC033455

### 10. Confidentiality of employment terms

At Target, any information that is not made available to the public is considered confidential. All team members play a role in protecting our confidential information by controlling how it is used, stored and communicated. It is important to remember that team member information is considered confidential.

The information contained in this letter of appointment is Personal & Confidential. Personal information, such as your salary and benefits, should not be shared with other team members, except your direct supervisor.

### 11. Intellectual property

Inventions, discoveries, works of authorship, trade secrets and other proprietary materials created during the employment relationship – or that arise out of team member work or are created using Target India time, materials or assets – are owned by Target India. Target India team members will cooperate with Target India in documenting and perfecting Target India ownership of all such proprietary materials.

### 12. Full time employment

We are pleased to welcome you as a full time team member. As we embark on this new employment relationship together, we require that you do not undertake any other employment, whether full-time or part-time, as an employee of any other organization/entity engaged in any form of business activity without prior and written consent of Target India.

### 13. Entire Agreement

This employment letter, including all exhibits, schedules, and other attachments to this employment letter as well as documents specifically referenced in this employment letter, constitutes the entire expression of the parties' agreement with regard to the subject matter of this employment. All prior and contemporaneous negotiations, offers and agreements between the parties with regard to the subject matter of this employment are expressly superseded by this employment letter.

If you have any questions regarding this letter or of any aspect of your employment please contact Human Resources.

Thank you for your decision to join Target. I welcome you to the team and take this opportunity to wish you a long and successful career as a Target Team Member.

Sincerely,

ARUN ARVIND  
KULKARNI

Digitally signed by  
ARUN ARVIND  
KULKARNI  
Date: 2021.09.29  
14:23:29 +05'30'

Arun Kulkarni

Director Human Resources, Target India

By signing this contract, I understand and agree to the terms of this letter and agree to abide by all prevailing Target India policies and procedures and that Target India reserves the right to unilaterally change such policies and procedures from time to time and I shall continue to be bound by these changes.

Accepted, Bhavana. H

Bhavana. H (Sep 29, 2021 22:04 GMT+5.5)

Candidate: Bhavana H

Employee ID: 0075885078

Target Corporation India Private Limited

CIN: U72900KA2004PTC033455

Registered Office: C2 – Manyata Embassy Business Park, SEZ Unit, Outer ring road, Rachenahalli & Nagwara Village, Bengaluru, Karnataka 560045.  
Tel: +91 80 4673 4000 Fax: +91 80 4673 4100 website: www.target.com

Annexure 'A'

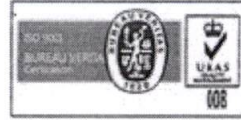
COMPENSATION BREAKUP

<b>Name</b>	Bhavana H	<b>Total Projected CTC*</b>	428,000
<b>Designation</b>	Lead Specialist Assets Management	<b>Total Fixed Compensation</b>	400,000
<b>Effective Date</b>	04/10/2021		
<b>Level</b>	3		
		<b>Annual</b>	<b>Monthly</b>
<b>Fixed Compensation</b>			
Basic		160,000	13,333
House Rent Allowance		64,000	5,333
Special Allowance		156,800	13,067
Provident Fund <sup>∇</sup>		19,200	1,600
<b>Short Term Incentive Plan</b>			
STI Payout at Goal		28,000	
<p>*Special Allowance includes the following flexible benefit component to assist in planning your taxes:</p> <ul style="list-style-type: none"> <li>• Leave Travel Allowance (LTA) based on actual spent or up to INR 50,000 as defined by LTA policy and twice in a block of four years.</li> </ul> <p><sup>∇</sup> 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.</p> <ul style="list-style-type: none"> <li>- 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.</li> <li>- 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.</li> </ul>			

\* Subject to Target India Company policies.



SONATA SOFTWARE SOLUTIONS LIMITED



CMMIDEV/5<sup>SM</sup>  
Exp. 2017-04-18 / Approval #22387

**ANNEXURE A**

<b>Monthly Benefits (Figures in Rs.) - A</b>	<i>Figures in Rs.</i>
Basic	15000
HRA	7500
Supplementary Allowance	75
<b>Total Monthly</b>	<b>22575</b>
<b>Annual Retirement Benefits - B</b>	
Provident Fund (Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
<b>Total Retirement Benefits p.a.</b>	<b>29106</b>
<b>Cost To Company - CTC - C - (A*12+B)</b>	<b>300000</b>
<b>Other Benefits - D</b>	
Hospitalization & Personal Accident Insurance Premium (Refer Note No.2)	<b>6774</b>
<b>Total Cost to Company - TCC - (C+D)</b>	<b>306774</b>

1. This is the Employer's contribution towards Provident Fund. It is calculated at 12% of the of the Basic salary. There will be an equal deduction of monthly PF amount from the employee's side as per the Employee Provident Fund Organisation rule. This is a savings scheme for employees mandated by the government.
2. Hospitalization Insurance Cover of Rs. 2 Lakhs p.a under the family floater cover (for Employee, spouse and children)



Ref: PRDC/OFFER/2020-21

Date: 29<sup>th</sup> March 2021**Dear Keerthivasan****Congratulations!**

Welcome to the PRDC family.

PRDC provides better career opportunity and growth for PRDCians and we sincerely believe that you will also grow with our company and build a successful profession


We are delighted to inform that you have been chosen to be a part of our team. We are pleased to offer you the position of **Engineer** on the following terms and conditions;

- 1) It has been decided to offer you the Annual CTC of Rs. **3, 20, 000 (Rupees Three lakhs and Twenty Thousand only)**. The detailed compensation stack is attached with this letter.
- 2) **Your joining date will be on Thursday, 1<sup>st</sup> April 2021.**
- 3) You will be on probation for **12 months** from the date of joining which may be extended at the discretion of the company.
- 4) You will sign a Service agreement with us for a period of **30 months** which includes your training period.
- 5) In order to comply with the company's Policy and procedure, please bring the following originals along with a set of photo copies at the time of joining for verification;
  - ✓ Completed Educational and Professional certificates (Original with photo copy)
  - ✓ Two reference letters from your college (Professors / Lecturers)
  - ✓ Relieving letter / Experience letter from pervious employers, if any
  - ✓ Personal documents like Aadhar, Pan, DL, Voter ID, Address proof
  - ✓ Your current / previous PF & ESI account details and related documents, if any
  - ✓ 6 Passport size photos

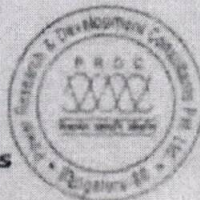
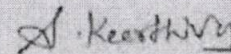
The other terms of the organization will be indicated in detail in the letter of appointment.

We are confident that you will build a long term association with us which would be memorable & mutually rewarding.

With Regards,  
**for Power Research & Development Consultants Private Limited,**



**Mamatha Nagaraja**  
 Director, Human Resources

**I agree**

Enclosed: Annexure - Compensation stack



To,

Kiran M R

S/O Ramesh M O, Matthodu, Madadakere, Hosadurga,  
Chitradurga, Karnataka - 577527

11 March 2022

Sub: Offer of appointment in ZKTeco Biometrics India Pvt ltd

We thank you for your career interest in our organization. It was a pleasure interacting with you during selection process and we are pleased to invite you on to the ZKTeco Family. On behalf of ZKTeco Biometrics India Pvt ltd we are pleased to offer you the designation of "Java Trainee" reporting Mr. Vinod Choudhari of Java Department, R&D. Your joining date will be "14 March 2022" and this offer is valid subject to you joining us on or before "14 March 2022" Your duties and responsibilities were discussed during your interview and the JD that was shared.

This letter confirms our offer of employment and supersedes all other prior correspondence. Please note that this offer is contingent upon satisfactory review of your reference checks and the certification of all relevant academic and professional credentials. Your employment is contingent upon your medical fitness and the submission of your medical test certificate as per company policy. The offer will be regularized subject to you being found medically fit.

As part of your employment, you would also have an opportunity to work on various assignments in and outside India at locations specified by ZKTeco, which may include client sites or sites specified by ZKTeco clients.

Your place of work will be "Bangalore" ZKTeco reserves its right to transfer you to any place or its subsidiary, any other unit / division / department of the Company or associate company. During such transfer (if any), you shall abide by the rules and regulations pertaining to that company.

Your annual CTC for this designation will be **Rs." 3,16,099" PA (Rupees Three Lakhs Sixteen Thousand Ninety-Nine Only)**; it will include allowances and statutory benefits and will be structured in accordance with the Company's policy and will be subject to applicable taxes.

1. Your salary structure will include basic pay, house rent allowance and flexible benefits package.
2. You and your family will be entitled to comprehensive health insurance coverage of up to Rs. 3,00,000/- (Rupees Three lacs only) "for Self, Spouse and dependent parents" on successfully completing your probation period with the organization. Subject to change as per management decision.



To  
Kiran M R

11 March 2022

**Annexure A**

<b>Components</b>	<b>Monthly</b>	<b>Annual</b>
Basic	₹ 14,025	₹ 168,300
House Rent Allowance	₹ 8,791	₹ 105,489
Medical Allowance	₹ 0	₹ 0
Conveyance Allowance	₹ 0	₹ 0
Bonus	₹ 1,168	₹ 14,019
Telecom Allowance	₹ 0	₹ 0
<b>Gross Salary</b>	<b>₹ 23,984</b>	<b>₹ 287,808</b>
<b>Statutory Benefits</b>		
Employer PF Contribution	₹ 1,683	₹ 20,196
Gratuity	₹ 675	₹ 8,095
Employer ESIC Contribution (If Applicable)	₹ 0	₹ 0
<b>CTC</b>	<b>₹ 26,342</b>	<b>₹ 316,099</b>

**Note:**

a) Taxes are applicable as per statutory rules.

**For ZKTeco Biometrics India Pvt Ltd.**

**Authorized Signatory**



ZF confidential  
Page 11

Private &amp; Confidential

To,

Ms. Lakshmi H B  
Bangalore

Human Resources  
ZF India Pvt. Ltd.  
Reference No: 16734  
Date: May 28<sup>th</sup>, 2021

Subject: Offer of Employment

Dear Lakshmi H B,

Congratulations!

You would be pleased to know that subsequent to your application and interviews you had with us, we are offering you the position of **Engineer** at the **ZF, India Pvt Limited, Hyderabad**, subject to the following:

1. We would look forward to onboard you on or before **June 7<sup>th</sup>, 2021** unless a revised date has been agreed between yourself and the Company. This offer is valid only for 7 days from the date of receipt therefore you are required to acknowledge your acceptance by signing and returning the duplicate copy of this letter at the earliest. In case you fail to join the company on the above-mentioned date the stated offer stands withdrawn.
2. Upon joining, your compensation for your position is described in **Annexure I**.
3. You would be on probation period for first 6 Months from your Date of joining, based on your satisfactory performance letter of confirmation will be issued. During the probation period, either party may feel free to terminate the employment agreement by providing the other party one month notice in writing or payment in lieu thereof.
4. Post completion of probation period, your contract of employment is liable to be terminated on either side, by three months' notice in writing or three month's salary in lieu of such notice.
5. As per Company Policy, age of retirement is 60 years.
6. Your employment will be governed by the terms and conditions detailed in **Annexure II** hereto
7. This offer is being made in good faith based on the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks. In case of any discrepancies it can result into withdrawal/cancellation of this offer or employment at any time with immediate effect.

**ZF India Private Limited**

Registered Office:  
B-39, MIDC - Chakan Industrial Area, Phase II,  
Vasuli, Tal: Khed, Pune - 410501  
Tel: +91 2135 624 700, Fax: +91 2135 624 701

CIN: U71499PN2007FTC130669  
www.zf.com

**ZF India Private Limited**

Technical Centre India (TCI)

**Unit 1:** Survey No: 115/1/1 SE2, Aster Building, Nanakramguda Village,  
Serilingampally Mandal, Rangareddy District, Hyderabad - 500039, Telangana.

**Unit 2:** Tower 3, 2nd & 3rd floor, Laxmi Srikalah, NITIS SE2, Sy No - 1071P,  
Kotapet Village, Serilingampally Mandal, Rangareddy District, Hyderabad - 500039, Telangana.

**Unit 3:** 2nd Floor, Tower 6, Phoenix Tech Zone, Survey No 115/2K, Nanakramguda Village,  
Serilingampally Mandal, Rangareddy District, Hyderabad - 500032, Telangana.

ZF confidential  
Page 12

8. You shall keep the contents of this offer confidential.
9. You are requested to report at the following address by 9.00am. Please contact **Jaiprakash Uttla** on **+919848919392** to complete the joining formalities. Please bring along all the documents listed in **Annexure III**.

For any queries with regard to offer letter, feel free to contact **Mr. Satti Satishkumar** on **satishkumar.satti@zf.com** and the undersigned **Devanand Chavan** Head of Recruiting Centre on **devanand.chavan@zf.com**.

We take pleasure in welcoming you to our organization and looking forward to a long association with the Company.

With warm regards,

For ZF India Pvt. Ltd.,

Entity Head HR

Head of Recruiting centre, India

Enclosures:

- Annexure I** - Compensation Details & Allowances
- Annexure II** - Terms and Condition of Employment
- Annexure III** -Joining Check List

**NTT DATA Information Processing Services Private Limited**

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



**Date: February 28,2022**

**MADHUMATI K ANGADI  
BANGALORE  
INDIA**

**LETTER OF APPOINTMENT**

Dear MADHUMATI,

Congratulations! We have pleasure in making an offer to you for the post of **Info Technology Sr. Associate-BANGALORE**. We expect you to join the company on or before **March 04,2022**. You will be a part of the NTT DATA Information Processing Services Private Limited, ("NTT DATA") legal entity.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best work environment and facilities that allows them to deliver results to their full potential. You can look forward to the same when you join us!

The other terms & conditions of your service are attached in the annexures.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential

Please sign the duplicate copy of this letter and return it to us as a token of your acceptance of the terms and conditions of employment offered to you. You can hand this over to the relevant authority on the day of joining.

Regards,

**BHARATHI RAJA**



Confidential

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CIN: U72900KA2011PTC060769 | [www.nttdataservices.com](http://www.nttdataservices.com)

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

## Annexure - A

Compensation and Benefits			
Name	MADHUMATI K ANGADI		
Designation	Info Technology Sr. Associate	Grade	5
Joining Date	March 04,2022	Location	BANGALORE
Fixed Compensation (A)			
Group 1	Monthly (₹)	Annual (₹)	
Basic Salary	₹ 11,667	₹ 140,000	
Group 2 (Allowances)			
The Flexible Compensation Plan (FCP) includes:			
. House Rent Allowance	₹ 15,539	₹ 186,469	
. Leave Travel Allowance			
. Children Education Allowance			
. Children Hostel Allowance			
. Professional Development Allowance			
. Meal Pass			
. National Pension Scheme			
. Fuel & Maintenance*			
. Special Allowance			
Group 3 (Retirals)			
Provident Fund (12% of Basic Salary) Employer's Contribution	₹ 1,400	₹ 16,800	
Gratuity (4.8% of Basic Salary as per the provisions of the payment of Gratuity Act 1972).	₹ 561	₹ 6,731	
<b>Total Fixed Compensation (Group 1 +Group 2+Group 3)</b>	<b>₹ 29,167</b>	<b>₹ 350,000</b>	
Variable Compensation (B)		PEP	
Annual potential discretionary variable incentive**	Min	Maximum	
	0%	11.00%	
	₹ -	₹ 38,500	
Annual earning potential including fixed compensation	₹ 350,000	₹ 388,500	
Additional Benefits (C)			
Employer Contribution towards Employee Health Insurance (GMC)***	₹	8,000	
Remote working allowance****	₹	24,000	
<b>Annual total benefits Cost</b>	₹	<b>32,000</b>	
<b>Total Compensation (Maximum cost to the company)</b>	₹	<b>420,500</b>	

\* PF contribution: If your basic salary is less than INR 15,000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary and undeclared portion of the Special Allowance will be considered up to the extent of INR 15,000 per month. If your Basic salary is Rs. 15,000 or more, the PF contribution will be calculated on Basic Salary only.

\*\* You are eligible for the annual discretionary variable incentive pay as per the program ("PEP") in accordance with the terms and conditions of the applicable program assigned to you based on your job and business unit. The annual discretionary variable incentive pay may differ as it will be funded and paid based on the Company's performance and individual performance and subject to the terms and conditions of the program applicable at that time. The annual discretionary variable incentive pay stated above may be withdrawn, changed or modified by the Company at its sole discretion, from time to time and will be notified to you as per the Company policy.

\*\*\*There is no reimbursement of amount as this is a benefit provided by the Company to its employees and the premium payable towards the insurance will be borne by the Company which is subject to change year on year .Benefits under this Insurance Policy will be as per the rules of the insurance company.

\*\*\*\*This is applicable only for employees up to grade 11 where Company at its sole discretion allows or requires certain employees to work remotely on a formal basis and if the position is conducive to such an arrangement."

Please note that only your total fixed compensation will be visible in our internal navigator system and the variable/additional benefits will be as per the company policy/program.

<b>Medical and Insurance Benefits</b>
<b>Hospitalization Insurance</b> You are covered under the Group Hospitalization Insurance Policy which covers self and eligible dependents for a maximum benefit of <b>INR 3,50,000</b> .
<b>Personal Accident Insurance</b> You are covered under the <b>Personal Accident Insurance</b> for self as per Company policy.
<b>Group Life Insurance Scheme</b> You are covered under the <b>Group Life Insurance</b> for self as per Company policy.
<b>Other Benefits</b>
<b>Discretionary Advance against Salary</b> On confirmation, you will be eligible for discretionary salary advance upto a maximum of six (6) months basic salary for taking care of any medical emergencies for self and family members, as per the Company policy.
<b>House Deposit Advance</b> You are eligible for house deposit / advance upto a maximum of 10 months' rent or 6 months HRA or actual advance payment whichever is lower, as per the Company policy.
<b>Salary Advance</b> On confirmation, you will be eligible for salary advance up to a maximum of one (1) month gross salary for taking care of any personal emergencies for self, as per Company policy.

The above are subject to the policies of the Company, as applicable from time to time.

Yours sincerely,  
FOR NTT DATA Information Processing Services Private Limited

DocuSigned by:  
*Urmimala Sarkar*  
DD4D480B41314B9...  
**URMIMALA SARKAR**

**DIRECTOR - TALENT ACQUISITION**

I agree and accept employment on the terms and conditions mentioned in the letter. I shall be reporting to work on \_\_\_\_\_.

Signature: \_\_\_\_\_  
Date: 20/02/2022

DocuSigned by:  
*madhumati*  
C8828E430ADD438...



HRD/3T/1002130092/21-22

Mr. Ahtesham Md  
Kallur Road,  
Near Water Tank,  
Humnabad-585330  
India

Ph: +91-8123717126

Dear Ahtesham,

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: 2021.07.26 12:10:03 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

HRD/1002130092/21-22

Mr. Ahtesham Md  
Kallur Road,  
Near Water Tank,  
Humnabad-585330  
India

Ph: +91-8123717126

Dear Ahtesham,

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 **26-Jul-2021**.

### **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**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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.

**ANNEXURE - I**  
(Compensation during the Training)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Mr. Ahtesham Md		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
<b>1. MONTHLY COMPONENTS</b>			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850
<b>MONTHLY GROSS SALARY</b>			<b>22,328</b>

<b>2. ANNUAL COMPONENT</b>			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150

<b>3. RETIRAL BENEFITS</b>			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
<b>FIXED GROSS SALARY (1+2+3)</b>			<b>25,000</b>
<b>TOTAL GROSS SALARY</b>			<b>25,000</b>

<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



HRD/3T/1000793347/21-22

April 14, 2021

Mr. Prabhushankar Hungund  
Near Basaveswwara Temple  
Amingad  
Bagalkot-587112  
India

Ph: +91-7026770436

Dear Prabhushankar,

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: 2021.04.14 18:06:06 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

**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Prabhushankar Hungund			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,32</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>				<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>				<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>				<b>30,000</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/1000793378/20-21

December 16, 2020

Mr. Punith A J  
120 1St Main Road, 9Th Cross,  
Kottigepalya  
Bengaluru-560091  
India

Ph: +91-8073933471

Dear Punith,

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 **18-Jan-2021**.

#### **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**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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.

HRD/3T/1000793378/20-21

December 16, 2020

Mr. Punith A J  
120 1St Main Road, 9Th Cross,  
Kottigepalya  
Bengaluru-560091  
India

Ph: +91-8073933471

Dear Punith,

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: 2020.12.16 17:31 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



**ANNEXURE - II**  
(Compensation post Unit allocation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Mr. Punith A J		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
<b>1. MONTHLY COMPONENTS</b>			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850
<b>MONTHLY GROSS SALARY</b>			<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150
<b>3. RETIRAL BENEFITS</b>			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
<b>FIXED GROSS SALARY (1+2+3)</b>			<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>			
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>			<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>			<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>			<b>30,000</b>
<b>OTHER BENEFITS</b>			
Scheme	Eligible Amount In INR	Interest	Monthly Instalments
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
			<b>Margin Money</b> (To be borne by the employee)
			Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time			
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act			

**wlstron**

**Wlstron Infocomm Manufacturing  
(India) Private Limited**  
No. 30/A, 2nd Phase, Peenya Industrial Area,  
Bangalore - 560 058  
Telephone: +91 80-6134 7810  
<https://www.wlstron.com>

**Date: 30-Jul-21****WMI2/HR/CON/2021/1723****Ms. Srilatha S****E-Code: MI21041311**

Dear Srilatha S,

**CONFIRMATION LETTER**

With reference to your appointment letter dated **27-Apr-21**, we are pleased to inform you that, your services have been confirmed based on your performance during your probation period.

The confirmation is with effect from **26-Jul-21**.

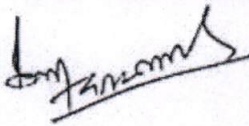
All other terms and conditions of your appointment letter dated 27-Apr-21 remains same and accordingly your services rules / regulations are applicable as it is.

For more information feel free to contact HR department.


We wish you all the best and have a bright career with us.

Yours faithfully,

for Wlstron Infocomm Manufacturing (India) Pvt Ltd.,



Veerabhadra S Madalabhavi  
Senior Manager - HR

I accept the above terms and conditions.....  26/07/21

(Emp. Signature with date)

BSL/HR/APPT/2020-243237

Tejashree N  
#24, Type-3, CPRI Colony,,  
Bangalore, Karnataka, 560012

**Letter of Offer-cum-Appointment**

Dear Tejashree N,

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 December 17, 2020.

**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.

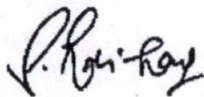
Employment as per this offer for appointment is subject to your confirmation and acknowledgement made during the interview that you are medically fit to perform your regular duties. In case you are not medically fit on the above mentioned date of your joining, this offer will stand automatically withdrawn.

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

T.N.  
13/12/2020

**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

**NTT DATA Global Delivery Services Private Limited**

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



**August 25, 2021**

**Ms. CHAITHRA J**

**#83 /2, 7TH CROSS, MADURAMMA LAYOUT, SRINIVAS NAGAR, HEGGANAHALLI CROSS  
SUNKADAKATTE, BENGALURU 560091**

Dear CHAITHRA,

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. 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.

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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

If these terms are acceptable to you, kindly sign and return the duplicate of this letter in acknowledgement thereof.

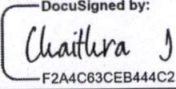
***We look forward to having you with us and we assure you an interesting and rewarding career with the Company.***

**Yours sincerely,  
FOR NTT DATA Global Delivery Services Private Limited**

DocuSigned by:  
*Urmimala Sarkar*  
DD4D480B41314B9...

**URMIMALA SARKAR  
ASSOCIATE DIRECTOR - TALENT ACQUISITION**

I agree and accept employment on the terms and conditions mentioned in the letter. I shall be reporting to work on \_\_\_\_\_.

Signature:  DocuSigned by:  
F2A4C83CEB444C2...  
Date: August 25, 2021 | 6:01 AM CDT

Date:07-11-2020

Employee Code :H12601  
Name :Hemalatha T  
Location :GURGAON

99

## LETTER OF EMPLOYMENT

Dear Hemalatha T

We are pleased to offer you an employment in our organization Adecco India Pvt. Ltd., as **GRADUATE ENGINEER TRAINEE** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **30-10-2020** to **31-12-2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
2. You shall report to work on **30-10-2020** at 9.00 a.m. at **Huawei Technologies India Private LTD, GURGAON**.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This contract shall be terminable by either party giving **60** day's notice in writing or salary in lieu of notice, to the other party.
5. You will, with effect from **30-10-2020** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.
6. You will be governed by the policies of the client's organization with respect to leaves and holidays.

In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account.

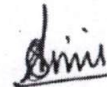
Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

**Adecco India Pvt. Ltd.**



Arun Soman  
Sr. Manager – SSC



Simi Chacko  
Asst. Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Standard Terms of Employment

I hereby accept the above-mentioned terms and conditions.

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_


## COMPENSATION SHEET

Employee Code: <b>H12601</b>
Name : <b>Hemalatha T</b>
Designation : <b>GRADUATE ENGINEER TRAINEE</b>

Compensation	Rs. Per Month
BASIC SALARY	21100.00
HOUSE RENT ALLOWANCE	4961.67
GROSS (SUB TOTAL A)	26061.67
LWF-EMPLOYER	50.00
PROVIDENT FUND EMPLOYER	1800.00
EMPLOYER PF ADMIN CHARGES	75.00
EMPLOYERS EDLI CHARGES	75.00
EMPR INSURANCE GMC	619.00
EMPR INSURANCE GPA	35.00
EMPLOYER WC POLICY	225.00
EMPLOYER DEDUCTION (SUB TOTAL B)	2879.00
CTC (SUB TOTAL A+B)	28940.67
PROVIDENT FUND EMPLOYEE	1800.00
LWF-EMPLOYEE	25.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1825.00
TAKE HOME (SUB TOTAL A-C)	24236.67

Annual CTC : **Rs. 347288.04**

**Note :** "Take home is subjected to all statutory deductions and applicable tax deductions"



Arun Soman  
Sr. Manager - SSC

Authorized Signatory  
**Adecco India Pvt. Ltd.,**

I hereby accept the above-mentioned terms and conditions.



Simi Chacko  
Asst. Manager - SSC

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_



Ref : PSPL/AP/20-21/837  
Dated : April 16, 2021

**APPOINTMENT ORDER**

Ms. Preethi B T  
D/o. Thimmegowda B T  
# 132, 1<sup>st</sup> Cross, Chakkere Road  
Byrapatna Village, Malur Post  
Channapatna Tq, Ramanagara Dist.  
Karnataka - 562160.

**Dear Preethi,**

We have pleasure in offering you an appointment as "**Trainee Engineer**". You are expected to join on or before April 19, 2021. You are entitled for a monthly salary as per Annexure-1.

PIXEL is a fast-growing company. As employees are the most valuable resource of an organization, it is our constant endeavor to improve our human capital and enhance their knowledge, skills and commitment. Our compensation & reward schemes make this possible and we are committed to creating a winning performance culture. We have implemented Performance Management System to enhance our employees' knowledge, skills and performance. Your performance directly impacts your team performance as well as the company's overall performance each year.

You will be under Training cum Probation for a period of 12 months, from your date of joining. On completion of Training cum Probation, you will be confirmed based on your performance, if your performance is found to be unsatisfactory then the Company reserves its right to terminate your services by giving you one-month notice.

You have agreed to serve for a minimum period of two years from the date of joining. You are required to execute a Services/Employment agreement for a period of one year from the date of joining.

Please note that you shall be covered by the terms and conditions of employment of the company prevailing as on this day and as amended by the management from time to time as per PIXEL Employee handbook or any other such governing documents.

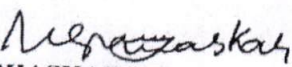
The present terms and conditions of employment of the company is enclosed herewith for your reference and records Annexure-2.

You are advised to affix your signature on the copy of the letter and the enclosures confirming your acceptance of present terms and conditions of employment.

Wishing you all the best.

Thanking you,

Yours sincerely,  
for **PIXEL SOFTEK PVT LTD**

  
**BHASKAR V S**

**GM - Finance & Admin PIXEL SOFTEK PVT. LTD.**

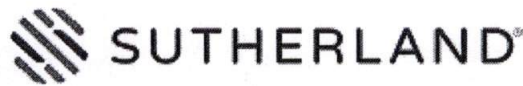
KCN Bhavan, Yamunabai Road, Madhavanagar, Bengaluru - 560 001. INDIA

Phone : 080 - 23085700 Fax : 080 - 23085729

e-mail : [info@pixelsoftek.com](mailto:info@pixelsoftek.com) Homepage : [www.pixelsoftek.in](http://www.pixelsoftek.in)

CIN : U72200KA2004PTC033559





November 5, 2021

Dear **Syed Aqib**,

**Congratulations! We welcome you to the family of Sutherland!**

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Assoc Prof-Infrastructure** in the Company. Please note that your employment with us is contingent on subject to successful clearance of background verification. You need to submit all relevant documents for back ground verification within seven (7) days from the date of appointment letter. In case you fail to submit the documents within the prescribed period, we will initiate necessary action against you as deemed as appropriate by the Company including but not limited to revoking of this offer letter without any further liability to Company. You are requested to join us **on or before November 8, 2021** on the following terms and conditions.

Your place of posting will be initially at **Bangalore**. However during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs.350,000.00** /- per annum (Rupees THREE LAKH FIFTY THOUSAND ONLY), the details of which are given in the annexure of the appointment letter.

You shall report to **Susovan Mukhopadhyay** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 60 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

**Sutherland Global Services Private Ltd.**  
**Annexure**

Name of the Employee: Syed Aqib  
Designation: Assoc Prof-Infrastructure  
Date of Joining: November 8, 2021  
Level: 2

Components	Rs. Per month	Rs. Per annum
<b>FIXED PAY (A)</b>		
Basic Salary	8,473.00	101,679.00
House Rent Allowance	4,237.00	50,840.00
Bonus	3,149.00	37,788.00
Medical Reimbursement	1,250.00	15,000.00
Special Allowance	7,100.00	85,205.00
<b>SKILL BASED PAY (B)</b>		
Skill Based Pay	0.00	0.00
<b>Gross Salary (A + B)</b>	24,209.00	290,512.00
<b>PERFORMANCE INCENTIVE (C)</b>		
Performance Incentive	2,750.00	33,000.00
<b>STATUTORY BENEFITS AND INSURANCE (D)</b>		
Employer's Contribution to PF	1,800.00	21,600.00
Gratuity	407.00	4,888.00
<b>CTC ( A + B + C + D )</b>	29,167.00	350,000.00
<b>Net Salary (Gross-PF-ESI)</b>	22,409.00	268,912.00
<b>Potential Earning (Net Salary + Performance Incentive)</b>	25,159.00	301,912.00

I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND ITS TERMS. I ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.

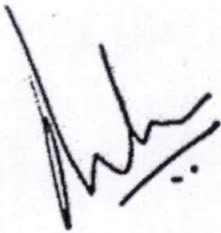
By signing the offer, I accept and agree to the terms and conditions of this Agreement, effective as of the first day of my employment with the Company:

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

Sincerely,

For Sutherland



**Thendral Rajendran**  
**Associate Vice President - Talent Acquisition**

**I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.**

Offer electronically accepted by: Syed Aqib  
Offer electronically accepted on: Nov 5, 2021, 7:03 AM GMT-07:00



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20172195542/Bangalore**  
**Date: 15/09/2018**

Mr. Bharath K 1DA15EE002  
6261st Main Road,  
Kamalanagar,  
Bangalore-560079,  
Karnataka.  
Tel# 91-9731170946

Dear Bharath 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/CT20172195542



## COMPENSATION AND BENEFITS

### **BASIC SALARY**

You will be eligible for a basic salary of ₹10,200/- per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Personal Allowance**

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

#### **4. Food Card**

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



HRD/3T/19-20/12825615

Ms. Bhoomika U Prakash  
Candidate ID: 12825615  
No. 668, 14 B, Main Road,  
Gokula 1St Stage, Gokula 1St Phase,  
Bangalore - 560054  
Karnataka  
India  
Ph: (91) 94813 13351

September 5, 2019

Dear Bhoomika,

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: L15110KA1981PLC013115  
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

*Company Confidential - This communication is confidential between you and Infosys Limited.*

*Page 1 of 8*

30-Jul-2021

To,

Charan G  
Bangalore

**Letter of Offer**

Dear Charan,

With reference to your application and the subsequent interview, we are pleased to offer you a position of **Application Engineer at Bangalore**. Your total Cost to the company inclusive of Company's contribution to Provident Fund will be **Rs. 4,22,230 /- (Rupees Four Lakhs Twenty Two Thousand Two Hundred and Thirty only)**.

You are required to join duties on or before **02-Aug-2021**.

On the designated joining date please furnish the copy of following documents and bring the originals for verification.

1. Relieving Letter from all your last employers
2. Academic & Professional Qualification Certificate from **X** Std. onwards.
3. Pay Slip in respect of last drawn salary
4. Four Passport size photographs
5. Originals and Copy of PAN Card
6. Originals and Copy of Address Proof
7. Detail of PF Membership
8. Form 16 / Form 12 pertaining to Income – Tax deducted at Source from the previous employer.

Kindly confirm your acceptance of the offer by acknowledging the mail. The Appointment Letter will be issued to you on the day of your joining.

You may Contact HR Department at 080-41970400 for any further clarifications. We look forward to your acceptance of offer.

We welcome you to **CoreEL** family.

**ANNEXURE**

**Charan G**  
**Application Engineer**

<b>SALARY STRUCTURE</b>		
<b>Sl. No.</b>	<b>DESCRIPTION</b>	<b>AMOUNT(INR)</b>
<b>A. Monthly Emoluments</b>		
1.	Basic Salary	21,100
2.	House Rent Allowance	8,440
3.	Children Education Allowance	200
4.	Employer's Contribution to Provident Fund	1,800
5.	Special Allowance	1,793
<b>MONTHLY GROSS</b>		<b>INR 33,333</b>
<b>B. Other Annual Benefits</b>		
1.	Medical Insurance	10,000
2.	Gratuity	12,230
<b>ANNUAL GROSS</b>		<b>INR 4,00,000</b>
<b>TOTAL CTC</b>		<b>INR 4,22,230</b>

**Other Benefits –**

<b>Benefit</b>	<b>Details</b>	<b>Coverage</b>
<b>Group Medical Insurance Coverage</b>	As CoreEL employee, you and a maximum of 5 members of your family (family includes employee, spouse, two dependent children, dependent parents) are covered under the Group Medical Insurance policy	Rs. 300,000 per family
<b>Accidental Insurance Coverage</b>	Employees are covered under Personal Accident Policy	Rs. 10 lac per employee
<b>Term Life Insurance Coverage</b>	Employees are covered under Term Life Insurance	Two times to employee's Annual Gross CTC

**Note:**

- (i) Policy or Coverage's are entitled to undergo changes periodically during renewal.
- (ii) Service agreement for two years is applicable from the date of joining.
- (iii) Performance Appraisal Cycle to commence in April 2023.



116



HRD/3T/20-21/1000490394

August 10, 2020

Mr. J M Sharath J Manjunath  
Candidate ID: 1000490394  
129 Ward No 9  
Kambli Bazar Bellary  
Bellary - 583101  
Karnataka  
India  
Ph: (91) 90083 46825

Dear Sharath,

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 **August 24, 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**

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/virtual 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 12 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.

November 9, 2021

HRD/COV/1002494784/21-22

Mr. Karthik Bappanad Raviraj  
#155,3rd Cross 1st Main,  
Kempegowda Layout,Near Laggere,  
Bangalore-560058  
India

Ph: +91-8660475325

Dear Karthik,

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: 2021.11.09 11:54:21 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
Bhartiya Centre of Information Technology (BCIT)  
Bhartiya, Blk 1, Thanisandra Mn Rd  
Chokkanahalli  
Bengaluru 560 064, India  
T 91 80 2852 0261  
F 91 80 2852 0362

Corporate Office:  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
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November 9, 2021

HRD/1002494784/21-22

Mr. Karthik Bappanad Raviraj  
#155,3rd Cross 1st Main,  
Kempgowda Layout,Near Laggere,  
Bangalore-560058  
India

Ph: +91-8660475325

Dear Karthik,

Congratulations! We are delighted to make you an offer as **Associate Consultant** and your role is **Associate Consultant** .

Here are the terms and conditions of our offer:

**Joining Date**

Your scheduled date of employment with us will be **December 16, 2021** .

**Location**

Your location for employment is **BANGALORE (SEZ)** , Bhartiya Centre of Information Technology (BCIT) Bhartiya, Blk 1, Thanisandra Mn Rd Chokkanahalli Bengaluru 560 064, India.

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.*

INFOSYS LIMITED  
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www.infosys.com



119

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20172192345/Bangalore**  
**Date: 15/09/2018**

Mr. Manjesh V  
Dr Ambedkar Institute Of Technology Men'S Hostel,B D A Outer Ring Road,Near Mallathally,Bangalore-51  
Dr Ambedkar Institute Of Technology Bangalore-560056,  
Bangalore Urban-560056,  
Karnataka.  
Tel# 91-8660805275

Dear Manjesh 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. 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/CT20172192345

**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



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
Global Head Talent Acquisition & AIP



Click here or use a QR code scanner from your mobile to validate the offer letter

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

TCS Confidential  
TCSL/CT20172192345

**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

December 29, 2021

HRD/1000822004/21-22

Mr. Manjunath Suryanarayan Sulegao  
H No 6-749 Near Rangeen Masjid Mominpura  
Kalaboragi  
Bangalore-585101  
India

Ph: +91-8277044140

Dear Manjunath,

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 **10-Jan-2022**.

#### Location

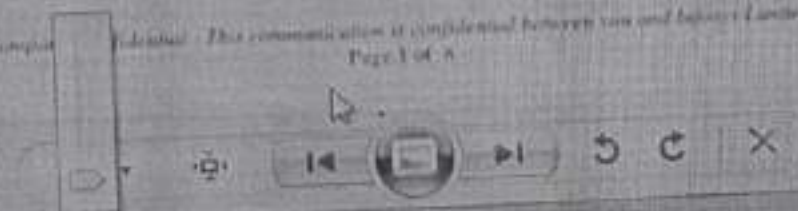
Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending 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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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.





1

(121)

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20172195305/Bangalore**  
**Date: 15/09/2018**

Mr. Mohan Kumar Hs  
5Kalyagate,  
Magadi,  
Magadi-562120,  
Karnataka.  
Tel# 91-9916813269

Dear Mohan Kumar Hs,

**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/CT20172195305

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



**Job offer**

1 message

IndiaDesk <IndiaDesk@studer-innotec.com>  
To: monicasprakash@gmail.com <monicasprakash@gmail.com>  
Cc: Shyam Sundar <Shyam.Sundar@studer-innotec.com>

Fri, Aug 28, 2020 at 1:10 PM

**Dear Ms Monica**

This is in reference to your application for the post of Service support Executive at Studer Innotec India Pvt. Ltd. We wish to thank you for your interest in being associated with our organization. We are pleased to offer you a job as Service support Executive based on the following terms and conditions. We trust that your knowledge, skills and experience will be among our most valuable assets.

**Scope of work: Job Title: Service coordinator;**

- a.) Service documentation
- b.) Database management
- c.) Service Assistance to Dealers as and when required
- d.) Teleservice support
- e.) Hardware root cause detection
- f.) Dealer Training

Training period: 3 months

**Place of reporting:** Studer Innotec, No 3783, 13<sup>th</sup> Cross, Banashankari 2<sup>nd</sup> stage, Bangalore, India, transferable upon Business needs.

**Date of reporting:** 1<sup>st</sup> September 2020

**Reporting to:** Mr Mohan



Should you accept this offer, per company policy, you would be eligible to receive the following beginning on your hire date.

- Total Monthly Stipend INR 15000.00 (Gross, All inclusive CTC) until completion of training period
- **Incentives:** As per company norms, upon confirmation depending on the KRA accomplishments.
- **Bonus:** upon confirmation

**Other Benefits:** Upon confirmation

- **Leave** – CL, EL and SL All as per statutory requirement.
- **Medical Insurance** – Extra, not a part of CTC
- **Accident Insurance** – Extra, not a part of CTC
- **Training:** As per company requirement

A detailed letter of appointment corroborating your appointment will be given to you upon joining.

Travelling requirement: yes, need based

Job location Transferrable: Yes

You are hereby requested to send across your acceptance of this job offer via email within one week from the date of receipt of this offer.

**To accept this job offer:**

As a gesture of acceptance, you need Sign this job offer letter, and send the confirmation back to Studer Innotec India Pvt Ltd.

If you accept this job offer, your hire date will be on the day of your orientation.

We at Studer, hope that you shall accept this job offer and look forward to welcoming you aboard

Sincerely,

Thanks & Regards,

**WE HAVE SHIFTED TO NEW OFFICE ADDRESS AS BELOW**

---



**SANDHYA RAO**

Studer Innotec India Pvt Ltd., No. 3783, 3rd floor, 13<sup>th</sup> cross,

Above HDFC bank, BSK 2<sup>nd</sup> stage Bangalore-560070, India

Mb:9731333711, Ph: 080-26715771, Fax: 080-26715772

[indiadesk@studer-innotec.com](mailto:indiadesk@studer-innotec.com), [www.studer-innotec.com](http://www.studer-innotec.com)

HRD/3T/1003043307/21-22

Mr. Naveenkumar K  
Bande Bommenahalli  
Andanoor Post Holalkere Taluk  
Chitradurga dist-577518  
India

Ph: +91-8073980750

Dear Naveenkumar,

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

Certificate generated by Richard Lobo  
richard\_lobo@infosys.com, Infosys Limited  
Digitally signed by Richard Lobo  
Date: 2022.02.17 16:30 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

February 17, 2022

HRD/1003043307/21-22

Mr. Naveenkumar K  
Bande Bommenahalli  
Andanoor Post Holalkere Taluk  
Chitradurga dist-577518  
India

Ph: +91-8073980750

Dear Naveenkumar,

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 **28-Feb-2022**.

**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**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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.

**ANNEXURE - I**  
(Compensation during the Training)

<b>COMPENSATION DETAILS</b> (All figures in INR per month)				
NAME	Mr. Naveenkumar K			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>TOTAL GROSS SALARY</b>				<b>25,000</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Naveenkumar K			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
<b>1. MONTHLY COMPONENTS</b>				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
<b>MONTHLY GROSS SALARY</b>				<b>22,328</b>
<b>2. ANNUAL COMPONENT</b>				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
<b>3. RETIRAL BENEFITS</b>				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
<b>FIXED GROSS SALARY (1+2+3)</b>				<b>25,000</b>
<b>4. INCENTIVE COMPONENTS</b>				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>				<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>				<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>				<b>30,000</b>
<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



125

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20172192345/Bangalore**  
**Date: 15/09/2018**

Mr. Pallavi S  
Dr Ambedkar Institute Of Technology Men'S Hostel, B D A Outer Ring Road, Near Mallathally, Bangalore-56  
Dr Ambedkar Institute Of Technology Bangalore-560056,  
Bangalore Urban-560056,  
Karnataka,  
Tel# 91-8660805275

Dear Pallavi 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.

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/CT20172192345

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



**Withdrawal of Offer**

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

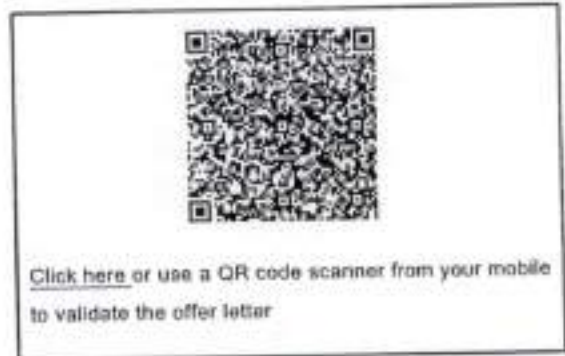
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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





126

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20172192345/Bangalore**  
**Date: 15/09/2018**

Mr. Preethan Carvalho  
Dr Ambedkar Institute Of Technology Men'S Hostel, B D A Outer Ring Road, Near Mallathally, Bangalore-5  
Dr Ambedkar Institute Of Technology Bangalore-560056,  
Bangalore Urban-560056,  
Karnataka.  
Tel# 91-8660805275

Dear Preethan Carvalho,

**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/CT20172192345

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



**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

**TCS Confidential**  
**TCSL/CT20172192345**

**TATA CONSULTANCY SERVICES**

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



127

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20172194731/Bangalore**  
**Date: 26/07/2019**

Ms. Priyanka R  
#118,'Gurukrupa'2nd Stage Khb Colony,  
Global Logica,  
Bangalore-560079,  
Karnataka.  
Tel# 91-9964405579

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

Your gross salary including all benefits will be **₹3,36,875/-** 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/CT20172194731**

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



**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

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



GROSS SALARY SHEET

Annexure 1

Name	Priyanka R
Designation	Assistant System Engineer-Trainee
Institute Name	Dr Ambedkar Institute Of Technology,Bangalore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,875</b>

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

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

\*\*The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
<b>GROSS BOUQUET OF BENEFITS</b>	<b>13,000</b>	<b>1,56,000</b>

129



# Sloki Software Technologies LLP

Ref No: SLKLLP/HR/OFFER/02-002/2020-21  
Date: 20-July-2020

**Sub: Offer of Employment**

To,

Mr. Sandeep KY  
S/o Yogesh K M, Kadalamagge, K. Kittanakere post, Arsikere Taluk,  
Hassan Dist, Karnataka – 573-117.  
Mobile: +91-9008151220  
E-Mail: sandeepsandeepky@gmail.com

Further to your application and subsequent interviews you had with us, we are pleased to give you offer of employment with **Sloki Software Technologies LLP**, designated as "**Software Engineer**".

Your role will be structured based on organizational requirements and aligned with your experience, capabilities and potential. You will operate from Bangalore, India.

You are requested to join on or before **27 July 2020, Monday** and offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

You will be entitled to CTC of **2,40,000/- INR (Indian Rupees Two lakhs and Forty Thousand only) per annum.**

Probationary period is Six months.

Working shall be scheduled by the Technical Manager. The employee must adhere to that schedule until a change in the established Schedule has been approved by the said authority.

1. This offer letter stands valid, subject to submission of the following documents at the time of joining:
  - Experience certificate and relieving letter from your previous employer.
  - Latest pay slips from your previous employer.
  - Copy of all relevant educational qualification certificates
  - ID Proof and 6 passport size photographs.
  - Residential Proof if bank account opening is necessary
2. In case of Further Clarifications, please communicate with HR Dept.

If the above terms & conditions are acceptable to you, kindly return the duplicate copy of this letter signed as a token of your acceptance. We wish you all the best for a bright and prosperous career in our organization.

Best Wishes

For Sloki Software Technologies LLP

  
Authorized Signatory  
Hareesha Karunakar  
Designated Partner



Date: 10/10/2021

Private and Confidential

OFFER LETTER

Name: Shreyas BH  
Address: Harihareshwara Nilaya, 3 Rd Main 14<sup>th</sup> Cross,  
Vinobanagara, Davangere, Pin Code - 577006

Dear Shreyas,

Congratulations and welcome to the HeroX family!

We are pleased to offer you the position of Learning Consultant at HeroX Private Limited ("HeroX"). Your Cost to Company would be 10,00,000/- (Ten Lakh Only) /per annum. Details and breakup of the same are attached hereto in Annexure-I.

You are requested to share a signed copy of this Offer Letter as an acceptance of the offer within 2 (two) days of receiving this Offer Letter failing which it shall be considered revoked at the sole discretion of HeroX. This offer is valid only if you join us on or before October 12, 2021, otherwise it shall stand automatically withdrawn. This date of joining may be extended in exceptional circumstances as per the discretion of the organization.

On your date of joining, you are requested to carry the following original documents along with photocopies thereof -

- 1) A copy of accepted Offer Letter,
- 2) 5 passport size photographs
- 3) Original and a copy of PAN Card, Aadhaar Card and proof of permanent address
- 4) PF account details from your previous employer
- 5) Original and one copy of each of the following
  - a) Your professional and academic qualification certificate(s) - 10<sup>th</sup> standard onwards
  - b) Work experience certificate(s) from previous employer(s)
  - c) Relieving letter / accepted copy of resignation letter from the last employer
  - d) Three months recent salary statement and details of your last revised compensation
- 6) Form 16 from your previous employer / salary certificate

You must submit the above said documents as required and your appointment at HeroX is subject to completion of satisfactory background checks and verification of the information provided by you being true and correct. If background checks reveal that you gave false information, withheld part of information, or disclosed unsatisfactory information, HeroX reserves the right to immediately revoke this offer without notice. On your day of joining, you shall be issued an appointment letter detailing the terms and conditions of your appointment and employment with HeroX.

We look forward to your joining HeroX and contributing to making an impact that matters.

Best Regards,

For, HeroX Private Limited

*Satyajit M Menon*

Satyajit M. Menon  
Head - Human Resources

HeroX Private Limited | 1<sup>st</sup> Floor, 2 Lado Sarai Institutional Area, New Delhi 110030

1800-309-3939 | hello@herovired.com

www.herovired.com



Annexure-I

NAME	Shreyas BH
DATE OF BIRTH	16-Feb-1997
DESIGNATION	Learning Consultant
LEVEL	L1
DEPARTMENT	Sales - Consumer
DATE OF JOINING	12-Oct-2021

Salary Structure	Proposed Salary (PA)	Proposed Salary (PM)	Remarks
Basic Salary	₹ 2,27,500	₹ 18,958	Payable Monthly
HRA	₹ 1,13,750	₹ 9,479	Payable Monthly
Special Allowance	₹ 2,76,207	₹ 23,017	Payable Monthly
Meal Vouchers	₹ 0	₹ 0	
Conveyance Reimbursement	₹ 0	₹ 0	
LTA	₹ 0	₹ 0	Payable Annually
Communication Reimbursement	₹ 0	₹ 0	
Car Hire	₹ 0	₹ 0	
Driver Salary	₹ 0	₹ 0	
<b>Total</b>	<b>₹ 6,17,457</b>	<b>₹ 51,455</b>	Payable Monthly
Provident Fund (PF)	₹ 21,600	₹ 1,800	
Gratuity	₹ 10,943	₹ 912	Retirals
<b>Total Fixed Pay (TFP)</b>	<b>₹ 6,50,000</b>	<b>₹ 72,916</b>	
Performance Linked Incentive (PLI)	₹ 3,50,000	₹ 29,167	**Payable As per Policy
<b>Total Cost to the Company (TCTC)</b>	<b>₹ 10,00,000</b>	<b>₹ 1,02,083</b>	

\*PLI/Sales Incentive gets paid if the employee is in effective employment of the company at the time of disbursement and is subject to performance criteria as communicated to the employee by the company from time to time.  
\*\* Based on 100% Target achievement.

Agreed on the: 16th Day of Oct, 2021, Name: \_\_\_\_\_ Signature: \_\_\_\_\_



# Deloitte.

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

December 3, 2021

Mr Soudharm S Patil  
Jhedbal, Tq: Kagawad  
Belagavi  
Karnataka, 591315- India

Contact No.: 9901845727

Dear Soudharm S Patil

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.

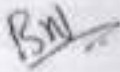
Please bring along with you the original documents specified per list attached, to enable our talent team representative to complete the joining formalities.

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.

# Deloitte.

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Once again, everyone you have interviewed with, joins me in extending to you congratulations and warm regards. We look forward your joining our team, if you wish to discuss any detail of this offer please feel free to contact us. We look forward to your joining and having a great career with Deloitte, and contributing to making an impact that matters.



**Authorised Signatory**

**Badari Narayana**

Encl.: Schedules referred to above and the documents list.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I have received.

Name: **Soudham S Patil**

Signature: \_\_\_\_\_

Date of Signature: \_\_\_\_\_

135



Ref: LTTS-Mysore /HR/337590

Date: 15/09/2021

Mr. SUNIL GOWDA S

Mobile: 9113289050

Sub: Fixed Term Contract

Dear SUNIL GOWDA,

This has reference to your application and subsequent interview with L&T TECHNOLOGY SERVICES LIMITED (referred as "Company" henceforth).

We are pleased to offer you an opportunity on a Fixed Term Contract basis from 20/09/2021 to 19/09/2022. This is regarding execution of projects and assignments on the following terms and conditions:

1. You are required to join on or before 20/09/2021. If you do not join by this date, this offer stands withdrawn – unless the Date of Joining is extended and communicated to you in writing. At the time of joining, please report to Ms. Jyothsna Dechamma Biddanda (Human Resources – Employee Relations & Compliance) at the following address:

L&T Technology Services Limited SEZ Unit II, L&T Special Economic Zone, Module 9, Plot no 324-330, KIADB Industrial Area, Hebbal - Hootagali, Mysore - 570018, Karnataka GST No 29AACCL4310P3Z7

You are required to bring the following documents, with a self-attested photocopy (except photographs) of each, at the time of joining.

1. Aadhar Card, PAN Card and Passport.
2. Education certificates including mark sheets.
3. Relieving certificate or Service Certificate from your present employer (without which you will not be allowed to join) and other experience Certificates.
4. Four copies of your recent passport size photograph (with white background-in formals).
5. Your last Employer's EPF and EPS numbers & Universal Account Number (UAN).
6. Provisional Form-16 for the current financial year.

Please note that salary payment will not take place until and unless PAN, Bank (salary) account details are registered in our Shared Services Centre portal. All our reimbursements are through the Bank and hence you are requested to also open an Employee Reimbursement Account (ERA) after joining. If you intend to accept this offer, please return the duplicate copy of this letter, duly signed as token of your acceptance, within Seven days from the date of the issue of the letter.

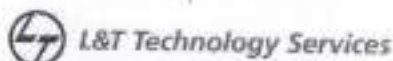
**2. Grade and Salary**

During the period of contract, you will be on LTTS – FTC grade. Your total compensation (Cost to the Company) shall be Rs. 300,000.00/- per annum. The entire remuneration package will be subject to Tax Deductible at Source (TDS), which will be on your account, subject to standard deductions towards tax and other deductions as per Company policy. All statutory requirements of tax, including tax deductible at source, Employer Provident Fund, professional tax, etc. will be paid and complied by the and all/ any funds/ salary/ remuneration paid to the Employee will be after such appropriate deductions.

The details of your other Allowances are indicated in the Salary Card attached here with in Annexure-A

The remuneration is subject to an annual review as may be decided by the Management Policy based on performance of individuals, team and company. Any component earned and payable at a future date may be deferred or reduced, notwithstanding the achievements of the performance metrics, for unforeseen circumstances such as a pandemic like Covid-19, natural disasters or an act of God, that would adversely affect the business. The Base Pay amount may similarly be subject to deferment or reduction during the employment term subject to agreement by the Parties.

3. Your appointment is subject to your being found medically fit by the Company Doctor.



Mr. SUNIL GOWDA S

#### 26. Disputes and Arbitration

Any disputes between yourself and the Company concerning or relating to or arising out of this contract shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Greater Mumbai only.

Any dispute or difference or claim arising in connection with this contract shall be resolved by reference to arbitration by a sole arbitrator appointed by L&T Technology Services (LTTS) at its sole discretion. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. LTTS or the concerned employee shall be respectively entitled to approach the Court of competent jurisdiction for such interim reliefs as the Company or the Employee may in its discretion deem fit. The seat of arbitration shall be at Mumbai and the Courts at Mumbai shall have exclusive jurisdiction. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India.

This Offer of Employment including Annexures hereto together with subsequent Joining NDA, Code of Conduct Policy, Letter of Undertaking if any, and any other subsequent agreement signed from time to time, constitute the entire agreement between the parties.

#### 27. Other Matters

1. You will be governed by all rules, regulations and policies of the Company.
2. You are to devote your full time, attention and ability to the interest of the Company.
3. You are not to interest yourself in any business or do any trading on your own account.
4. The above & below terms and conditions may be modified by the Company from time to time in writing depending upon prevailing circumstances and practice in the industry and in relevance with prevalent laws and regulations. Such variations shall be binding on you..
5. You will abide by the laws of India in your dealings with the Company, its stakeholders and society.

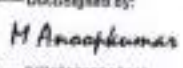
This contract Offer of Employment including Annexures hereto together with subsequent Joining NDA, Code of Conduct Policy, Letter of Undertaking if any, and any other subsequent agreement signed from time to time, constitute the entire agreement between the parties. .

28. Please note that it is the responsibility of every employee to familiarize themselves with the provisions of all policies concerning conduct, discipline and behaviours. In case of any concerns or clarification, the HR department may be approached. However, ignorance of the rule will not be accepted as a defense in any case.

In accordance with the standard practice of the Company, we request you to treat the terms of this employment as confidential.

We look forward to your joining us for a mutually rewarding association


For L&T TECHNOLOGY SERVICES LIMITED

DocuSigned by:  
  
0172FA318DA8443  
Senior Manager HR

15-09-2021

I have read the terms and conditions and accept the same. I will join on 20/09/2021. Accordingly, my engagement comes to an end on 19/09/2022.

Mr. SUNIL GOWDA S

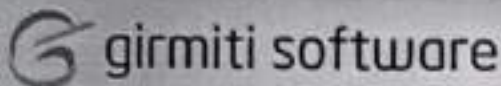
DocuSigned by:  
  
8DC28CC2B4A8EE  
15-09-2021

(Signature & Date)



## Salary Card

SUNIL GOWDA S	Date	15/09/2021
Consultant	Stream	Technical
	Grade	LTTS-FTC
	Location	Mysore
Salary Components	Monthly	Annual
	INR	INR
Basic salary	15,500.00	186,000.00
Flexible Benefit Plan (FBP)	7,640.00	91,680.00
<ul style="list-style-type: none"> <li>- House Rent allowance</li> <li>- Meal Card</li> <li>- Education Allowance</li> <li>- Mobile Expencc</li> <li>Reimbursement</li> <li>- Leave Travel Assistance</li> <li>- FBP Balance</li> </ul>	Eligibility under each of these components is mentioned in the FBP Sheet	
Gross Monthly	23,140.00	277,680.00
Retirement Benefits		
- Provident Fund(@12% of Basic)		22,320.00
Total Fixed Compensation		300,000.00



1330C-Thrishul Kumar R\_0017\_01-Jul-2021\_Girmiti

01-Jul-2021

**Dear Thrishul Kumar R,**

After the successful completion of your training / internship, we are pleased to offer you a position in **Girmiti Software Pvt Ltd** as a **Consultant Trainee Software Engineer - Development** under the following terms:

#### **1. DATE OF JOINING:**

We would like you to join not later than **01-Jul-2021** and confirm your acceptance by returning a signed copy of this letter. Your joining is subject to you providing all the necessary required documents as per the requirements of the Company. Your training bond would be effective from your date of joining mentioned in this letter.

#### **2. TOTAL ANNUAL COMPENSATION:**

Your annual Compensation as effective from **01-Jul-2021** fixed **Rs.2,50,000/-** and variable payable at the sole discretion of the company is **Rupees Two Lakh Fifty Thousand Only** inclusive of Performance Incentive of **Rs.15,000/-**.

Please refer to Annexure A for details.

You should maintain strict confidentiality about matters pertaining to your annual compensation package.

#### **3. PROBATION:**

You will be on probation with the Company for a period of six (6) months from the joining date mentioned above.

The Company shall have the discretion to extend the probation by such period, as it considers necessary if it believes that you have not performed satisfactorily during the initial probation period of six (6) months but that it is reasonably possible that your performance will improve in the near future. Such extension of probation period, if any, shall be duly intimated to you.

The decision of the Company on whether to extend the period of probation of your employment shall be subject to its sole discretion, and any decision taken by the Company in this regard shall be final and binding on you.

#### **3. LEAVES:**

Leaves will be applicable as per the HR Leave Policy.

#### **4. TAXES:**

You will be responsible for your own taxes and the company will deduct taxes @10% at source from your salary and Performance Incentive as per the existing tax laws of India.



Vishnu Prasad

Date: 23-December-2020

Dear Vishnu,

**SUB: OFFER OF APPOINTMENT**

1. This has reference to your Application and subsequent interview you had with us.
2. We take pleasure in informing you that you have been selected for appointment in the Company. We welcome you to join the team of Professionals and you can look forward for a challenging career in the Company.
3. The terms and conditions of your appointment are set out hereunder:

3.1. Your designation will be "**Junior Product Engineer**"

**3.2. Probationary Period:**

You are initially appointed on probation. The period of probation shall be for Three months from the date of your reporting for duty. The Company reserves the right to extend the probationary period, at its sole discretion if your work and progress are not found satisfactory. The Company at its discretion may confirm your service at any time during the course of or at the end of the probationary period initially fixed or subsequently extended. You will, however, continue to be on probationary till your services are confirmed in writing. During the probationary period, your services are liable to be terminated by either party, without assigning any reason by giving 15 days' notice or payment of 15 days in CTC in lieu of notice.

**3.3. Role and Responsibilities:**

Your job responsibilities include:

1. Provides support to customers, sales and business operations staff in resolving moderate to complex technical problems in integration solutions built on DBSync.
2. Provide consultative sales support to business clients/resellers/partners.

SaaS, CRM, Technology, Outsourcing

Renaissance Centre, 27 & 27/1, Mission Road, Sampangiramnagar, Bengaluru - 560027, India



- vii. PAN Card (Mandatory), Passport (Mandatory) and Aadhar Card (Mandatory)
- viii. Passport Size Photos (Hard and Soft Copy) (Mandatory)
- ix. A set of certified Photostat copies of certificates and testimonials in support of your age, educational qualifications and experience, identity and address.
- x. 3 stamp size and 3 passport size colour photographs and copy of Pan Card and Passport.

If the above terms and conditions are acceptable to you, please sign in the space specified below and return the signed copy to Avankia Software Private Limited on the date of your reporting to the company.

We welcome you to the Company and look forward for fruitful association.

Sincerely,

For Avankia Software Private Limited

HR - Manager

**ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:**

I agree that I have read, understand, and accept employment with Avankia Software Private Limited under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

Signature:

Name: VISHNU PRASAD

Date: 8/1/2021 Date of joining (if requesting an alternative date): \_\_\_\_\_

SaaS. CRM. Technology. Outsourcing

Renaissance Centre, 27 & 27/1, Mission Road, Sampangramnagar, Bengaluru - 560027, India



**CONFIDENTIAL REMUNERATION**

Employee Name	Vishnu Prasad	
	Annual Amount (INR)	Monthly Amount (INR)
ANNUAL BASIC	1,82,200.00	15183.33
ANNUAL HRA	72,880.00	6073.33
ANNUAL LTA	0.00	0.00
ANNUAL BONUS	36,440.00	3036.67
PF EMPLOYERS CONTRI	21,600.00	1800.00
ANNUAL SPL	46,880.00	3906.67
CTC	3,60,000.00	30,000.00

Please note that the annual/ monthly CTC is subjected to statutory deductions as applicable.

**BENEFITS:**

- a) Company sponsored dinner facility for all employees
- b) Unlimited access to pantry facility to enjoy free snacks and beverages
- c) One-way cab drop facility for female employees working in night shift
- d) Performance Based Annual bonus scheme for all employees\*
- e) Leave Encashment policy for employees
- f) Employee engagement activities including bi-annual team outing sponsored by company
- g) Monthly rewards and recognition policy
- h) Reimbursement of one certification per year\*

SaaS. CRM. Technology. Outsourcing

Renaissance Centre, 27 & 27/1, Mission Road, Sampanginagar, Bengaluru – 560027, India

142



**ASPIRENXT**

Date: 28<sup>th</sup> June 2019

**MR. PRAKASH MANE**

**APPOINTMENT LETTER WITH ASPIRE NXT PRIVATE LIMITED**

Dear Prakash,

We are pleased to confirm your employment at Aspire NXT Private Limited hereafter referred to as "ASPIRENXT".

Date of Joining	11 <sup>th</sup> July 2019
Designation	Systems Engineer
Total Compensation Package	INR 296928.00

**Compensation Details**

Your compensation structure is enclosed with this letter.

**Conditions of employment**

**Appointment**

1. Your appointment will take effect from your date of joining at any of the company specified locations.
2. Your primary responsibility is in the area of systems & technology, as a part of this function you will be responsible for all technical work, services, proper reporting & any statutory filing required.

**Ethics & Business Conduct**

1. You will discharge your duties and responsibilities in consonance with the service rules of the organization and in accordance with the directions given by your immediate superiors. You will maintain a moral code of conduct within the office and with the customers of the company befitting your level and role in the company. You will take the job responsibilities assigned to you and deliver the desired levels of workmanship defined for the job role.
2. During your service with ASPIRENXT, you shall devote your full time and attention to the company's business and shall not engage yourself in any other business or service, directly or indirectly, part or full time, in an advisory capacity or otherwise without the express written consent of the business head. You shall ensure that you shall not, directly or indirectly, engage in any activity or have interest in, or perform any services

We welcome you into ASPIRENXT and look forward to a long and mutually beneficial association.

For **ASPIRE NXT PRIVATE LIMITED**



**Suresh Menon**  
Head Human Resources

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I hereby accept the terms and conditions of this appointment letter at ASPIRE NXT PRIVATE LIMITED

.....  
**Signature**

.....  
**Date**

These terms supersede and replace any existing agreement or understanding, if any, between ASPIRENXT and you relating to the same subject matter.

Please confirm that the above terms are acceptable to you and that you accept to join us by returning a duly signed copy of this letter (enclosed).

#### **Documents Required**

You are required to submit the following documents for our records on the day you report for duty

- a) Certificates in support of your educational qualification.
- b) Relieving letter, experience letter & latest salary certificate from your last employer.
- c) Certificates in support of the various trainings/ certifications as specified in your resume.
- d) Copy of PAN card and Driving License/ Passport.
- e) Proof of your current address.
- f) Proof of permanent address
- g) Two copies of your recent passport size photograph



**ASPIRENXT**

### **COMPENSATION STRUCTURE**

<b>NAME</b>	<b>MR. PRAKASH MANE</b>
<b>DESIGNATION</b>	<b>SYSTEMS ENGINEER</b>

<b>Description</b>	<b>Monthly Salary (INR.)</b>	<b>Annual Salary (INR.)</b>
Basic Salary	16500.00	198000.00
Special Allowance	5500.00	66000.00
<b>Gross Salary</b>	<b>22000.00</b>	<b>264000.00</b>
<b>Net Monthly Salary</b>	<b>20000.00</b>	<b>240000.00</b>
Employer PF	1950.00	23400.00
Employer Gratuity	794.00	9528.00
<b>TOTAL COST TO COMPANY</b>	<b>24744.00</b>	<b>296928.00</b>

\*All employees are covered under medical insurance\*



Date:15-Sep-2021

## Deputation Letter

Employee Code : FFIU2996  
Agency : Fretus Folks India Pvt Ltd  
Employee Name : Prashanth K  
Designation : System Engineer  
Dept : Supporting Functions  
Contact No. : 8050180460  
Address : 2nd cross, Hanuman Nagar, Rupanagudi road, Ballari, Karnataka-583101

Dear Prashanth K,

We are glad to inform you that you have been deputed to **Bangalore** with **Hiveloop Technologies Pvt Ltd** with effect from **21-Sep-21**, for a specific assignment and after the completion of this assignment your work shall automatically resume to Agency as per the terms of the appointment letter.

Except as mentioned herein this Deputation Letter, all the other terms and conditions of your appointment and any further amendments remain unaltered.

During the period of your association with the Client, you will be required to abide by and adhere to the policies, rules, and regulations of the Client, including but not limited to, Code of Conduct, Discipline, Business Ethics and any amendments made thereof that may be communicated by us or by the Client, from time to time. Such policies, rules and regulations may be subject to modification or amendment at the sole discretion of the Client and you shall be bound to abide by the same.

We take this opportunity to wish you every success in your assignment.

Fretus Folks India Pvt Ltd



Authorised Signatory

I accept

Prashanth K



Prashanth K  
FFIU2996

#### Annexure

Description	Monthly	Annual
Basic	17150	205800
House Rent Allowance	2157	25884
Special Allowance	0	0
Statutory Bonus	1429	17148
<b>Gross Salary</b>	<b>20736</b>	<b>248832</b>
<b>Employee Contribution</b>		
PF @ 12 %	1800	21600
ESIC @ 0.75 %	156	1872
Professional Tax	200	2400
<b>Take Home</b>	<b>18580</b>	<b>222960</b>
<b>Employer Contribution</b>		
PF @ 12 %	1800	21600
PF Admin @ 1%	150	1800
ESIC @ 3.25%	674	8088
GPA	9.34	112.08
Insurance	0.00	0.00
<b>CTC</b>	<b>23369.34</b>	<b>280432.08</b>

#### Note:

- ❖ Daily Travel allowance and reimbursements will be applicable as per role guidelines operated from time to time.
- ❖ LWF will be deducted as per the statutory laws prevailing at the location of work.
- ❖ Employers contribution to Provident Fund (maximum 12% on 1,80,000/- of Basic Salary per annum)
- ❖ Income tax liability arising out of these allowances, perquisites and reimbursements will be borne by the employees.
- ❖ Incentive schemes will be communicated basis the scheme operated from time to time as communicated by your reporting authority.
- ❖ Gratuity is at 4.81% of your basic salary and is payable on separation, subject to completion of 5 years of service in the company with the prevailing acts.
- ❖ Medical insurance, Group Personal Accidental, ESIC will be applicable as per eligibility



## Offer cum Appointment Letter

Date: 15-Sep-2021

Further to your application and subsequent discussion for employment with us **FRETUSFOLKS PVT LTD**, we are pleased to appoint you as **System Engineer, Supporting Functions** at **Bangalore** effective **21-Sep-21** on the following terms & conditions

### 1. Posting

We would like you to depute you to the office of the Client on immediate basis and your initial posting will be at **Bangalore**

### 2. Probation

You will be under probation for a period of 3 months from the effective date of your appointment and shall be confirmed based on satisfactory performance during the said period.

Your probation may be extended for another period of 3 months based on your performance report given by the client to the Company. Unless communicated otherwise in writing by the Company, your employment shall stand confirmed on completion of the probation period.

During the probation period, either you or us may terminate the employment agreement by giving 7 days' prior written notice or by paying monthly gross salary in lieu of unserved notice period.

### 3. Duty & Working days

You shall be required to work from Monday to Saturday or as per the roaster fixed by the company or client. Leaves can be taken as per the Company's policy.

You shall devote your time, attention and ability towards client (where you are deputed) and shall perform such duties and exercise assigned to you from time to time by the client. You shall also comply with instructions, directions, and rules as laid by the client and your reporting manager at work location.

You are required to be flexible and to undertake all duties associated with your role diligently. You are also expected to undertake reasonable alternative duties in addition to your normal duties that may be associated with your role and as may be assigned to you by the client, from time to time. The client's decision in this regard would stand final and abiding.

Your Services may be transferred/ deputed either part time or full time to any other client, section, subsidiary or associated firm by giving you a prior written notice.

### 4. Compensation

Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize **Fretus Folks India Pvt Ltd** to make all salary payments required to be made to you by **Fretus Folks India Pvt Ltd** including all reimbursements either by way of directly crediting the amounts to your bank account or DD / Cheque.



If any time it should emerge that the details provided by you are false / incorrect, or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and would be liable to be terminated immediately without notice.

If you are at any time found to be guilty of misconduct, commit any breach of this Letter, or refuse or willfully neglect to perform to the satisfaction of the Company or if we receive any intimation about such breach or misconduct by the Client, the Company may at once, without any previous notice, terminate your appointment.

During the course of your employment with the client or at any time after termination of your services, you shall comply with all confidentiality obligations imposed by the client and/or the client and shall in this respect not disclose to any person, firm, the affairs of the client, their customers or any classified and confidential information.

Nothing contained herein constitutes a guarantee of employment.

Company may amend the provisions of this Letter from time to time, provided that such amendments to the Letter are in accordance with the applicable law.

Please note that upon your acceptance of this offer, this appointment letter shall supersede all prior, oral or written agreements, commitments, understanding or communications either formally or informally, in regard to the subject matter. Any variations of the above terms and conditions will not be valid until expressly made in writing by the Company.

For Fretus Folks India Pvt Ltd



Authorised Signatory

#### DECLARATION

I have been explained/read/understood/the above terms & conditions and agree to abide by them.

*Signature of employee*

Name of the employee