



Panchajanya Vidya Peetha Welfare Trust (Regd)

Dr. Ambedkar Institute of Technology

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

BDA Outer Ring Road, Mallathahalli, Bengaluru - 560 056

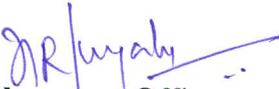
Ref. No.

Date :

CAREER GUIDANCE & PLACEMENT CELL

Placed Students of Industrial Engineering & Management Department 2017-18 Batch

SL.No	Name	Company Name	CTC Per Annum	Branch
1	Adithya Karanth	Wipro Ltd	3,20,004	IEM
2	Anvesh M	Kairos Bussiness Solutions	2,40,000	IEM
3	Akhil Manjunath	TVS Logistics	3,60,000	IEM
4	Divya C	Saab Engineering	2,60,000	IEM
5	Mohan K N	TCS	3,45,000	IEM
6	Muthu N	Kairos Bussiness Solutions	2,40,000	IEM
7	Naveedulla S	TCS	3,36,875	IEM
8	Nisarga P	TVS Logistics	3,60,000	IEM
9	Pavithra B M	Kairos Bussiness Solutions	2,40,000	IEM
10	Rakshith R	Rely Fab Solutions	2,40,000	IEM
11	Shaista R	TeamLease Digital	4,00,000	IEM
12	Somashekar B	HGS	2,00,000	IEM
13	Srivatsa R	Wipro GE Healthcare Pvt Ltd	2,68,800	IEM
14	Vinutha A	SEG Automotive	4,00,000	IEM
15	Mohammed Farman	Byju's	4,00,000	IEM
16	Sanddep Jane	Modi Distillary	1,80,000	IEM


Placement Officer

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


Principal
PRINCIPAL
Dr. Ambedkar Institute of Technology
Bengaluru-560 056



APPOINTMENT LETTER

October 15, 2018

Mr. Adithya Karantha

Kattige House , Kanthavara Village And Post,
Karkala Taluk , Udipi
Karkala-574129

Dear **Adithya Karantha**,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

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 the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such 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 Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifications before joining.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. **Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled 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 management.

Registered Office:

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

ANNEXURE III

SALARY OFFER SHEET

Name : Adithya Karantha

Position : Project Engineer

Career Group: TRB - II

- a. You will be on training (classroom/on the job) for the first three months or end of training period whichever is later, from your date of joining. During the training period, you will receive a stipend of **Rs.18000** consolidated, without any other benefits. After satisfactory completion of the training you will receive your salary as given below.

COMPONENT	AMOUNT (INR)
Basic	10,667
HRA	5,334
Bonus	2,133
Wipro Benefits Plan (WBP)	4,753
Additional allowance	-
Total Fixed Cash	22,887
PF (Employer Contribution)	1,280
Gratuity	566
Total Fixed Compensation	24,733
Other Compensation Benefits	
Health benefit (Medical)	600
ESI	-
Variable Pay	
Target Variable Pay	1,334
Target Cost to Company per month	26,667
Total Cost to Company per annum	3,20,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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India C : L32102KA1945PLC020800



Kairos Business Solutions

-Business made Easy

#10, 3rd Cross, Sapthagiri Layout, Vidyananyapura,
Bangalore – 560097, Karnataka, India.

Ph.: 080 – 23642877,

www.kairosbizindia.com

To,

MARCH 23rd 2018

Mr. ANVESH M

Dr.AMBEDKAR INSTITUTE OF TECHNOLOGY

MALLATHALLY BANGALORE-560056

Dear ANVESH M

Sub: Conditional offer letter,

This Offer letter is conditional that is on joining the job on the date mentioned, you will be able to prove yourself on job and maintain consistent performance and discipline. You are on probation for three months.

On behalf of _KAIROSBIZ, I am pleased to appoint you as Data and System Administrator. You will report to Team Lead Data operations of the company. Your joining date will be 20th August 2018. Your service location is Vidyananyapura, Bangalore . Working hours are between 10 am to 6 pm Mondays to Saturday. But as per the requirement of nature of job you are required to maintain flexibility in working hours and days. You are entitled for 1 day leave after completion of a month

Notice for Relieve/ Termination policy:

You will be given two weeks of notice to leave the job in case you are not required to continue in the job mainly because of non-suitability to the job. If you are quitting a notice of one month has to be given to avail experience letter and that month salary.

Job Role:

- 1: You are required to maintain infrastructure to run the services of ANY ESTEEMED CLIENTS.
- 2: To handle trouble shooting cases and able to maintain the tasks of the job.
- 3: To help in achieving company goals.
- 4: Documentation.
- 5: Other related job.

Benefits information:

You will receive monthly salary on every 10th after full work completion of a month. If employment is stopped for any reason in the middle, the benefit offer will be revised and payment will be made on 10th of coming month.

You will be receiving a salary of INR 17000+ INR 3000, which includes

INR 1500- Conveyance allowance

INR 500- mobile allowance

INR 3000 as variable salary provided you are able to handle trouble shooting cases and able to maintain the tasks of the job especially attendance and documentation.

We look forward to work with you that will be mutually beneficial to both the parties. We are confident that you will be able to make significant contribution to the success of Kairos Business Solutions Company.

CEO KAIROS BUSINESS SOLUTIONS



TVS Logistics Services Limited

Karunal Kudil
No - 226, Cathedral Road,
Chennai - 600 086.

Phone: +91-44-3088 2400/3098 0300
www.tvslsl.com
CIN: U63011TN2004PLC054655.

TVSLSL/P&A/6351-248

12-Oct-2018

Mr. AKHIL M
E-Code: 55983
FLAT NO FF 3 WALBRIDGE CLUSTER NO 24/16 B2 2ND STAGE,
NAGARABHAVI OPP SBI BANK PAPAREDDYPALYA, BANGALORE NORTH
KARNATAKA-560072

Dear AKHIL M,

APPOINTMENT ORDER:

Reference your application and the interview you had with us on various dates, we are pleased to appoint you as Graduate Engineering Trainee in our organization with effect from 12-Oct-2018 on the following terms and conditions.

You are deployed as **GRADUATE ENGINEERING TRAINEE** in our organization with a view to enable you to learn on-the-job and the period of learning is initially fixed as **One year** and therefore your period of learning with us will come to an end on **11-Oct-2019**. However, the period of learning may further be extended, if deemed necessary and /or proper, at the discretion of the Management for such period or periods as may be fixed by the Management and at the end of the extended period/ periods your learning period will come to an end.

During the period of learning you will be paid a basic salary of **Rs.10000 /-** per mensem, plus other allowances as per the annexure

The quantum of salary is liable to be reduced or enhanced at the discretion of the management. You cannot claim the salary as a matter of right.

You may be deputed or permitted to undergo training in other department/ departments also at the discretion of the management.

Your aptitude and interest in learning the work and your behaviour both inside and outside the company will be closely watched. You are expected to follow the rules, regulations and disciplinary norms of the company.

As you are only a learner and not an employee of the company, you are not entitled to any of the benefits or privileges available to the employees of the company. But it is up to the Management to permit you to avail of such benefits/ privileges which they deem fit in your case, as it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as of right or otherwise and the same will not change your status as a Graduate Engineering Trainee. You are required to execute a bond on the date of your joining as a Graduate Engineering Trainee.

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During the period of your probation, either party may terminate this appointment by giving one month's notice. On Confirmation either party may terminate this appointment by giving three months' notice during the Bond.

On successful completion of training, you are required to serve the organization for a minimum period of Two Years as an Officer and you will be paid salary and other benefits as applicable to the Officer Cadre in the Company.

It is specifically understood that during the period of your Training you are liable to be relieved at any time by the Management without notice and /or without assigning any reasons.

On Completion of the training period either party may terminate this appointment by giving three months notice.

You may sign this order as a token of your having understood and accepted the above terms and conditions.

Years

Yours sincerely,

For TVS Logistics Services Limited


R. Krishnakumar Prabhu
Head- Human Resources

 I accept the Terms and conditions of this Offer of Appointment and will join on:

Signature with date:

Encl: as above



SAAB ENGINEERING

Manufacturer of Precision Automotive & Engineering Components

Ref: SBE/HR/TRG/18-19/108

Date: 17.12.2018

To

Miss. Divya C.

S/o.Chikkaramappa,
#24, Bikkanahalli,
Bangalore, Karnataka – 562125.

Dear Miss. Divya C.

With reference to your application and the subsequent interview you had with us, we are pleased to engage (appoint) you as a **TRAINEE** in our organization on the terms and conditions as mentioned below.

TERMS AND CONDITIONS

I. PERIOD OF TRAINING WILL BE TWO YEARS AS PER THE FOLLOWING TERMS:

- a) You will be given practical Training in our organization.
- b) On completion of first year of Training you will have to appear before the interview committee and based on the satisfactory report of your overall Training performance by the interview committee, you will be allowed to continue for the second year of Training.
- c) You will be bound by the Rules and Regulations of the establishment in respect of working.
- d) You will devote your whole time in learning the work.

II. STIPEND:

The break up of your stipend is attached in Annexure to this letter.

III. COMPLETION OF TRAINING:

On completion of the said period of your training or any extended period thereof, it shall stand terminated within the meaning of sub-clause (bb) of clause (oo) of section 2 of the Industrial Disputes Act, 1947 and such termination shall not amount to retrenchment.



Ref: TCSL/CT20172139008/1034575/Bangalore

Date: 21-09-2018

MR. MOHAN KN
#976b(New#34/1) Gokula Nilaya 13th Main Road,
Srinagar, Bangalore,
Karnataka-560050.
Tel# 919066553633

Sub: Joining Letter

Dear Mr. Mohan Kn,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **11th October 2018** at **Chennai**. You are requested to report at the address detailed below on **11th October 2018** at **08:00 AM**.

Tata Consultancy Services Ltd.
MARG SQUARE, No. 16, Rajiv Gandhi Salai (IT Express Way),
Old Mahabalipuram Road, Karapakkam, Chennai,
Chennai, Tamil Nadu-600097.
(Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Ms. Santha Kumari T S
Phone: 04466165038
Email Id: santha.kts@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Initial Learning Program (ILP)

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

ILP Phase I

The first phase of ILP is specially designed to inculcate programming rigor and to build a process mindset. The soft skills module of ILP would help in grooming you become a world class professional. On successful completion of this phase of ILP, you would move to the next phase.



Kairos Business Solutions

-Business made Easy

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Bangalore – 560097, Karnataka, India.

Ph.: 080 – 23642877,
www.kairosbizindia.com

MARCH 23rd 2018

To,

Mr. MUTHU N
Dr.AMBEDKAR INSTITUTE OF TECHNOLOGY
MALLATHALLY BANGALORE-560056

Dear MUTHU N

Sub: Conditional offer letter,

This Offer letter is conditional that is on joining the job on the date mentioned, you will be able to prove yourself on job and maintain consistent performance and discipline. You are on probation for three months.

On behalf of _KAIROSBIZ, I am pleased to appoint you as Data and System Administrator. You will report to Team Lead Data operations of the company. Your joining date will be 20th August 2018. Your service location is Vidyananyapura, Bangalore . Working hours are between 10 am to 6 pm Mondays to Saturday. But as per the requirement of nature of job you are required to maintain flexibility in working hours and days. You are entitled for 1 day leave after completion of a month

Notice for Relieve/ Termination policy:

You will be given two weeks of notice to leave the job in case you are not required to continue in the job mainly because of non-suitability to the job. If you are quitting a notice of one month has to be given to avail experience letter and that month salary.

Job Role:

- 1: You are required to maintain infrastructure to run the services of ANY ESTEEMED CLIENTS.
- 2: To handle trouble shooting cases and able to maintain the tasks of the job.
- 3: To help in achieving company goals.
- 4: Documentation.
- 5: Other related job.

Benefits information:

You will receive monthly salary on every 10th after full work completion of a month. If employment is stopped for any reason in the middle, the benefit offer will be revised and payment will be made on 10th of coming month.

You will be receiving a salary of INR 17000+ INR 3000, which includes

INR 1500- Conveyance allowance

INR 500- mobile allowance

INR 3000 as variable salary provided you are able to handle trouble shooting cases and able to maintain the tasks of the job especially attendance and documentation.

We look forward to work with you that will be mutually beneficial to both the parties. We are confident that you will be able to make significant contribution to the success of Kairos Business Solutions Company.

CEO KAIROS BUSINESS SOLUTIONS



Offer: Computer Consultancy
Ref: TCSL/CT20172139062/Bangalore
Date: 21/09/2017

Mr. Naveedullah Sheik
Saif Manzil Dollars Colony,
Sandur Court,
Sandur-583119,
Karnataka.
Tel# -

10A14 1M 019.

Dear Naveedullah Sheik,

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 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 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/CT20172139062

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TATA CONSULTANCY SERVICES

Head Office: P.O. Block, 62, EPIP Whitefield, Bangalore-560 066 India
Tel: +91 80 234 7100 Fax: +91 80 2341 0114 Website: www.tcs.com
Registered Office: Anna Building, 11b/1006, Naaman Point, Mumbai-400 021
TCS Career Services: 1200 209 9111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Naveedullah Sheik
Designation	Assistant System Engineer-Trainee
Institute Name	Ambedkar Inst. Of Technology, Bangalore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
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
TOTAL GROSS	27,415	3,36,875

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
Conveyance Allowance	800	9,600
Leave Travel Assistance	850	10,200
Sundry Medical Reimbursement	500	6,000
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential

TCSL/CT20172139062

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TATA CONSULTANCY SERVICES

WYDEHI, PG-1, PLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

Tel: 91 80 6724 2000 Fax: 91 80 2841 0114 Website: www.tcs.com

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

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



TVS Logistics Services Limited

Karunai Kudil
No - 226, Cathedral Road,
Chennai - 600 086.

Phone: +91-44-3088 2400/3098 0300
www.tvslsl.com
CIN: U63011TN2004PLC054655.

TVSLSL/P&A/6351-249

12-Oct-2018

**Ms.NISARGA P
E-Code:55984**

**NO:277/14, SHIVANAPURA MAIN ROAD,
SUNDARA NAGAR,ARASINAKUNTE,NELAMANGALA,BANGALORE RURAL,
KARNATAKA-562123**

Dear NISARGA P,

APPOINTMENT ORDER:

Reference your application and the interview you had with us on various dates, we are pleased to appoint you as Graduate Engineering Trainee in our organization with effect from **12-Oct-2018** on the following terms and conditions.

You are deployed as **GRADUATE ENGINEERING TRAINEE** in our organization with a view to enable you to learn on-the-job and the period of learning is initially fixed as **One year** and therefore your period of learning with us will come to an end on **11-Oct-2019**. However, the period of learning may further be extended, if deemed necessary and /or proper, at the discretion of the Management for such period or periods as may be fixed by the Management and at the end of the extended period/ periods your learning period will come to an end.

During the period of learning you will be paid a basic salary of **Rs.10000 /-** per mensem, plus other allowances as per the annexure

The quantum of salary is liable to be reduced or enhanced at the discretion of the management. You cannot claim the salary as a matter of right.

You may be deputed or permitted to undergo training in other department/ departments also at the discretion of the management.

Your aptitude and interest in learning the work and your behaviour both inside and outside the company will be closely watched. You are expected to follow the rules, regulations and disciplinary norms of the company.

As you are only a learner and not an employee of the company, you are not entitled to any of the benefits or privileges available to the employees of the company. But it is up to the Management to permit you to avail of such benefits/ privileges which they deem fit in your case, as it is specifically understood that your having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as of right or otherwise and the same will not change your status as a Graduate Engineering Trainee. You are required to execute a bond on the date of your joining as a Graduate Engineering Trainee.

During the period of your probation, either party may terminate this appointment by giving one month's notice. On Confirmation either party may terminate this appointment by giving three months 'notice during the Bond.

On successful completion of training, you are required to serve the organization for a minimum period of Two Years as an Officer and you will be paid salary and other benefits as applicable to the Officer Cadre in the Company.

It is specifically understood that during the period of your Training you are liable to be relieved at any time by the Management without notice and /or without assigning any reasons.

On Completion of the training period either party may terminate this' appointment by giving three months notice.

You may sign this order as a token of your having understood and accepted the above terms and conditions.

Yours sincerely,

For TVS Logistics Services Limited


R. Krishnakumar Prabhu
Head- Human Resources

I accept the Terms and conditions of this Offer of Appointment and will join on:

Signature with date:

Encl: as above



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-Business made Easy

#10, 3rd Cross, Sathagiri Layout, Vidyanarayapura,
Bangalore – 560097, Karnataka, India.

Ph.: 080 – 23642877,
www.kairosbizindia.com

To,

MARCH 23rd 2018

Ms. PAVITHRA B M
Dr. AMBEDKAR INSTITUTE OF TECHNOLOGY
MALLATHALLY BANGALORE-560056

Dear PAVITHRA B M

Sub: Conditional offer letter,

This Offer letter is conditional that is on joining the job on the date mentioned, you will be able to prove yourself on job and maintain consistent performance and discipline. You are on probation for three months.

On behalf of _KAIROSBIZ, I am pleased to appoint you as Data and System Administrator. You will report to Team Lead Data operations of the company. Your joining date will be 20th August 2018. Your service location is Vidyanarayapura, Bangalore . Working hours are between 10 am to 6 pm Mondays to Saturday. But as per the requirement of nature of job you are required to maintain flexibility in working hours and days. You are entitled for 1 day leave after completion of a month

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- 3: To help in achieving company goals.
- 4: Documentation.
- 5: Other related job.

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You will be receiving a salary of INR 17000+ INR 3000, which includes

INR 1500- Conveyance allowance

INR 500- mobile allowance

INR 3000 as variable salary provided you are able to handle trouble shooting cases and able to maintain the tasks of the job especially attendance and documentation.

We look forward to work with you that will be mutually beneficial to both the parties. We are confident that you will be able to make significant contribution to the success of Kairos Business Solutions Company.

CEO, KAIROS BUSINESS SOLUTIONS



RELY FAB SOLUTIONS

APPOINTMENT LETTER

02 JULY 2018

Mr. RAKSHITH, R
S/O. RAMESH R
#100, RAJAGERE VILLAGE
BELUR (TQ), HASSAN (DIST)
Karnataka-573121

Dear Sir,

Sub.: Appointment for the post of **Project engineer**

This has further reference to your application and subsequent interview you had with us. We are excited about the prospect of your joining **Rely Fab Solutions** (hereinafter called as "the Company") and would like to formalize your appointment for the position project engineer with this letter, which is intended to be binding on both the Company and you.

1. Your appointment is effective from 02 July 2018
2. You will be paid monthly remuneration of Rs. 12,000/month
3. You will be on probation initially for a period of 18 Month from the date of commencement of the service with us. The Company has the right to extend the said probation period. At the end of the probationary period we will inform you in writing about the confirmation of your appointment. During the period of probation, the Company has the right to terminate your services at any time by giving 24 hours notice in writing without assigning any reason.
4. Your services after confirmation can be terminated, by the Company by giving two month's notice or two month's salary in lieu of notice to you. In case of resignation by you, you will be required to give two month's notice in writing. Your failure to do so, shall entitle the management to recover from you an amount equivalent to two month's salary or reject your resignation, at its discretion. However, the Company reserves the right to terminate your employment immediately upon written, with or without any notice or salary, in any of the following cases i.e.
 - a. If you are guilty of any dishonesty or serious misconduct.

Date: 09 Oct 2018

Ms Shaista R
86 2nd Cross Bharat Nagar Tanisandra Main Road
Bangalore – 560077.
Employee No: 1477504

Dear Ms Shaista R

Letter of Deployment

We are pleased to deploy you to our client HP PPS Services India Private Limited effective at Bangalore, subject to the following terms and conditions:

Further to the conditions set out in your offer of employment, you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 09 Oct 2018, until further notice.

In the day-to-day functioning or carrying out your responsibilities and duties, you will receive instructions from our client/s through their assigned representative/s and hereby agree to follow the client's workplace rules and regulations; and agree to undertake any suggestions during the course of your work, throughout the tenure of your deployment.

You will be bound by the working hours of the Client's organization.

You are mandatorily required to fill timesheets as per the client policy and have it be your responsibility to have the same approved by the assigned representative at the Client organization, in a timely manner and by the prescribed cut-off date/s and time/s, without any follow-up to do so. You shall ensure that the hours filled-in are accurate, and based on actual hours. Salary is payable only for efforts approved by the Client.

At the client location, you will be issued an Employee/Contractor ID. You will be required to use the same to log-in to submit your timesheets on the client portal and for daily tracking/reporting of your work. Your tasks will be identified against a work order number, at all times.



For Teamlease Digital Pvt Ltd

Accepted and Agreed

Ravi Vishwanath

Signature and date:

(Authorized Signatory)

Name: SHAISTA R

Date: 09 Oct 2018

Ms Shaista R
86 2nd Cross Bharat Nagar Tanisandra Main Road
Bangalore – 560077.
Employee No: 1477504

Dear Ms Shaista R

OFFER OF EMPLOYMENT

We are pleased to offer you employment in our Organization Teamlease Digital Pvt Ltd., (hereinafter “Teamlease” or “The Company ”), as Technical Support Engineer subject to the following terms and conditions:

1. Your employment with Teamlease 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. You date of Joining would be 09 Oct 2018. Your Annual CTC would be Rs. 231600/- PerAnnum (Two Lakh Thirty One Thousand and Six Hundred rupees only Per Annum).

2. Your deputation to our client/s may be extended from time to time, as decided by Teamlease for specified duration and location. During the tenure of your deputation, you will continue to be an employee of Teamlease 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 Teamlease.
- You shall not receive payments of any nature directly or indirectly from the Client unless previously agreed to by Teamlease.
- 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 Teamlease.
- 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 Teamlease 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 Teamlease.

4. You agree to defend, indemnify and hold Teamlease 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.

6. Any dispute between you and Teamlease shall be referred to a sole arbitrator appointed by Teamlease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

7. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize Teamlease to make all salary payments required to be made to you by Teamlease, which may include reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

8. You will be entitled to employer’s contribution to Provident Fund and ESI, if and as applicable, as amended by the Government, from

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Doc ID : TL/3D4C4A9D435

TeamLease Digital Private Limited. CIN No. U74999MH2016PTC283227

6th Floor, BMT Commercial Complex, 80 Feet Road, Koramangala, Bangalore – 560095
Ph: (91-80) 67995599 Fax: (91-80) 67995599 E-mail: corporateaffairs@teamlease.com / www.teamlease.com

Oct 24, 2018

HR/CC/1018/3875.14

Mr. Somashekar B
#004 Rohini Residency, 39/2A, JC Industrial Layout, Yelachanahalli,
Kanakpura main road, near HDFC bank, Bangalore - 062,
BANGALORE RURAL-560062

Letter of Appointment

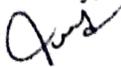
Dear Somashekar,

- 1.0 Appointment:** We are pleased to offer you an **Appointment** in our company as "**Customer Relation Officer**" The details of your entitlements and your salary are as per Annexure-II.
- 2.0 Date of Appointment:** Your effective date of Appointment will be on or before **Oct 24, 2018**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 Documentation:** You are required to furnish the following at the time of joining duty-
- 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational / professional Qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 8 (eight) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction / Paid in the current financial year; PAN Card Copy.
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.

5.0 Terms and Conditions of Employment: All the terms and conditions of your employment are attached here with as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

Please sign and return a copy of this letter within 3 days of receipt as a token of your acceptance.

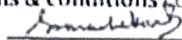
Yours sincerely,



Vijay B S
Deputy Manager - Human Resources
Hinduja Global Solutions Limited

I have read the Appointment Letter and I fully understand and accept the terms & conditions contained herein

Signature:



Name:

SOMASHEKAR B

Date:

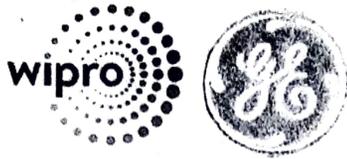
24-OCTOBER-2018

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

Corporate Office: Gold Hill Square Software Park, No. 690, 1st Floor, Hosur Road, Bommanahalli, Bengaluru - 560 068, India. Telephone: 91-80-4643 1000 / 4643 1222
Regd Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018, India. Telephone: 91-022-2496 0707, Fax: 91-22-2497 4208. Website: www.hindujagroup.com

Corporate Identity Number L92199MH1995PLC084610



Wipro GE Healthcare Pvt. Ltd.

No. 4, Kadugodi Industrial Area
Bangalore 560 067, Karnataka
India

T 91 80 4180 1000
F 91 80 4180 1290
www.wiproge.com

July 30, 2018

**Mr. Srivatsa R
Bangalore**

Dear Srivatsa,

Further to your meeting with us, we approve of your training at our facilities located at Wipro GE Healthcare, # 4, Kadugodi Industrial Area, Bangalore 560067 (the Company) on the following terms and conditions. Please note that this offer of training is subject to you producing the relieving letter / resignation acceptance letter from your current employer, if any.

1. NATURE OF ENGAGEMENT

You will be engaged as a Trainee Engineer and imparted training in the manufacturing department of the Company so as to facilitate you to acquire requisite degree of proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience on the shop floor.

2. OBLIGATIONS AND RESPONSIBILITIES

During your training period, the Company expects you to undergo training in any Department/Section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training at the facility of the Company. You shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during the training period without obtaining permission, in writing, from the Company.

You will be governed by the service Rules and Regulations as may be promulgated by the Company from time to time in relation to conduct, discipline and other matters in relation to trainees, which shall be applicable to you and shall bind you. You will not seek membership of any local or public bodies without first obtaining the permission from the Company.

3. DURATION OF TRAINING

The duration of the training will be from **30-Jul-2018** to **29-Jul-2019**. On completion of training unless otherwise informed you will automatically stop attending the facility of the Company and your training hereunder will be deemed to have been completed.

4. EX-GRATIA STIPEND

You will be paid a consolidated ex-gratia stipend (CTC) of **Rs.22,400/-** (Rupees Twenty Two Thousand Four Hundred only) per month.

5. TRAVEL

You may be required to undertake travel as part of training responsibilities and you will be paid travel expenses for this as per the Company rules.

Page 1 of 3

Thank you for partnering with us on our mission of being at work for a healthier India

Wipro GE Healthcare Pvt. Ltd. Regd. Off: No. 4, Kadugodi Industrial Area, Bangalore 560 067, Karnataka India
CIN : U33111KA1990PTCO16063 T 91 80 4180 1000 F 91 80 4180 1290



July 30, 2018

Mr. Srivatsa R
Bangalore

Dear Srivatsa,

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You will be engaged as a Trainee Engineer and imparted training in the manufacturing department of the Company so as to facilitate you to acquire requisite degree of proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience on the shop floor.

2. OBLIGATIONS AND RESPONSIBILITIES

During your training period, the Company expects you to undergo training in any Department/Section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training at the facility of the Company. You shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during the training period without obtaining permission, in writing, from the Company.

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5. TRAVEL

You may be required to undertake travel as part of training responsibilities and you will be paid travel expenses for this as per the Company rules.



SEG
AUTOMOTIVE

Ms. Venutha A
No. 8/1A, Ground Floor
Channarayana Red Cross
Narasimhaiah
Bengaluru - 560077

09/07/2018

Graduate (Engineering) Apprenticeship Program - 2018

Dear Ms. Venutha,

Please refer to the Written Test and Personal Interview you had with us for the above program.

We are pleased to inform you, that you have been selected for the position of "Graduate Apprentice" under Graduate Apprenticeship Program in SEG Automotive India Private Limited (Location Naganathapura Plant). The Training Program starts with effect from 16.07.2018.

The duration of the training will be one year from the date of your reporting for training as stipulated above. For more information on the joining formalities and the venue, please refer to page 4 of this letter.

1. During the training period, you will be paid a consolidated stipend and will also be entitled to certain allowances/benefits as detailed below.

Sl. No.	Particulars	INR per annum
1.1	Consolidated Stipend	1,72,000/-
1.2	Cash Perk Basket	2,27,100/-
1.3	Group Personal Accident Insurance	900/-
	Total	4,00,000/-

2. Please note that you will not be entitled to annual bonus or any other allowances/perks/benefits, other than what are mentioned above.

Venutha A

[Signature]



OFFER LETTER

Mr. mohammed farmaan azam
Date: Wednesday, February 13, 2019

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of Business Development Associate on following terms and conditions:

Offer Details:

Designation:	Business Development Associate
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	IBC Knowledge Park, Bangalore
Employment Type:	Regular
CTC per Annum:	
• Fixed Compensation:	700000 INR
• Variable Compensation:	300000 INR

Reporting Details:

Date of Reporting:	Monday, February 18, 2019
Reporting Location:	Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC



MODI DISTILLERY

(A Unit of MODI INDUSTRIES LTD.)

Tele : 09219440611
09219440622
09219440625
Fax : 01232 - 242532

Regd. Office MODINAGAR-201 204 CIN : L15429UP1932PLC000469 PAN AAACM2063Q

12th November, 2018

Mr. Sandeep Jane
33/1, Behind Police Station,
Vidya Nagar, Shahapur,
T.Q - Shahapur, Dist: Yadgir - 585223

Dear Mr. Jane,

With reference to your application and subsequent interview with us, the management is pleased to appoint you as **Sales Officer**, on the terms and conditions as specified below:

1. You will join the organization on or before **12th November'18** on the following terms and conditions:

(a)	That you will be paid a basic salary of Rs 9,633/- (Rupees Nine Thousand Six Hundred and Thirty Three Only) per month. In addition, you will also be entitled for the allowances and benefits as given below.	
(b)	House Rent Allowance	Rs. 3853/- p.m.
(c)	Provident Fund	Rs. 1156/- p.m.
(d)	Special Allowance	Rs. 8641/- p.m.
(e)	Children Education Allowance	Rs. 200/- p.m.
(f)	Hostel Expense Allowance	Rs. 600/- p.m.

2. You are presently posted in Bangalore.
3. You will report to your Head of Department, or to any other authority, as intimated to you from time to time.
4. Your services may be transferred from one department to another at the absolute discretion of the company. You may be transferred to any other organization/ establishments / branch / sister organization, subsidiary of the company, owned / controlled or operated by the company whether at present or started / acquired at a future date. Upon such transfer the rules, regulations, terms and conditions of service prevalent at the place of transfer will be applicable to you.
5. That you will be governed by the rules and regulations of the Company, which are enforced from time to time.



Panchajanya Vidya Peetha Welfare Trust (Regd)

Dr. Ambedkar Institute of Technology

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

BDA Outer Ring Road, Mallathahalli, Bengaluru - 560 056

Ref. No.

Date :

CAREER GUIDANCE & PLACEMENT CELL Placed Students of Industrial Engineering & Management Department 2018-19 Batch

SL.No	Name	Company Name	CTC Per Annum	Branch
1	Yogesh D	TCS	3,60,000	IEM
2	Kiran M	Infosys	3,60,000	IEM
3	Sachin R	HSBC	4,50,000	IEM
4	Jayatheertha Rao D	TVS supply chain solutions	2,75,000	IEM
5	Nikhil Jituri	investcloud	9,02,748	IEM
6	Deshik K	BOT Mantra	7,50,000	IEM
7	Ayush Udaya	Sansera Engineering	3,50,000	IEM
8	Ashmitha Prabhu	Cell Propulsion	6,00,000	IEM
9	Naveen Kumar K M	ALK Talent Search	3,12,189	IEM
10	Akshay Rao M	CultFit Healthcare Private Ltd	4,66,000	IEM
11	Sowrabha C	Infosys	4,00,000	IEM
12	Ujwal K B	Accenture	4,00,000	IEM
13	Meghana R G	Molex	3,70,000	IEM
14	Roja T	TCS	3,60,000	IEM
15	Priyanka Yadav	ALSTOM	11,00,000	IEM
16	Aishwaryalakshmi K B	Molex	4,10,000	IEM
17	Vaishnavi Shekar	TCS	3,36,000	IEM
18	Praveen K S	Multiplier	2,82,000	IEM


Placement Officer

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


Principal

PRINCIPAL
Dr. Ambedkar Institute of Technology
Bengaluru-560 056



Offer: Computer Consultancy
Ref: TCSL/CT20182496835/Bangalore
Date: 15/09/2018

Mr. Yogesh D
#51,12th CrossPipeline,
Vijayanagar,
Bangalore-560023,
Karnataka.
Tel# 91-7019886330

Dear Yogesh D,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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/CT20182496835

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



HRD/3T/19-20/12825674

Mr. Kiran Manjunath
Candidate ID: 12825674
#328 10Th A Main 3Rd Cross
3Rd Phase Manjunath Nagar
Bangalore - 560010
Karnataka
India
Ph: (91) 85533 40690

September 6, 2019

Dear Kiran,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.06 10:38:02 +05:30
Reason: Offer Letter
Location: Bangalore



28 May 2020

Sachin R
#174 1st Main Road
3rd Cross 3rd Phase
Bangalore

Dear Sachin

Further to your recent interview and conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with HSBC Electronic Data Processing India Private Limited, with a commencement date of **1 July 2020**. Please report to the undersigned on **1 July 2020** at 09:00 AM at **HSBC-EDPI, Futura - 2, 148/1, Bannerghatta Road, Bilekahalli Village, Bangalore - 560 076**.

You will be on probation for a period of 6 months which may be extended further for a period of 3 months during which your performance shall be reviewed by the Company. At the end of the probationary and / or extended probationary period you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by the Company.

JOB TITLE: Analyst- Instrument Management

Your Staff Number will be issued on joining the company.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with your grade in the company. On occasions for training purposes and to cover operational requirements you may also be required to undertake other duties at a higher or lower grade as necessary.

PAY

Your commencing remuneration – Total Cost will be **INR 350000** per annum. The detailed break-up of your Total Cost is indicated in the attached annexure. You will also be covered under Hospitalization Insurance for a sum of **INR 300000** per annum and under Personal Accident Insurance for a sum of **INR 1119097**. You will also be covered under Life Insurance for a sum of **INR 1119097** per annum. The Hospitalization Insurance cover is a family floater policy that gives flexibility in the usage of the cover amount as the entire entitlement amount can be utilized by either an individual or any member/s of the family (self, spouse, children-up to two). Details of the insurance scheme will be provided to you on joining the company.

Payments will be made on or around the 24th of each month for that calendar month; is subject in cases to Income Tax and other statutory deductions; and will be paid into an account, which will be opened in your name with Hong Kong and Shanghai Banking Corporation Limited. If you already have an account with Hong Kong and Shanghai Banking Corporation Limited, please provide us with details as soon as possible.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Each year your performance will be reviewed and if a performance award (bonus) is applicable,



Confidential

8-Aug-19

TVSLSL/P&A/6351-317

Mr. Jayateertha Rao D
E-Code: 57992
No:No: 274, 3rd B Cross, 3rd Stage 2nd Block,
Near Vidhya Vardhaka Sangha College,
Basaveshwaranagar, Bangalore,
Karnataka - 560079

Dear Jayateertha Rao D.

APPOINTMENT ORDER:

Reference your application and the interview you had with us on various dates, we are pleased to appoint you as **GRADUATE ENGINEERING TRAINEE** in our organization with effect from **8-Aug-19** on the following terms and conditions.

1. You are deployed as **GRADUATE ENGINEERING TRAINEE** in our organization with a view to enable you to learn on-the-job and the period of learning is initially fixed as **One Year** and therefore your period of learning with us will come to an end on **07-Aug-2020**. However, the period of learning may further be extended, if deemed necessary and/or proper, at the discretion of the management for such period or periods as may be fixed by the management and at the end of extended period/periods your learning period will come to an end.
2. During the period of learning, you will be paid a basic salary of **Rs. 10350/-** per mensem, plus other allowances as per the annexure.
3. The quantum of salary is liable to be reduced or enhanced at the discretion of the Management. You cannot claim the salary as a matter of right.
4. You may be deputed or permitted to undergo training in other department/departments also at the discretion of the management.
5. Your aptitude and interest in learning the work and your behaviour both inside and outside the company will be closely watched. You are expected to follow the rules, regulations and the disciplinary norms of the company.
6. As you are only a learner and not an employee of the company, you are not entitled to any benefit or privilege available to the employees of the company. But it is up to the Management to permit you to avail of such benefits/ privileges which they deem fit in your case as it is specifically understood that you are having been permitted to avail any privilege or benefit available to the employees only, will not confer on you any claim for the same as of right or otherwise and the same will not change your status as a **GRADUATE ENGINEERING TRAINEE**.

TVS Supply Chain Solutions Limited

(Formerly known as TVS Logistics Services Limited)

Corporate Office: No. 226, Karunai Kudil, Cathedral Road, Chennai - 600086, India Phone: +91 - 44 - 3088 2400 / 3098 0300

Registered office: No. 10, Jawahar Road, Chokkikulam, Madurai - 625002, India.

CIN: U63011TN2004PLC054655

Collaborate. Innovate. Accelerate.



**Babelsys Technology
India Private Limited**
(fully owned subsidiary of Investcloud Inc.)
CIN: U72200KA2015FTC081406

23rd September 2021

To,

Mr. Nikhil Jituri

Phone: 7019958845
nikhiljituri007@gmail.com

Dear Mr. Nikhil,

Pursuant to our discussion, we are pleased to offer you the position of Software Engineer for M/s Babelsys Technology India Private Limited.

You are required to join us on or before **1st October 2021**.

Your salary per month will be **Rs 71,479/- (Rupees Seventy- One Thousand Four Hundred and Seventy-Nine Only)**. In addition to monthly salary, we will be providing Medical insurance for yourself and your family. The approximate monthly cost for medical insurance payable by the company is Rs. 2500 per month. Upon completion of probation period, you will be eligible to claim mobile bill and internet bill reimbursements. The maximum amount of reimbursement towards mobile and internet is Rs.1250 per month. **Your effective Cost to Company (CTC) is Rs. 75,229/- (Rupees Seventy-Five Thousand and Two Hundred and Twenty-Nine Only)**. The other details of your employment will be furnished in the Appointment letter given to you at the time of joining. Acknowledge this letter duly signed as a token of your confirmation and acceptance of this offer.

We look forward to having a fruitful and long-lasting relationship with you.

For Babelsys Technology India Private Limited.

Manish Kumar Sharma
Director

I agree with the offer stated in this letter and shall be joining on or before
Name and signature of the candidate

NIKHIL JITURI

"Heritage Landmark": #304, 3rd Floor, 1st Main Road, 1st Block, Jakksandra extn.,
Koramangala, Bangalore - 560034. Tel: +91 -080-41172568.

Integrated Management and Programming
Group Worldwide

To:
Deshik
Email: Deshik.k.4444@gmail.com

Dear Deshik,

We are pleased to offer you the full-time position of Robotic Process Automation (RPA) Developer at Integrated Management and Programming Group Worldwide with a start date of or before November 7 2021. You will be reporting directly to the Manager of Robotic Process Automation.

In this role, Primary duties include, but are not limited to:

- Write and develop code for automation solutions, per client requests
- Create and develop quality assurance standards prior to product implementation
- Maintain product uptime for clients, ensuring client satisfaction
- Communicate verbally and in writing on complex issues in a clear and concise format easily understandable by the intended recipient
- Ensure all processes are executed successfully, all errors/exceptions are resolved
- Coordinate with various teams and raise support ticket for all issues, analyze root cause and assist in efficient resolution of all production processes
- Lead in migrations from development to production, upgrades, installations and/or configurations

The annual starting compensation for this position is 900,000 Indian Rupee per year to be paid on a bi-weekly basis by direct deposit. Your position will be an Exempt Position.

As an employee of Integrated Management and Programming Group Worldwide, you are also eligible for our benefits program, which includes medical insurance, vacation time, and other benefits which will be described in more detail in the employee handbook. Because of the nature of the relationship, **Integrated Medical and Programming Group Worldwide** guarantees 6 months of employment for the first year. While the company may continue to terminate for at fault reasons (i.e. theft, no call no-show to work, etc.), the employee will receive their salary for six months, starting on their effective date.

Please confirm your acceptance of this offer by signing and returning this letter no later than 09/07/2021.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Integrated Management and
Programming Group Worldwide Team



Ref: SE/HR/20241/678/21-22

25.11.2021

To,

Mr. Ayush Udaya
S/o Mr. Udaya R
#72/7, 5th Main,
Chamrajpet, Bangalore,
Karnataka - 560018.

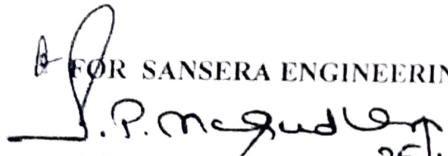
Dear Mr. Ayush Udaya,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you as a "Graduate Engineer Trainee" in our Organization on the terms and conditions as mentioned in the enclosed Annexure.

If the terms and conditions as mentioned in the enclosed Annexure is acceptable to you, please sign the duplicate of this letter signifying your acceptance of the terms.

Thanking You.

Yours faithfully,


FOR SANSERA ENGINEERING LTD.
(T.P.MADHUSUDHAN) 25/11/2021
DEPUTY GENERAL MANAGER - HR



CELL PROPULSION

To **Ashmitha Prabhu,**

Date: 20 August 2021

RE: INVITATION TO JOIN CELLPROP PVT LTD

I am pleased to invite you to join our company Cellprop Private Limited as **Supply Chain Engineer.**

Cell Propulsion is an electric mobility start-up based out of Bangalore. These are exciting times at Cell Propulsion as we endeavor to build electric vehicles and associated technologies for global markets. We assure you that the journey is exciting while being a fantastic learning experience.

We are offering a salary of INR 40,000/-per month for this position from which appropriate tax deductions will be made.

Salary Structure	Monthly	Annual
Basic	16,000	192,000
HRA	6,400	76,800
Special Allowance	14,400	172,800
Conveyance Allowance	3,200	38,400
Gross Salary	40,000	480,000
Performance Bonus		(Maximum Up to 120,000)
Maximum CTC		600,000

We look forward to having you on board on 20th August 2021 on probation of three months. Please provide your formal confirmation to join us and we will share other necessary details.

Paras Kaushal

Paras Kaushal
Co-Founder and COO Cellprop
Private Limited

Letter of Intent

Dear Naveen Kumar K M
ALK Code:- Alk -17166
20-Sep-2021

With reference to your interviews and subsequent discussions you had with us, we are pleased to offer you a position of **MIS Executive** with us (ALK Talent Search LLP) and deputed to **HiveLoop Technologies Pvt.Ltd. (Udaan)**

Detailed job objectives will be provided upon joining. The appointment offer is subject to the information provided by you in your Resume / Bio-data/CV and interviews are correct and valid.

Your work location will be **Bangalore** The job is transferable anywhere within India.

Your Annual CTC will be INR **312189.60/-** The Management reserves the right to bifurcate or merge the allowances in basic salary. A detailed salary structure along with appointment letter will be provided after the date of joining.

The appointment is valid from the date of your joining which should not be later than **16-Sep-2021**

Please send in your acceptance by returning signed acknowledgement. Upon joining, we will provide you a detailed fixed term appointment letter.

Kindly bring copy of the below mentioned documents at the time of joining:

- 1) Five (5) Passport size photographs with white background – name written at the back.
- 1) Self-attested photocopies of Educational Certificates.
- 2) Self-attested photocopy of your PAN Card.
- 3) Self-attested Photocopy of AADHAR Card
- 4) Self-attested Photocopy of your Photo ID e.g. Voter ID/ Aadhar Card/ Driving License.
- 5) 1 original and 1 photocopy of Cancelled cheque from your Bank account or 2 photocopies of front page of your passbook.
- 6) Resignation mail or Resignation letter/Non obligation certificate from your previous organization (If any).

You can share the documents to mail id - Ravi@alktalent.in and Mobile Number - **9625934055, 9066366340**

Please note that any claims based on the alleged verbal promises by any authority, not a part of this letter, will not be entertained in future.

This Letter of Intent shall be valid for two weeks or till the date of joining, whichever is earlier.

For ALK TALENT SEARCH LLP




Authorized Signatory

Accepted and Agreed



12th May 2019

Appointment Letter

Dear Akshay Rao M,

We are pleased to offer you a position of Associate Trainer at Cultfit Healthcare Pvt. Ltd. (referred as "Company" and/or "Cult"), with effect from 12th May ,2019 the following terms and conditions;

TERMS & CONDITIONS:

1. You will be paid an all-inclusive remuneration of INR 4,66,000 /-per annum.
2. You will be on probation for a period of 03 (three) months from the date of joining. The period of probation may be extended at the discretion of the Company. In case your work and conduct are found to be satisfactory during the probation period you will be deemed confirmed at the end of 03 (three) months unless notified otherwise in writing. Unless stated otherwise, there would not be any change in your employment terms on confirmation.
3. You will be governed on statutory benefits as per the respective acts of PF, Bonus/Ex-gratia & Gratuity, as per the rules in force, from time to time.
4. You will be eligible for leaves as per the existing leave policies of the company.
5. Your duties and responsibilities are as discussed with you, besides, the management may vary your role & responsibilities, at its discretion from time to time.
6. You will be placed at Bangalore immediately after reporting for duty. You may be posted and transferred to any other post or place or branch of this company, holding or subsidiary of this company, associates or partners as per the exigencies of employment. Upon such transfer, rules and regulations of such post, at the place of posting will become applicable to you. You will be bound by the service rules and regulations, office orders of the company issued from time to time and will be bound by service, conduct and disciplinary rules of the company, which may be framed or modified from time to time.
7. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.
8. You will be governed by the Standing Orders / Service Conditions / Rules and Regulations of the Organization as may be in force from time to time.

Akshay Rao M
1DA13IM005

HRD/1000629851/21-22

Ms. Sowrabha Chidambara Murthy
 No 26, Maharatna Nilaya, Opposite anupama Degree College,
 Andrahalli Main Road, Peenya 2nd Stage,
 Bangalore- 560091
 India

Ph: +91-6362794561

Dear Sowrabha,

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

Here are the terms and conditions of our offer:

Joining Date

Your scheduled date of employment with us will be **August 2, 2021**.

Location

Your location for employment is **BANGALORE**, 44, Infosys Avenue Electronics City, Hosur Road Bangalore 560 100, 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
 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

Corporate Office:
 CTN: 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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

31-Mar-2022

**Ujwal Kb
C10887556
Bengaluru**

Subject: Offer of Employment ("Offer")

Dear **Ujwal Kb,**

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile- **Application Development Associate**

Management Level- **12**

Job Family Group-**Software Engineering**

Your joining location would be **Bengaluru**

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

molex

Date: August 07, 2020

MEGHANA R G
#696/A, II Main,
II Stage, "D" Block,
Rajajinagar,
Bangalore – 560010

Dear Meghana,

APPOINTMENT LETTER

With reference to your application for trainee position in our organization and the subsequent interviews you had with us, we are pleased to offer you the position of **"Trainee, Logistics"** at **Molex India Business Services Private Limited**. The duration of the training would be for a period of one year.

Terms and conditions of your training would be as follows:

1. You will initially be paid a base salary as per **Annexure 1**. Your salary may change from time to time upon review by the company at its discretion, to take into account any change in your job responsibilities or status, the performance of the Company, and any other criteria as the company may determine from time to time, and this agreement will continue to apply irrespective of the same.
2. You will be governed by the specific terms and conditions such as Basic Salary, Allowances, and Benefits structure, Service Conditions, Rules and Regulations etc. as stipulated by the Management from time to time for this Company.
3. Your appointment entails the following perquisites and benefits with specific norms elucidated below:
 - a) **Provident Fund**
Company will contribute an amount equivalent to 12% of Basic salary as Provident Fund and Family Pension Fund contribution.
 - b) **Medicare Program**
You shall be covered under Health Insurance Scheme under the Group Medical Cover (GMC), Group Personal Accident Insurance (GPA) and Group Term Life (GTL) Schemes as per company policy.

DocuSigned by:

Suman Bose

9E009626B31E40D



Regd. Office: Molex India Business Services Private Limited, Crystal, Kalyani Platina, Kundalahalli Village, K. R. Puram Hobli, Bangalore - 560 066, Karnataka, India. main +91 80 66838400 to 401 CIN: U74900KA2012FTC066364
Branch Office: Pine Block, Kalyani Platina, Kundalahalli Village, K. R. Puram Hobli, Bangalore 560 066. main +91 80 66839000

Meghana R.G



24-FEB-2020

Letter Of Appointment

Ms. Roja T
TCS - Bangalore

Dear Ms. Roja,

Further to your acceptance of our offer letter vide TCSL/CT20182495777/- Bangalore dated 05-Feb-2020 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 24-FEB-2020 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1855625.

Yours sincerely,
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Faveline Street, Fort, Mumbai 400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

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



INDIA & SOUTH ASIA

Registered Office

66/2, 3rd Floor, Embassy Prime
CV Raman Nagar, Bangalore - 560075 Karnataka, India
Phone: +91 80 4641 2400
www.alstom.com/india

PRIVATE AND CONFIDENTIAL

03 Sep 2021

Ref.No:ALSTOM/Bengaluru/175232/2021

Priyanka Yadav

#3, Pattanagere, Near Samudhaya Bhavan,, BHEL Layout,
Rajarajeshwarinagar
Bengaluru , Karnataka, India, 560098
Mobile: 911 398 4775

SUBJECT: OFFER LETTER CUM APPOINTMENT LETTER

Dear Priyanka,

Welcome to ALSTOM family.

We appreciate your interest in seeking an employment opportunity with **Alstom Transport India Limited ('Company')** and it is our pleasure to offer you **employment ('employment')** as "**iCollab and AM platforms Analyst**". You shall report to "**AM & Collab Platforms Manager**".

The other details of your offered employment are as under:

TARGET DATE OF JOINING	: 06 Dec 2021
JOB BASE LOCATION	: Bengaluru
FUNCTION	: IS&T
REMUNERATION	: Refer Annexure A
PROBATION	: 6 Months

This Offer Letter cum Appointment Letter (**Offer Letter**) sets out the broad terms of your employment with the Company. Your employment shall be governed by the detailed terms and conditions of the Employment Agreement which you will need to execute on the date of your joining, the Company policies, and certified standing orders (if applicable), as may be amended from time to time

Please note that the commencement and continuation of your offered employment with the Company shall be subject to:

- Medical Fitness:** Receipt by the Company of satisfactory report with respect to your medical fitness. In this regard, on the Date of Joining, you will be required to submit to the Company a medical fitness certificate issued by medical practitioner of Company approved hospital/clinic. Please refer **Annexure B** for details of fitness test required to be undertaken.
- Background Verification:** You agreeing to the Company or any of its authorized vendors conducting a background verification and you passing such verification. Further, receipt by the Company of clear and positive background check report of all the information including the references, as furnished in the application for appointment (and supporting documents) by you.

molex

Aishwarya Lakshmi KB
#843/4 17th G main road
5th block, Near Karur Vysya Bank
Rajajinagar Bangalore - 560010

Date: 03 Jan 2022

Dear Aishwarya,

APPOINTMENT LETTER

With reference to your application for trainee position in our organization and the subsequent interviews you had with us, we are pleased to offer you the position of **"Trainee, Labeling"** at **Molex India Business Services Private Limited**. The duration of the training would be for a period of one year.

Terms and conditions of your training would be as follows:

1. You will initially be paid a base salary as per **Annexure 1**. Your salary may change from time to time upon review by the company at its discretion, to take into account any change in your job responsibilities or status, the performance of the Company, and any other criteria as the company may determine from time to time, and this agreement will continue to apply irrespective of the same.
2. You will be governed by the specific terms and conditions such as Basic Salary, Allowances, and Benefits structure, Service Conditions, Rules and Regulations etc. as stipulated by the Management from time to time for this Company.
3. Your appointment entails the following perquisites and benefits with specific norms elucidated below:
 - a) **Provident Fund**
Company will contribute an amount equivalent to 12% of Basic salary as Provident Fund and Family Pension Fund contribution.
 - b) **Medicare Program**
You shall be covered under Health Insurance Scheme under the Group Medical Cover (GMC), Group Personal Accident Insurance (GPA) and Group Term Life (GTL) Schemes as per company policy.
4. You will be entitled to 18 days of annual / earned leave and 12 days sick / casual leave during a calendar year. You may accumulate annual leave upto a maximum of 45 days and sick / casual leave upto a maximum of 30 days. Beyond the maximum limit, un-availed annual or sick / casual leave shall lapse. Your leave would be governed by the leave rules of the company notified from time to time. If you proceed on leave without

Regd. Office: Molex India Business Services Private Limited, Crystal, Kalyani Platina, Kundalahalli Village, K. R. Puram Hobli, Bangalore - 560 066, Karnataka, India. main +91 80 66838400 to 401 CIN: U74900KA2012FTC066364
Branch Office: Cedar Block, 2nd Floor, Kalyani Platina, Kundalahalli Village, K. R. Puram Hobli, Bangalore 560 066. main +91 80 66835000



Offer: Computer Consultancy
Ref: TCSL/CT20182414848/Bangalore
Date: 15/09/2018

Ms. Vaishnavi Shekhar
789th Cross,
Gnanajyothinagar,
Bangalore-560056,
Karnataka.
Tel# 91-7204579718

Dear Vaishnavi Shekhar,

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/CT20182414848

TATA CONSULTANCY SERVICES

VYDEHI RC 1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 2000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



Letter of Intent Document No R-HR-13B	Revision No R01	Revision Date 24.03.2017	Page 1 of
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Letter of Intent

Date: 03-May-2022

MR. PRAVEEN K S,

Dear Praveen,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **DEMA GENERATION ASSOCIATE** with Multiplier (A Division of Multiplier Brand Solutions Pvt Ltd) for our project with **KANSAI NEROL PAINTS LTD..** Your present place of work shall be at **BANGALORE.**

Your cost to company will be Rs. 20671/- per month which includes all component & contributions made by you and employer. (includes PF and ESIC contribution of employer and employee, Bonus , P. Tax as per rules of state govt., Conveyance allowance, Mobile allowance and any other allowance, if any as per grade).

In addition to this you may also be entitled for the incentives depending upon achievement of your targets at the discretion of management. The incentive scheme may vary from month to month that shall be informed to you by the management.

You are required to join Multiplier (A Division of Multiplier Brand Solutions Pvt Ltd) latest by **03-May-2022** , failing which this offer shall stand automatically withdrawn.

After engagement in this company, you will not disclose any information relating to the company or its associates to any unauthorised person , firm or company whatsoever , either during the currency of your Agreement and/or any time thereafter. Breach of stipulation will entitle the company to terminate your Agreement immediately without notice and you will be held responsible for any damage which the company may suffer because of such disclosures & will be recoverable the same for you.

If you fail to join within 7 days from your date of joining mentioned in your offer letter; your offer shall stand null & void and you shall be marked as "Not Joined" post which if you have any concern with respect to transferring/withdrawal of PF of previous company Multiplier Brand Solutions Pvt. Ltd. shall not be liable in any case; unless your PF account has been generated with us.

As per the government's new mandate, it is compulsory for all salaried employees to get their UAN number seeded with Aadhar number on PF website and file e-nomination to complete the process. It is the individual's (Candidate/Employee) responsibility to ensure that this activity is completed before joining or before first month salary payout.



Multiplier Brand Solutions Pvt. Ltd.
(Formerly known as Multiplier India Brand Solutions Pvt. Ltd.)
CIN: U74999DL2016PTC0358123

2nd Floor B-17 G-3, Mohan Co-operative
Industrial Estate, Main Mathura Road,
New Delhi - 110044

T: +91 11 61429555
info@multiplier.co.in
www.multiplier.co.in

Regd Office B-17 G-3 2nd Floor Mohan Co-op Industrial Estate Main Mathura Road South Delhi, Delhi India 110044 T: +91 11 6142 9555



Panchajanya Vidya Peetha Welfare Trust (Regd)

Dr. Ambedkar Institute of Technology

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

BDA Outer Ring Road, Mallathahalli, Bengaluru - 560 056

Ref. No.

Date :

CAREER GUIDANCE & PLACEMENT CELL

Placed Students of Industrial Engineering & Management Department 2019-20 Batch

SL.No	Name	Company Name	CTC Per Annum	Branch
1	Shrinidhi Vishnu Hegde	Cognizant	4,00,000	IEM
2	R Jyothsna	Capgemini Technology Services India Limited	3,50,000	IEM
3	Shreelekha H	Amazon India Development Center	3,67,200	IEM
4	Hemashwetha K S	YourQuote	3,00,000	IEM
5	Srikanth S Kaushik	Amazon	2,50,000	IEM
6	Kiran Kumar A L	Infosys	3,60,000	IEM
7	Gouthami P V	Concentrix	2,50,000	IEM
8	Praveen K	QUESS Corp Ltd.	2,00,000	IEM
9	Sahana C	VURAM	3,30,000	IEM
10	Abhinandan M R	Infosys Pvt Ltd	3,60,000	IEM
11	Jaikumar P	Luftansa TECEhnic Services Ltd.	3,80,000	IEM


Placement Officer

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


Principal

PRINCIPAL
Dr. Ambedkar Institute of Technology
Bengaluru-560 056



TalentAcquisitionGroup... 1/29/2020

to me ✓



Dear Shrinidhi Vishnu,

Warm greetings from Cognizant!

- Congratulations and welcome to Cognizant family!! Attached is the soft copy of the offer letter. We are sure that there will be a lot of mutual value adds with the beginning of your association with Cognizant!

While you read through the offer, we would like you to make a note of the following,

- The offer made is based on internal parity and the overall structure in Cognizant. Cognizant incentives schemes are the best in the industry. One of the major USP is our Annual Bonus - It is here we try and reward those who have performed outstandingly.

You will receive a mail from CognizantHR@cognizant.com to help you with the pre-joining formalities with us.

We are really excited to have you on-board.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 3817270 /819427,
06/04/2021,

R Jyothsna

Hno:61, Srinivasam, 1st Main, 1st Block, Vasantha Vallabha Nagar, Subramanyapura Post, Bengaluru South.,

Bangalore ,Karnataka,
India.

Confidential

Dear R Jyothsna ,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 06/09/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Process Associate /A3**

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

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 350000 /- (**Rupees Three Lakh Fifty Thousand only**) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

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

The breakup of your all-inclusive annual target compensation given in Exhibit 2



OFFER CUM APPOINTMENT LETTER

Shreelekha H
48, 7th cross rd, Jakkasandra
Bangalore
560034
IN

Dear Shreelekha,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Business Operations Specialist** at **Bangalore, India**.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **25-Oct-2021**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

1

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th
Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka
India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233



Date: Nov 30, 2020

Dear Hemashwetha,

We are pleased to offer you employment in the position of Content Manager (English), with effect from Dec 1, 2020. In this role, you will handle the various profiles, including YQ Baba, for YourQuote's content team. You will be reporting to Harsh Snehanthu, co founder and CEO of the company. This appointment is subject to the following terms and conditions:

1. **SALARY** Your starting salary is Rs. 3,00,000 (Rs. three lac only) per annum
2. **PROBATION** You are required to serve a probationary period of 4 weeks after which your service will be confirmed subject to satisfactory performance. The probationary period may be extended or shortened at the absolute discretion of the Company. During the probationary period, the appointment may be terminated by either party giving 2 weeks notice in writing to the other party or on payment of half month salary in lieu of notice.
3. **DUTIES AND RESPONSIBILITIES**
 - a. You are required to perform the duties and responsibilities related to your position at any division, department or section in the Company or within the Group of Companies. You will be deployed in Bengaluru.
4. **WORKING HOURS**
 - a. The working hours will be from 11 am to 8 pm, five days a week.
 - b. The prompt posting hours are from 8 am to 12 am, where you can inform in advance if you're going to be busy or late.
5. **ANNUAL LEAVE/HOLIDAYS**

You are entitled to 12 annual leaves (pre-approved) in addition to 10 gazetted holidays observed by the Company.

6. RULES, REGULATIONS & CONFIDENTIALITY

You shall at all times, devote your full attention and skill to the affairs of the Company and will endeavor to your utmost ability to promote and advance the interests of the Company.

Accordingly, you undertake that:

- you will not at any time during the continuance or after the termination of your services with the Company irrespective of any reason for such termination, make use or disclose to any party either for your own benefit or for the benefit of any party (individual, firm, company, any trade or business), the affairs and confidential information of the Company or any of its related companies



OFFER CUM APPOINTMENT LETTER

Srikanth S Kaushik
#302,Kausthubha,5th main, Bank colony,Bogadhi
Mysuru
570026
IN

Dear Srikanth S,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Process Associate at Bangalore, India**.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **19-Apr-2021**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with

1

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,
Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233



Offer: Computer Consultancy
Ref: TCSL/CT20213807871/Kolkata
Date: 18/01/2022

Mr. Kiran K
Lakshmi Venkateshwara NilayaKadabagere,
Kk School,
Bangalore-562130,
Karnataka.
Tel# -9986346948

Dear Kiran K,

Sub: Letter of Offer

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

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

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

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/CT20213807871

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - 8F/12, New Town, Rajarhat, Kolkata- 700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 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

Private & Confidential

Date : 15/02/2021

GOUTHAMI PERUMAL VENKATESH

NO.153 1ST CROSS S S M ROAD HOYSALA NAGAR ULSOOR

KARNATAKA -560008

APPOINTMENT LETTER

Dear GOUTHAMI PERUMAL VENKATESH,

Subsequent to the meetings between Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Transaction Processing. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Bangalore.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 18/02/2021 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 17/02/2021 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at Madhu.Kumard@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.1

QUESS

Date: Jun 09, 2021
Offer No : QS2225717

PRAVEEN K

MALUR 680014
KARNATAKA

FIXED TERM EMPLOYMENT CONTRACT

Dear **PRAVEEN K**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to BIOVET PRIVATE LIMITED under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUN 10, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUN 10, 2021 to JUN 10, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:



Quess Confidential

Page 1

This is a system generated letter

Offer No : QS2225717

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscopy.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

**Registered Office**

185, Third Main Road, Natesa Nagar

Virugambakkam Chennai 600 092 TN India

+91 44 4910 2200

CIN U72900TN2010PTC077255

July 27, 2021

Dear Sahana Chandrakanthaiah,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as an "Associate Quality Engineer". We at Vuram are keen on providing an excellent environment for work, a great learning atmosphere, a friendly work culture and highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Please find enclosed your detailed appointment letter. A copy of the same is to be signed and brought by you on your date of joining. This offer is subject to providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

A handwritten signature in black ink, appearing to read "Prabhavathi Macheri Shanker".

Prabhavathi Macheri Shanker
Director, Vuram

October 13, 2021

HRD/1002063943/21-22

Mr. Abhinandan m M R
S/O M N Rajarao Agrahahara Road, Konandur,
Thirthahalli Tq,
Shivamogga-577422
India

Ph: +91-9483961003

Dear Abhinandan m,

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 **04-Nov-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.



Offer Letter

Name : Jai Kumar

DOJ : 21-Mar-2022

Employee ID : YTG

Dear Jai Kumar,

It is our pleasure to extend the following offer of employment to you on behalf of Lufthansa Technik Services India Pvt. Ltd, further to the discussions you have had with us. In order to fill our vacant position we would like you to join the duty as per the details mentioned above or as per discussion.

You are appointed as Junior Executive- Customer Service Function. Your Annual Package (including fringe benefits*) will be INR 384884 (Three Lakhs Eighty Four Thousand Eight Hundred & Eighty Four Only). You will be on a probation period for six months.

Company's general working timings is from 8.30 hours to 17.30 hours and it can be changed as per business requirement. Your current place of work is Bangalore. Your place of work may be changed to any other location within India or overseas as directed by the Company from time to time.

After successful completion of the probation and review thereof, you will be entitled to other allowances, benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability. Offer stands canceled in case of any deviations in information or if you fail to report to us on or before pre-decided date. The offer stands void if we do not get confirmation from you within four days of sending this letter.

Please check Annexure I for the remuneration details and *fringe benefits.

Once the offer letter is accepted, a checklist of documents to be submitted before joining the organization will be shared.

We look forward to an enduring relationship with you.

Yours Sincerely,

Thavamani
Head HR

* Fringe : a e-letter, hence signature is not required
** TBD : To Be Decided, YTG - Yet To Generate

AD
Jai Kumar P
24/02/2022
Offer Accepted



Panchajanya Vidya Peetha Welfare Trust (Regd)

Dr. Ambedkar Institute of Technology

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

BDA Outer Ring Road, Mallathahalli, Bengaluru - 560 056

Ref. No.

Date :

CAREER GUIDANCE & PLACEMENT CELL

Placed Students of Industrial Engineering & Management Department 2020-21 Batch

SL.No	Name	Company Name	CTC Per Annum	Branch
1	A Mohammed Junaid	TCS	3,36,887	IEM
2	Manav Chethan Bijjahalli	Wickedride Adventure service Ltd	6,00,000	IEM
3	Keshav Kiran	Laundryheap	3,50,000	IEM
4	Shashank Bhujang	Edgeverve	6,50,004	IEM
5	Prajwal M	Indo-MIM	2,40,000	IEM
6	Sirisha.M	Infosys	3,60,000	IEM
7	Mohamed Wasim	Tata Consultancy Services	3,36,000	IEM
8	Aishwarya Lakshmi	Molex	4,10,508	IEM
9	Vinith B	Infosys	3,60,000	IEM
10	Anushree M	TCS	3,36,807	IEM
11	Chaya H T	Optum	4,50,000	IEM
12	Bandhavya S M	Symphony Summit	3,60,000	IEM
13	Abhijith H A	Enel Green Power	4,48,000	IEM
14	Bhoomika K	Stovekraft	3,00,000	IEM
15	Premkumar Vel E	Zeiss	4,50,000	IEM
16	Amogh M Aradhya	Hasgek Learning Pvt. Ltd.	4,00,000	IEM
17	Meet Shah	RECS	3,00,000	IEM

Placement Officer

TRAINING AND PLACEMENT OFFICER

Dr. Ambedkar Institute of Technology

Bengaluru-560 056

Principal

PRINCIPAL

Dr. Ambedkar Institute of Technology

Bengaluru-560 056



Offer: Computer Consultancy
Ref: TCSL/DT20218560916/Trivandrum
Date: 10/02/2022

Mr. Junaid Mohammed A
#33/7 1st Main, 5th Cross, Above Venkateshwara SweetsLn Colony,
Yeshwanthpur,
Bangalore-560022,
Karnataka.
Tel# -

Dear Junaid Mohammed A,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** 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/DT20218560916

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wisma 11 Building 6th Floor, Infopark, K. J. Somaiya Rd, K. J. Somaiya Colony, Bangalore, India
Tel: 08046411100 Fax: 08046411105 Website: www.tcs.com
Registered Office: New Building, 9th Floor, Maratha Mandir, 100, Market Street, Chennai, India
TCS Careers: www.tcs.com/careers

22-Mar-2022

Manav

Employment Offer Letter

Dear **Manav**,

We are pleased to offer you a position as **Generalist** at **WickedRide Adventure Services Pvt Ltd.** starting on 10-Mar-2022. In this position, your primary duties will include, but are not limited to, supporting the **CEO Office** activities of the Company. Your duties will also include such other responsibilities that the Company may assign to you. Your role and reporting relationship may also change based on your performance as the Company evolves. You may be required to travel from time to time for business reasons.

You will devote your best efforts to the performance of your job for the Company and shall work such hours as may be necessary for effectively discharging your duties towards the Company. While employed at the Company, you will not undertake any other activity requiring your business time and attention, nor support (by way of investment or otherwise) any activity that may be competitive with the Company's business or pose a conflict of interest with the business. You will follow the Company's policies and procedures (including the policies of the Company protecting other employees against discrimination and sexual harassment) as described to you from time to time. As a condition of your employment, you will execute the Company's Proprietary Information described in the Employee Manual and provide the Company with any legally required proof of your identity and such other documents and/or references as the Company may call upon you to furnish.

Compensation:

Your starting salary will be Rs.6,00,000 (**Six lakhs per annum**) Indian Rupees per year, on a cost to company basis, payable in monthly amounts in arrears. {If bonus is included, add - In addition you will be eligible, subject to the then applicable policies of the Company, to earn a bonus of **Two lakhs** Indian Rupees per year, payable annually, based on individual and company performance.} All payments to you will be subject to legally required withholding and such other agreed withholding as may be agreed by you with the Company. The salary payable to you is on a cost to company basis and the Company has the right to structure the components of the salary in accordance with applicable laws and its policies in that behalf.

None of your rights to receive any form of compensation payable pursuant to this offer may be assigned or transferred except by operation of law. Any other attempted assignment, transfer, conveyance or other disposition of your right to compensation or other benefits shall be null and void.



THURSDAY, DECEMBER 9, 2021

Dear Keshav,

Laundryheap Limited is pleased to offer you the Full-Time position of Logistics Services - Junior Associate. The starting salary offered for this position is a gross total of ₹350,000.00 per year, paid monthly. Your start date with Laundryheap Limited is on December 13, 2021. This offer will expire at 5:00pm on December 10, 2021.

Your acceptance of this offer and commencement of employment with the Company are contingent upon successfully passing a background check prior to your start date. Your continued employment with the Company is also contingent upon your acceptance and execution of all Company policies and agreements, which you will receive during onboarding.

On your first day of employment, you will be provided with additional information about the objectives and policies, benefit programs, and general employment conditions. To your identification requirements, you should bring documentation to support your identity and eligibility to work in the residing country.

We are pleased to have you join the Laundryheap Limited team! If you have any questions, please do not hesitate to contact us at deepika@laundryheap.com. We look forward to working with you in the future, and hope you will find your employment at Laundryheap Limited a rewarding experience.

October 29, 2021

PMO/MEM/11506895/2022

Shashank Bhujang

LR 33, LIG Row houses, Opp SGIP School, Nandini Layout,
Bangalore - 560096,
Karnataka, India

Dear Shashank,

Subject: Offer of Employment with EdgeVerve Systems Limited

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you employment in the role of **Member - Product Engineering** with EdgeVerve Systems Limited (the "Company"). Your Role Designation will be **3835APRINP : Product Engineer (PE)**. Your location of reporting is **Bangalore**, India and the scheduled date of joining the Company is **November 10, 2021**. You will be in the **Member Group**.

Your Total Gross Salary including Performance Bonus will be **INR 54,167** per month. Kindly refer to the compensation details sheet for specifics.

The terms & conditions of our offer are as follows:

1. Date of Commencement of Employment:

Your employment with the Company shall commence on **November 10, 2021**.

2. Location:

Your current location of employment shall be **Bangalore**. However, please note that the Company reserves the right to transfer its employees to any of its Unit (s), office(s) or of its Affiliates and/or the office of the Company's customer ("Work Location"), other than the one an employee was initially hired to work in. For the purpose of this agreement, "Affiliate" means any entity that controls, is controlled by, or is under common control with the Company. For purpose of this agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Accordingly, we want you to be aware that you may be transferred to another Work Location in the future depending on the Company's business requirements, and in the event thereof your remuneration and other benefits in relation thereto shall be determined in accordance with the Company's existing and future policies in that Work Location. Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the foregoing.

In the event of a transfer of your Work Location, the Company shall do its best to accommodate, solely at its own sole discretion, any requests or preferences you may have with respect to your choice of Work Location or any other matter in relation to the transfer, consistent with internal Company's policies.

EDGEVERVE SYSTEMS LIMITED
Plot No. 47, Electronics City,
Hosur Road,
Bengaluru 560 100, India
T 91 80 3952 2222
F 91 80 2852 1300

Registered Office:
CIN: U72200KA2014PLC073660
Plot No. 44, Electronics City
Hosur Road
Bengaluru 560 100, India
www.edgeverve.com
edgeverve@edgeverve.com

Ref: Indo-MIM/GAT/21

04/10/2021

Mr. Prajwal M,
S/o. Manju Raju S,
#40 Pramatha, 1st Main Road Siddeshwara Layout,
Sidedahalli, Nagasandra Bangalore North,
Karnataka-560073.

Dear Prajwal M,

Sub: To secure Graduate Apprentice certification.

With reference to your application and the subsequent interview you had with us, we are pleased to engage you as 'Graduate Apprentice' in our Organization, on the following terms and conditions.

The purpose of your engagement is purely to impart industrial apprentice as per the provisions of Section 22(1) in **THE APPRENTICES ACT, 1961.**

1. It shall not be obligatory on the part of the employer to offer any employment to any apprentice who has completed the period of his apprenticeship training in his establishment, nor shall it be obligatory on the part of the apprentice to accept an employment under the employer.
2. You will be on training period from 04/10/2021 to 03/10/2022 and your training gets determined by flux of time. However, the Management reserves the right to terminate your training at any time during your training period with or without notice or without assigning any reason, depending upon the circumstances.
3. You will be paid stipend of Rs. 13,500/- per month and Rs. 500 as attendance bonus. To avail attendance bonus you have to avail leaves less than 2 days then you are eligible for attendance bonus in a month. In addition to this, you will be provided with company accommodation, canteen facilities, transport facilities which expenditures total cost to the company is Rs. 3,500/- Per month. If company provided accommodation not availed by you, you will be paid additional amount of Rs. 1,000/- per month towards accommodation.
4. You will not be entitled to any other allowance/benefit applicable to other employees during the tenure of apprentice.
5. Successful completion of apprentice will not automatically qualify for any claim for employment nor is the Management under any obligation to offer you any employment.
6. You should not absent yourself from your duty without prior permission from respective HOD's. If you are absent for more than 7 days consecutively without permission, you shall be deemed to have abandoned your appointment.
7. In addition to National & Festival holidays, you will be eligible for leave of 15 days per annum as per the leave rules applicable to apprentice.


Venkatesh P

HRD/1002481026/21-22

Ms. Sirisha M
Ward No 5, Narappa Kunte Road, Near Suma Nursing Home,
Chintamani Taluk-563125 , Chikkaballapur (D),
Bangalore-563125
India

Ph: +91-7348906886

Dear Sirisha,

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 **06-Dec-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.



Ref: TCSL/DT20207166995/1445262/Bangalore
Date: 17 August 2021

MR. MOHAMED WASIM
37 Gingee Road,
Near Rabbany Hardwares, Tindivanam,
Tamil Nadu-604001.
Tel# 917892433174

Sub: Joining Letter

Dear Mr. Mohamed Wasim,

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 **26th August 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.

molex

Aishwarya Lakshmi KB
#843/4 17th G main road
5th block, Near Karur Vysya Bank
Rajajinagar Bangalore - 560010

Date: 03 Jan 2022

Dear Aishwarya,

APPOINTMENT LETTER

With reference to your application for trainee position in our organization and the subsequent interviews you had with us, we are pleased to offer you the position of **"Trainee, Labeling"** at **Molex India Business Services Private Limited**. The duration of the training would be for a period of one year.

Terms and conditions of your training would be as follows:

1. You will initially be paid a base salary as per **Annexure 1**. Your salary may change from time to time upon review by the company at its discretion, to take into account any change in your job responsibilities or status, the performance of the Company, and any other criteria as the company may determine from time to time, and this agreement will continue to apply irrespective of the same.
2. You will be governed by the specific terms and conditions such as Basic Salary, Allowances, and Benefits structure, Service Conditions, Rules and Regulations etc. as stipulated by the Management from time to time for this Company.
3. Your appointment entails the following perquisites and benefits with specific norms elucidated below:
 - a) **Provident Fund**
Company will contribute an amount equivalent to 12% of Basic salary as Provident Fund and Family Pension Fund contribution.
 - b) **Medicare Program**
You shall be covered under Health Insurance Scheme under the Group Medical Cover (GMC), Group Personal Accident Insurance (GPA) and Group Term Life (GTL) Schemes as per company policy.
4. You will be entitled to 18 days of annual / earned leave and 12 days sick / casual leave during a calendar year. You may accumulate annual leave upto a maximum of 45 days and sick / casual leave upto a maximum of 30 days. Beyond the maximum limit, un-availed annual or sick / casual leave shall lapse. Your leave would be governed by the leave rules of the company notified from time to time. If you proceed on leave without



Regd. Office: Molex India Business Services Private Limited, Crystal, Kalyani Platina, Kundalahalli Village, K. R. Puram Hobli, Bangalore - 560 066, Karnataka, India. **main** +91 80 66838400 to 401 **CIN: U74900KA2012FTC066364**

Branch Office: Cedar Block, 2nd Floor, Kalyani Platina, Kundalahalli Village, K.R. Puram Hobli, Bangalore 560 066. main +91 80 66839000

DocuSign

Suman

9E00362c

February 16, 2022

HRD/1003547738/21-22

Mr. Vinith B
No. 69,8Thcross,17Thmainroad,,
Freedomfightersnagarnearlaggerbridge
Bangalore-560058
India

Ph: +91-7348833655

Dear Vinith,

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.



Offer: Computer Consultancy

Ref: TCSL/CT20213813246/Lucknow

Date: 14/01/2022

Ms. Anushree M
18th, 9t Main, 9th CrossAgrahara Dasarahalli,
Ambedkar Stadium,
Bengaluru-560079,
Karnataka.

Tel# -

Dear Anushree M,

Sub: Letter of Offer

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

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

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

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/CT20213813246

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: Nirma Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Site: online: 1 800 209 3111 Email: careers@tcs.com



March 15, 2022

HT Chaya
HALMIDU (village) BELUR (taluk)
HASSAN Karnataka
573115

Dear HT Chaya,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. ("the Company") a UnitedHealth Group Company, in the position of **Associate Software Engineer at salary grade 24**. Your work location shall be at Company's office located at **Building No 12B, Mindspace, Hyderabad**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **March 21, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the company:

- (i) Highest Degree Certificate
- (ii) PAN Card OR Passport
- (iii) Relieving Letter/ Experience Letter from all the organizations worked in last 5 years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **90 days** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional Ninety (90) days in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, Thirty (30) days notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

PLACE OF POSTING

Date: 12 May 2022

Dear Bandhavya S M,

Mobile #: 8105200713 & Email ID: bandhavya28@gmail.com

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Project Trainee - Development Team** in our organization on the following terms and conditions.

- **Date of Joining:** You are expected to join on **16 May 2022**.
- **Probation/Confirmation:** You will be on a training period for 6 months starting from the date of joining, during which you will undergo training on various technologies and processes. Upon successful completion of training and your performance as evaluated by the internal technical panel, you will be confirmed to continue in the same position next 6 months.
- **Compensation:** Your annual compensation will be **INR. 3,50,000 (CTC)**. Please refer the below compensation breakup for details.

Annual Basic Salary	1,80,000
Annual Statuary Bonus	6,996
Annual Other Allowances	63,004
Annual Provident Fund Contribution	21,600
Annual Employer ESI Contribution	8,125
Annual Variable Pay	70,275
Annual CTC	3,50,000*

**Taxes and statutory deductions are as prescribed by government norms.*



Enel Green Power India Private Limited
14th Floor, Tower B, Vatika Towers,
DLF Golf Course Road, Suncity, Sector 54,
Gurugram – 122003, T: +91-124-5036899
CIN: U40102DL2010PTC206875
Email: infoegpindia@enel.com
Web: www.enelgreenpower.com

Ref. No. EGPI/ENEL/Intern/2022-2023/013

Date: March 24, 2022

Abhijith Ashok

Jaylaxamamma Farms
Shettisara, Yedjigalemane post
Shimoga- 577401

Dear Abhijith,

Short-Term Industry Project in Enel Green Power India

With reference to your application and our discussion with you, we are pleased to offer you a short-term Project in our organization.

Duration: 28th March 2022- 27th September 2022

Role: Support Procurement team in the purchase of goods, materials, and services to ensure that the company operational needs are met, considering price, quality, and delivery and to ensure continuity of supply.

Posting: Enel Green Power India, 12th floor, Crescent 1, Prestige Shantiniketan, ITPL Main Rd, Whitefield, Hoodi, Bangalore-560048

Expected Outcome:

You are expected to produce a report at the end of the internship period, after which you will be awarded a certificate of successful completion of the internship from Enel Green Power India.

The project work is subject to the following terms and conditions:

1. The trainee will be required to make his own arrangements for accommodation and transport during the training period.
2. You are required to give one months' notice, should you decide to resign from the services of the Company.
3. You will be expected to maintain strict confidentiality of the important company-related information that will come to your knowledge during the period.
4. A stipend of Rs. 40,000(Taxes as applicable will be deducted) will be paid monthly.

If the above terms and conditions are acceptable to the candidate, signature & a token of acceptance of the offer letter, along with one colored photograph (stamp size) and the relieving letter from the previous organization along with Government ID proof and address proof will be required while reporting for the internship at Enel Green Power India Pvt Ltd, Gurgaon.

Geetanjali Shivdasani
People & Organization - India

Registered Office: S-2 Manish Chamber, DDA Local Shopping Complex, Mayur Vihar, Phase-II New Delhi- 110091

15th September 2021

Dhumika K
D/o Kiran Kumar
123, Shanumangala
Ramanagara-562109

Dear Dhumika,

With reference to your discussions with us, we are pleased to offer you an appointment as "Graduate Engineer Trainee" at Stove Kraft Ltd. on the following terms and conditions;

1. Your appointment will be with effect from 15th September 2021.
2. The position will be based at Harohalli.
3. Your CTC is as per Annexure - A, which reads the breakup of your remuneration and deductions.
4. Your employment with us shall be governed by the specific terms and conditions referred in Annexure-B and any amendments made thereof or any other terms and conditions as may be communicated to you during your employment with us.
5. This offer is contingent upon your ability to provide us the copies of the documents as per Annexure-C.
6. You shall be required to execute and be bound by the Confidentiality and Non-Disclosure Agreement.
7. Please sign the duplicate copy of this appointment letter on all sheets (Right Corner) & Return to Human Resource at the address mentioned below or via on email sharing the signed scanned copy of the appointment letter, as token of acceptance. Please do communicate and take approval for your new date of joining in case if any changes. In case of further clarifications, please communicate with Human Resource Team.

We welcome you to Stove Kraft Ltd and look forward to a long and mutually beneficial association.

For Stove Kraft Ltd.,



Venkitesh N
Head - Corporate Planning



Kaushik Nag
Head - Human Resources

Read and Accepted:



Encl: Annexure - A (Salary Structure) + Annexure - B (Terms & Conditions of Employment)

Stove Kraft Limited

#81/1 Medamaranahalli Village, Harohalli Hobli, Harohalli Industrial Area,
Kanakapura Taluk, Ramanagara District, Bengaluru, India- 562 112

+91 80 28016222 | +91 80 2801 6209 | info@stovekraft.com





Reference No.: FTE/2021-22/CIT/1500-1266

February 28, 2022

Letter of Offer - Employment

Mr. Prem Kumar Vel E
#64/1 Vasanth Nagar, BEML Nagar post,
KGF, Karnataka - 563115.

Carl Zeiss India (Bangalore) Private Limited
Regd. Office

Plot No. 3, Jigani Link Road
Bommasandra Industrial Area
Bangalore - 560 099, INDIA

Tel : 91-80-43438000

Fax : 91-80-43438229

E-mail : info.in@zeiss.com

Web : www.zeiss.co.in

CIN: U33125KA2009PTC049465

Dear Prem,

Based on your interview with us and subsequent discussions, we are pleased to offer you an employment with Carl Zeiss India (Bangalore) Private Limited as **Associate Infosec Analyst in Grade 5** in the Corporate IT division on the terms and conditions set out herein below.

1. Your annual total compensation will be **INR 4,50,000/-** only. The break-up is attached in Annexure-A.
2. Your employment with us will be governed by terms and conditions referred in Annexure-B.
3. You are required to join us on **03rd March 2022**.
4. Your current location of posting would be **Bangalore**.
5. You would be reporting to **Manager of SOC** who is based out of **Bangalore**.
6. Please note that your joining is subject to submission of all the relevant documents, background verification and completeness of the same.
7. Please sign the duplicate copy of this offer of appointment letter along with attach annexure on all sheets and return to us.
8. We welcome you to Carl Zeiss India (Bangalore) Private Limited and look forward to a long and mutually beneficial association.

For Carl Zeiss India (Bangalore) Pvt. Ltd.

Sujan Raju
Head of Human Resources

Enclosures: Annexure – A (Salary Breakup)
Annexure – B (Terms & Conditions of Employment)

Ahmedabad
101, 1st Floor
Sun Square Building
Near Irest Hotel
DIT C G Road Navrangpura
Ahmedabad 380009 INDIA
Tel : 91-79-40320301
Fax : 91-79-40320303

Chennai:
SF 76, Ambattur Industrial
Estate, Ambattur Taluk,
Tiruvallur District, Tiruvallur
Chennai - 600058, INDIA
Tel : 91-44-61750100

Hyderabad:
Bhadrachalam House, No. 8 2-418
5th Floor, Road No. 7
Banjara Hills
Hyderabad - 500 034 INDIA
Tel : 91-40-23354191
Tel : 91-40-23354196
Fax : 91-40-23354077

Kolkata:
Victoria Park
Plot 37/2 - Block GN
9th Floor, Sector V, Salt Lake
Pilkata 700 091, INDIA
Tel. (9th Flr) : 91-33-40612800
Tel. (IG Flr) : 91-33-40612804

Mumbai:
Unit No. 331 & 332
Seltaine Corporate Park
Building No. C1
Andheri Kurla Road
Andheri (East)
Mumbai - 400059, INDIA
Tel : 91-22-68392222

New Delhi:
A-26-c, Mullan Co-operative
Industrial Estate
Mathura Road
New Delhi - 110044, India
Tel : 91-11-45156000
Fax : 91-11-45156010 / 11

Pune:
CTS No. 4270
Epiro Campus
Chandwad Road
Chandwad
Pune - 411003, INDIA
Tel : 91-20-27351025 / 27

PROFESSIONAL SERVICES AGREEMENT

This Professional Services Agreement ("the Agreement") is entered between:
Amogh M Aradhya

referred to as "Consultant" which expression shall mean and include its representatives, successors-in-office and assigns) on the FIRST PART;

AND

Hasgeek Learning Private Limited., a for-profit company incorporated under Indian Companies Act, 2013, together with its subsidiaries, affiliates and assigns (hereinafter referred to as "Hasgeek" which expression shall mean and include its representatives, successors-in-office and assigns) of the SECOND PART;

Consultant and Hasgeek, wherever the context so permits shall individually be referred to as "Party" and collectively as "Parties"

NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. SCOPE OF SERVICES

- 1.1 Subject to the terms and conditions of this Agreement, the Consultant shall perform the Services, as elaborated in the Annexure. The scope shall allow for additions and changes when asked for by Hasgeek and agreed upon by Consultant with.
- 1.2 Hasgeek shall be solely responsible for any specifications, directions and improvements on the Project. Any changes in the same, which influences the project, shall be the sole responsibility of Hasgeek.

2. PRICING AND PAYMENT TERMS

- 2.1 Consultant agrees to undertake and complete the Services as defined in this Agreement and shall be paid as specified in the Annexure.

22/09/2021

To
Meet Shah

Confidential

The nature of your job demands highest level of honesty, integrity, secrecy and confidentiality and you will maintain the same and you will not use, divulge, or disclose any such confidential information except as required under obligation of law. This covenant shall endure during your employment and for a period of one year from the cessation of your employment (irrespective of the circumstances or the reasons for the cessation).

We trust that you have not provided us with any false declaration or willfully

1.1. suppressed any material information. If you have, you will be liable for removal from services without any notice or any payment, in lieu of notice.

1.2. Please note that you are required to inform us if there is any agreement in oral or written which you have entered into and which relate to your commitment 122 Under this agreement.

1.3. While in employment if you indulge in any act of misconduct, you may be

1.4. Suspended pending enquiry without salary. If you are found under the influence of drugs, alcohol during the employment or any other psychotropic substances, your services may be terminated without any notice or notice pay in lieu of notice under this clause.

1.5. During the tenure you may be sent on deputation or transfer to any other office, location, factory, etc. of the company or any other group company in existence today or likely to come up in future, located anywhere in India.

1.6. You will not be entitled to any salary if you refuse to do any work assigned to you or refuse to join duty when sent on deputation or transfer. Where you have been deputed/transferred and you do not report within 7 days of the date you were supposed to report for duties, your services may be terminated without any notice or notice pay in lieu of notice under this clause.

2.0. Separation Notwithstanding what is stated hereinabove, if during the period of deputation, your services are not found satisfactory, the same may be terminated with month notice and 2-month notice after confirmation of your appointment. Similarly, you will be at liberty to resign from services by giving 1-month notice and 2 months' notice after confirmation.

As attendance is import conditions of service it is explicitly agreed that, should you not report for duties for three or more days without intimation or prior permission, your services are liable to be dismissed without any notice under this clause. However, any terminated under this clause may be subject to any appeal and the authority is empowered to modify, rescind or confirm the termination. This appeal will not be available to any person who has been given the benefit of this clause and reinstated earlier.





Panchajanya Vidya Peetha Welfare Trust (Regd)

Dr. Ambedkar Institute of Technology

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

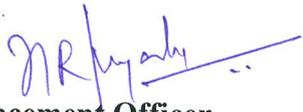
BDA Outer Ring Road, Mallathahalli, Bengaluru - 560 056

Ref. No.

Date :

CAREER GUIDANCE & PLACEMENT CELL Placed Students of Industrial Engineering & Management Department 2021-22 Batch

SL.No	Name	USN	Company Name	CTC Per Annum	Branch
1	Leena C Jain	1DA18IM017	Cognizant GenC	4,00,000	IEM
2	Nikhileshwari B K	1DA18IM020	Cognizant GenC	4,00,000	IEM
3	T Hari Prasath	1DA18IM031	Cognizant GenC	4,00,000	IEM
4	Vicky Kumar	1DA18IM034	TCS Ninja	3,36,000	IEM
5	Deeksha N	1DA18IM007	Shobha Constructions LLC	12,00,000	IEM
6	Bharath M P	1DA18IM002	Sonata Software	4,00,000	IEM
7	Rakshitha D	1DA18IM026	Sonata Software	4,00,000	IEM
8	Pallavi R	1DA18IM022	Profinch Solutions	4,34,000	IEM
9	Rakshitha	1DA18IM026	Hewlett Packard	4,00,000	IEM
10	Yashaswini K R	1DA18IM036	LOG9	6,50,000	IEM
11	Harish D	1DA18IM012	Ather Energy	2,40,000	IEM
12	Wajath Ulla Khan	1DA19IM411	Ather Energy	2,40,000	IEM
13	Meghana N	1DA19IM406	Steer	2,70,000	IEM
14	Thippeswamy E	1DA18IM032	Capgemini	4,00,000	IEM


Placement Officer

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


Principal

PRINCIPAL
Dr. Ambedkar Institute of Technology
Bengaluru-560 056



13-Jun-2022

Dear Leena C Jain,
B.E., Industrial Engineering & Management
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19823913

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

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 (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

c) There would be zero tolerance to malpractices and misconduct during Internship 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 terms and conditions from time to time.

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 enrolment 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.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.

b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.

c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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: Leena C Jain **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
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

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

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be 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

Employees State Insurance:

- 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.
- 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 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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Leena C Jain, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.

c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated

and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude

- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Leena C Jain

Sign: _____
Name:

Sign: _____
Date:



13-May-2022

Dear **Nikhileshwari B K**,
B.E., Industrial Engineering & Management
Dr Ambedkar Institute of Technology, Bangalore

Candidate ID – 19823943

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

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

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

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

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 (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

c) There would be zero tolerance to malpractices and misconduct during Internship 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 terms and conditions from time to time.

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 enrolment 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.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.

b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.

c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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:

- 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

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be 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

Employees State Insurance:

- 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.
- 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 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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Nikhileshwari B K, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.

c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated

and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude

- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Nikhileshwari B K

Sign: _____
Name:

Sign: _____
Date:



Letter of Intent (LOI)

Superset ID: 1190208

November 02, 2021

Dear T HARI PRASATH,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



Offer: Computer Consultancy

Ref: TCS

Date: 31/10/2021

Mr. Vicky Kumar

#2173 2nd Cross Kodigehall Main Road Maruthi Nagar Bangalore 560092nd,

Trio,

Bangalore-560092,

Karnataka.

Tel# 91-988033589

Dear Vicky Kumar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TCS Confidential

1

TATA CONSULTANCY SERVICES

HYDRABAD: RC-1 BLOCK-82 LPTP Whitefield, Bangalore 560 066 India

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

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JOB OFFER FOR AN UNLIMITED TERM CONTRACT

This Job Offer Letter (the "**Contract**") is made on this day, 24 January 2022

BETWEEN

SOBHA CONSTRUCTIONS LLC, having its Registered Office at PO Box: 25654 , MBR City, Nad Al Sheba 1, Dubai, United Arab Emirates. (hereinafter referred to as the "**Employer**").

AND

Deeksha Nagraj an Indian, holder of Passport number - (hereinafter referred to as the "**Employee**").

The Employer and the Employee collectively referred to as the "**Parties**" and individually referred to as a "**Party**".

WHEREAS, THE PARTIES HERETO HAVE MUTUALLY AGREED AS FOLLOWS:

(1) Position

The Employee is hereby appointed as **GET** on the terms and conditions stated and agreed herein.

(2) Effective Date and Contract Period:

This Contract shall be effective from the date the Employee joins the Employer and shall remain valid for an unlimited period unless terminated in accordance with the provisions of Ministry of Labor Contract (MOL).

(3) Probation:

The Employee shall be on probation for the period indicated in **Annexure A**. During the probation period, the Employer reserves the right to terminate the employment of the Employee forthwith upon notice.

At the end of probation period, the performance of the Employee shall be evaluated by the management and his employment shall be confirmed if the performance is found to be satisfactory. In case his performance is found unsatisfactory, the Employer shall have the right to terminate the Employee's employment forthwith upon notice.

(4) Location of Work:

The Employee shall be assigned to work at **SOBHA CONSTRUCTIONS LLC** in **Dubai, UAE**. However, during the period of employment, the Employee may be assigned or transferred to any of the Offices/departments/divisions/ of the Employer or its subsidiaries located in the UAE or any other country.

If such assignment or transfer requires the Employee to permanently relocate outside of the UAE, the Parties agree to terminate this Contract and the Employee shall be entitled to his full and final settlement as per UAE Labor Laws.



29-08-2022

Ref: SSL/HR /APPT

Bharath MP

#3664

5th Cross B Block

Bangalore , Karnataka - 560022

Dear Bharath MP

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

1. **Designation:** Digital Engineer Trainee
2. **Grade:** ETG
3. **Date of Commencement:** 19-09-2022
4. **Salary:** As per the salary Annexure.
5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.
6. You will be governed by the Leave Rules of the Company.
7. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.
8. The above agreement has to be executed at the time of joining the Company and should have to be guaranteed by a surety, preferably your parent.
9. Should you leave the employment during this period of two years, you are liable to compensate the Company, an amount as per the clause VIII(c) of the Trainee Service Agreement.
10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.
11. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.
12. You will not divulge or pass any information which you may obtain during your training in the Company to others.



SONATA SOFTWARE LIMITED



13. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

14. **Posting:** In the current scenario, you are permitted to work from home. You are required to have a secure work environment, uninterrupted power supply and internet bandwidth to ensure continuous online connectivity. Based on the need of the organization, you may be required to work from office in future.

For Statutory and Tax Compliance, your work location will be **Bangalore**.

15. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

After confirmation, your employment is liable to be terminated by giving two months notice on either side and the Company could also terminate your service by making payment in lieu of notice. During the notice period given by you, you are mandated to serve the Company unless the same is specifically relaxed or waived by the Company.

In case you leave our employment without giving notice, the Company has the right to deduct an amount equivalent to the notice period of one or two months gross salary as the case may be from any amount that may be payable to you or call upon you to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

16. **Non-Compete Undertaking** - During the period of your employment with the Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company,

You will not:

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any current employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company);

(d) Otherwise interfere with any business relationship of the Company;

17. **General:**

(i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of confidential nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall undertake that for any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.



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(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 Sonata Software Limited
Christopher George Pereira**

Assistant Vice President - HR

I agree with the above terms and conditions.

Signature : _____

Date : 29-08-2022

Encl:

- Salary Annexure
- Checklist of Documents for Joining.
- Medical Examination Report format.



SONATA SOFTWARE LIMITED



Salary Annexure

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,60,000	13,333
HRA	1,28,000	10,667
Conveyance Allowance	16,000	1,333
Advance Bonus	40,000	3,333
Supplementary Allowance	26,060	2,172
Gross Ctc	3,70,060	30,838
Provident Fund	21,600	
Gratuity	8,340	
Cost To Company	4,00,000	
Mediclaim Insurance	11,400	
Total Cost To Company	4,11,400	

1. Provident Fund is a savings scheme for employees mandated by the government.
2. Hospitalization Insurance Cover of Rs. 4 Lakhs p.a under the family floater cover (for Employee, spouse and children) and Personal Accident Insurance Cover for you of Rs. 16.5 Lakhs p.a, and Term Life Insurance Cover for you of Rs. 10 Lakhs as per rules governing the same.

The Company reserves the right to modify or cancel the terms of any of the schemes when deemed necessary.



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Checklist of documents for joining

Please ensure that you submit the scanned copies of the following documents which are mandatory on your day of joining:

- Provisional Course Completion Certificate. Convocation Certificate to be submitted on receipt of the same.
- Please furnish marks cards for all the years.
- Medical Report in the prescribed format.
- PAN Card** - this is a confirmation of your Identity and date of birth and required for making salary payments.
- Aadhar Card** - this is has become mandatory to remit your PF deductions.
- Your Passport sized photograph with white background only**

- **Experience Certificate** : Please produce Relieving/Experience letter for all your previous employments. For your current employer, please share the Resignation Acceptance Email with the Last Working Day mentioned if Relieving/Experience Letter is not available. Please ensure to share the Relieving/Experience letter within a month of joining if it is not submitted at the time . **If you are a fresher with no work experience, these documents are not required.**

Documents and Information that are also required at the time of joining or subsequently:

- Passport Copy with copies of valid Visas- This would be readily available in our records in case of overseas travel.
- Copies of any certifications and additional qualifications mentioned in your resume.
- Copy of **Voter Id or Driving license** - This is required only if you are opting for meal card.



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Medical Examination Report

Full Name: _____

Sex: _____ Date of Birth: _____ Age of According to me: _____

Previous Illness if any: _____

Family History: _____

Height: _____ Weight: _____

Physical Deformity: _____ Blood Group: _____

Small Pox: _____ Re-Vaccination: _____

Tab: _____ BCG: _____

Operation done if any: _____

Chest (Normal): _____ Expanded: _____

Abdominal girth: _____

Vision With Glasses: _____ Vision Without Glasses: _____

Eye Diseases if any: _____

Ear: _____ Hearing Defects If Any: _____

Nose: _____ Nose Defects If Any: _____

Throat: _____ Teeth: _____ Speech: _____

Tongue: _____ Tonsils: _____

Heart Sounds: _____ Skin Disease: _____

Blood Pressure: _____ Respiratory System: _____

Liver: _____ Spleen: _____

Digestive System: _____ Genital Urinary System: _____

Urine Test: _____ Sugar: _____

Albumin: _____ Nervous System: _____

General build and constitution: _____

Any other remarks: _____

In view of the above, I consider the candidate fir/unfit for employment

Place:
Date:



SONATA SOFTWARE LIMITED



04-07-2022

Ref: SSL/HR /APPT

Rakshitha D

264

13 E Cross

KARNATAKA, Bangalore, 560010

Dear Rakshitha D

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

1. **Designation:** Digital Engineer Trainee
2. **Grade:** ETG
3. **Date of Commencement:** Will be informed later
4. **Salary:** As per the salary Annexure.
5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.
6. You will be governed by the Leave Rules of the Company.
7. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.
8. The above agreement has to be executed at the time of joining the Company and should have to be guaranteed by a surety, preferably your parent.
9. Should you leave the employment during this period of two years, you are liable to compensate the Company, an amount as per the clause VIII(c) of the Trainee Service Agreement.
10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.
11. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.
12. You will not divulge or pass any information which you may obtain during your training in the Company to others.



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13. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

14. **Posting:** In the current scenario, you are permitted to work from home. You are required to have a secure work environment, uninterrupted power supply and internet bandwidth to ensure continuous online connectivity. Based on the need of the organization, you may be required to work from office in future.

For Statutory and Tax Compliance, your work location will be **Bangalore**.

15. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

After confirmation, your employment is liable to be terminated by giving two months notice on either side and the Company could also terminate your service by making payment in lieu of notice. During the notice period given by you, you are mandated to serve the Company unless the same is specifically relaxed or waived by the Company.

In case you leave our employment without giving notice, the Company has the right to deduct an amount equivalent to the notice period of one or two months gross salary as the case may be from any amount that may be payable to you or call upon you to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

16. **Non-Compete Undertaking** - During the period of your employment with the Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company,

You will not:

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any current employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company);

(d) Otherwise interfere with any business relationship of the Company;

17. **General:**

(i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of confidential nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall undertake that for any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.



SONATA SOFTWARE LIMITED



(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 Sonata Software Limited
Christopher George Pereira**

Assistant Vice President - HR

I agree with the above terms and conditions.

Signature : _____

Date : 04-07-2022

Encl:

- Salary Annexure
- Checklist of Documents for Joining.
- Medical Examination Report format.



SONATA SOFTWARE LIMITED



Salary Annexure

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	160000	13333
HRA	128000	10667
Conveyance Allowance	16000	1333
Advance Bonus	40000	3333
Supplementary Allowance	26060	2172
Gross Ctc	370060	30838
Provident Fund	21600	
Gratuity	8340	
Cost To Company	400000	
Mediclaim Insurance	11400	
Total Cost To Company	411400	

1. Provident Fund is a savings scheme for employees mandated by the government.
2. Hospitalization Insurance Cover of Rs. 4 Lakhs p.a under the family floater cover (for Employee, spouse and children) and Personal Accident Insurance Cover for you of Rs. 16.5 Lakhs p.a, and Term Life Insurance Cover for you of Rs. 10 Lakhs as per rules governing the same.

The Company reserves the right to modify or cancel the terms of any of the schemes when deemed necessary.



SONATA SOFTWARE LIMITED



Checklist of documents for joining

Please ensure that you submit the scanned copies of the following documents which are mandatory on your day of joining:

- Provisional Course Completion Certificate. Convocation Certificate to be submitted on receipt of the same.
- Please furnish marks cards for all the years.
- Medical Report in the prescribed format.
- PAN Card** - this is a confirmation of your Identity and date of birth and required for making salary payments.
- Aadhar Card** - this is has become mandatory to remit your PF deductions.
- Your Passport sized photograph with white background only**

- **Experience Certificate** : Please produce Relieving/Experience letter for all your previous employments. For your current employer, please share the Resignation Acceptance Email with the Last Working Day mentioned if Relieving/Experience Letter is not available. Please ensure to share the Relieving/Experience letter within a month of joining if it is not submitted at the time . **If you are a fresher with no work experience, these documents are not required.**

Documents and Information that are also required at the time of joining or subsequently:

- Passport Copy with copies of valid Visas- This would be readily available in our records in case of overseas travel.
- Copies of any certifications and additional qualifications mentioned in your resume.
- Copy of **Voter Id or Driving license** - This is required only if you are opting for meal card.



SONATA SOFTWARE LIMITED



Medical Examination Report

Full Name: _____

Sex: _____ Date of Birth: _____ Age of According to me: _____

Previous Illness if any: _____

Family History: _____

Height: _____ Weight: _____

Physical Deformity: _____ Blood Group: _____

Small Pox: _____ Re-Vaccination: _____

Tab: _____ BCG: _____

Operation done if any: _____

Chest (Normal): _____ Expanded: _____

Abdominal girth: _____

Vision With Glasses: _____ Vision Without Glasses: _____

Eye Diseases if any: _____

Ear: _____ Hearing Defects If Any: _____

Nose: _____ Nose Defects If Any: _____

Throat: _____ Teeth: _____ Speech: _____

Tongue: _____ Tonsils: _____

Heart Sounds: _____ Skin Disease: _____

Blood Pressure: _____ Respiratory System: _____

Liver: _____ Spleen: _____

Digestive System: _____ Genital Urinary System: _____

Urine Test: _____ Sugar: _____

Albumin: _____ Nervous System: _____

General build and constitution: _____

Any other remarks: _____

In view of the above, I consider the candidate fir/unfit for employment

Place:
Date:

Profinch Solutions

Banks of tomorrow bank on us today

Offer Letter



21 September, 2022

Ref: Profinch/HR/2022/2382

Pallavi R
Bangalore
Email: pallavi.r2000@gmail.com
Tel: +91 83108 66774

Sub: Employment Offer for the position of Consultant

Dear Pallavi R,

This has reference to the various discussions you had with us and we are pleased to offer you a position of Consultant, based at Bangalore.

This offer is subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the offer:

1. Pre-requisites

You will have to submit copies of the following documents, along with a verification against their respective originals at the time of joining:

- i. All educational qualifications/ certificates from Class 10 to your highest education
- ii. The detailed mark sheets for the last degree you acquired
- iii. All previous employment relieving letters
- iv. Copies of your latest passport size colour photographs
- v. Your PAN card, Aadhaar Card and passport

Your appointment will be subject to verification of your documents against the information provided by you in your resume and application form.

Your appointment will be subject to your being found medically fit, including where necessary, a pre-joining medical check-up done by a medical panel appointed by us.

2. Joining Date

You are requested to join, on 03 October, 2022 or earlier.

3. Working Days

We work five days a week from Monday to Friday. The normal working time is from 9:00 A.M to 6:00 PM, with a lunch break of 60 minutes.

All employees are eligible for 21 calendar days of paid leave per annum.

Profinch Solutions Pvt Ltd

86, GF, Wings of Eagles, SS Commercial Estate, Varthur Road, Nagavarapalya, CV Raman Nagar, Bengaluru, Karnataka - 560093.

Tel: +91 80 4256 4256 | **Fax:** +91 80 4256 4257 | **CIN:** U72400KA2014PTC074611

4. Posting

Your base location and place of posting will be Bangalore but you may be transferred to any of our other offices or the offices of our affiliates, clients or associates (existing or in the future) in India or abroad, at the sole discretion of the company.

5. Salary and Benefits

Your compensation will comprise the following.

Salary Structure	Per Annum (Rs.)	Per month (Rs.)
Basic	2,06,400	17,200
Supplementary Allowance	17,472	1,456
House Rent Allowance	82,560	6,880
Meal Card Allowance	13,200	1,100
Telephone Allowance	18,000	1,500
Children Education Allowance	9,600	800
PF- Co. Contribution	24,768	2,064
Annual Bonus*	25,000	-
Total Pay	3,97,000	31,000
Group Medical Insurance	30,000	-
Gratuity (As per act)	7,154	-
Total Cost To Company (CTC)	4,34,154	31,000

* Paid out at the end of every year of continued service at Profinch and not applicable during notice period.

6. Abiding by the rules and regulations of the company

Your employment with us will be governed by terms and conditions as set out in Annexure A.

Also, you will have to abide by, the Rules and Regulations of the Company notified from time to time.

If you agree to these terms and conditions, kindly return a duly signed copy of this letter within seven days of your receiving it.

If you require any additional information or clarification regarding the same please do not hesitate to contact us.

Yours sincerely,

For Profinch Solutions Private Limited



Jaskaran Singh Bhogal
Executive Director

I have read and understood the terms and conditions of the above employment offer and I unconditionally accept the same without any reservations whatsoever.

To be signed by employee

Name:

Place and date:

Profinch Solutions Pvt Ltd

86, GF, Wings of Eagles, SS Commercial Estate, Varthur Road, Nagavarapalya, CV Raman Nagar, Bengaluru, Karnataka - 560093.

Tel: +91 80 4256 4256 | **Fax:** +91 80 4256 4257 | **CIN:** U72400KA2014PTC074611



Hewlett Packard Enterprise

28th October 2022,

Dear Rakshita,

This is with respect to the offer letter dated 10th October 2022 appointing you at Hewlett Packard Enterprise ("HPE" or the "Company") in the position of L&D Support Coordinator IV.

Your date of joining agreed between us was 31st October 2022

Your revised date of joining is 7th November 2022.

Pay & Benefits and all other terms & conditions remain unchanged and shall be applicable upon your joining us.

Please sign and return a copy of the appointment letter as a token of your acceptance. In the event you do not commence your employment on the revised date of joining, the above-mentioned offer letter shall stand revoked and cancelled.

With best regards,

Sd/-

Sailesh A J Menezes
Senior Director – Human Resources

*This is an electronically generated letter and hence does not require a signature.

I accept the above-referred Pay and Benefits, and the General terms and conditions of employment

Signature: Rakshita

Name Rakshita

Date: 28/10/22

Place: Bangalore



Offer Letter No: 2022-23/11/00436
Date: 1st November 2022

To,

Yashaswini K R
D/O : Ramesh Acharya,
206/1, Laxmana Acharya Compound,
Pervaje Road, Kallotte, Karkala Taluk, Karkal,
Udupi – Karnataka - 574104

Letter of Offer

Dear Yashaswini,

We are delighted to extend you an offer of employment as **GET - New Product Introduction Process** with Log 9 Materials Scientific Pvt. Ltd. with effect from **1st November 2022**. The all-inclusive cost to company is **Rs. 54,167/- per month**, a breakup of which has been detailed in **Annexure A1**.

You will be based at **Survey # 9, Bellary Road, Off, Jakkuru Main Rd, next to Aditya Birla Nuvo Ltd, Jakkuru Layout, Byatarayanapura, Bengaluru, Karnataka 560092**. Please report to this address at **11.30 AM on 1st November 2022**.

You are requested to bring self-attested copies of the following, the day you join.

1. Photo I.D. Proof
2. Residence Proof (Present/ Permanent)
3. Date of Birth Proof
4. Experience Certificate, if applicable or copy of resignation acceptance.
5. Salary Certificate or Salary slip from previous company (If worked earlier)
6. Qualification certificate and mark sheets (Proof of being a Graduate is mandatory)
7. Aadhar Card & Pan Card- If not already submitted as one of the proofs above

Originals are required for:

1. 2 Passport size photographs (with name & address on the reverse of each photograph)
2. Resume

A detailed letter of appointment shall be issued to you after you join the company. This letter of offer is issued to you based on the representation made by you. The offer of appointment/subsequent appointment is subject to:

- You are providing the Company with self-attested copies of the documents in support of your qualifications/ experience and other details provided by you.
- Satisfactory results of verifications and reference checks that would be conducted. If the Company considers that your verification/reference checks are not up to the desired standards, the letter of offer/subsequent appointment letter shall automatically stand withdrawn. In the event, you have joined work; your services shall be terminated with immediate effect without any compensation, notice, or salary in lieu thereof.
- Your notice period is 3 months.
- You are required to send your resignation acceptance mail copy within 1 week of receiving the offer letter.
- The payroll cut off date is 16th of each month. In-case you are joining us on or after the 17th of the month, then your salary will be processed in the following month.
- If you fail to join on the date specified hereinabove, the offer shall stand withdrawn.

I welcome you to our organization and look forward to your valuable contribution to the company. Please confirm your acceptance by signing a copy of this letter and sending it back at the earliest

Yours sincerely,
For **Log 9 Materials Scientific Pvt. Ltd.**

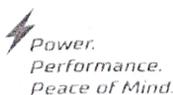
Authorized Signatory

I have read all the terms and conditions of the offer and would like to confirm my acceptance. I further understand that this letter of offer is conditional and my appointment is subject to successful completion of induction training and also satisfactory results of my verification and reference check. I further agree that I am bound by the contents of this letter. My undertaking and indemnities to the Company as well as by the service conditions of the Company. I have understood all such terms and conditions and my appointment shall be subject to the same.

Signature of candidate

Date:

Place:



Log 9 Materials Scientific Pvt Ltd
Survey 9, Jakkuru Layout,
Bengaluru 560092, Karnataka
t +91 80 2343 4399 e contact@log9materials.com www.log9materials.com
CIN U29253KA2015PTC126433

Model Contract of Apprenticeship Training for NAPS* Apprentices

1. Name and Registered Address of Establishment	Ashar Energy Private Limited, RBE/21/200014
2. (a) Telephone no. & E-mail address	081 264 4 000 (Fax) 0800 7 100 Knowledge Park Bangalore/Bengaluru, India - Karnataka
	080-09467777 N/A
3. (a) Name of Apprentice (Block Letters)	RAJESH D JAYARAMAN
(b) Father/Mother's Name & Name	Deepak
4. Address of apprentice	#11, Indira Nagar, Vasahat, Vasahat Park, Bengaluru 2nd stage, Bengaluru, Bengaluru - India, Karnataka
5. Gender	Male
6. Date of Birth	12-07-2000
7. (a) Whether belongs to SC/ST/PWD/Physically Handicap	No
(b) Name of the Category	General
8. Educational Qualification (Highest)	Graduate - BE
9. (a) Category of Apprenticeship	Optional
(b) Name of the trade for which apprentice is training	Automotive Assembly Operator
10. (a) Whether Basic Training is to be provided as part of Apprenticeship	No
(b) If Basic Training is required, reason for exemption	
(c) Name of the Course	Automotive
(d) Duration of Training/Expiry	From 01-09-2022 to 01-09-2023 (12 Months)
(e) Name of the Institute	INDIA INSTITUTE
(f) Name of the Institute/Institution of apprentices	N/A
11. Apprenticeship Training Duration (Total)	12 Months
(a) Duration of Basic Training	N/A
Period of Basic Training	N/A
(b) Duration of On-the-job Training	12 Months
Period of On-the-job Training	From 01-09-2022 to 01-09-2023
(c) Training Type	Organized
12. Apprenticeship Training Location	Ashar Energy Pvt Ltd, Mysuru
(a) Name and address of facility where basic training is to be provided	N/A
(b) Name and address of the facility where On-the-job Training is to be provided	Ashar Energy Private Limited Ashar Energy Pvt Ltd, Mysuru Kannur, Tamil Nadu
13. (a) Date of execution of contract	18-08-2022
(b) Age of Apprentice on the date of execution of contract	23 years, 1 months and 5 days
14. Is the establishment opting for benefits under NAPS*?	Yes
*If yes, Annexure 2 to this contract will also be applicable	
15. Monthly stipend amount	
(a) During 1st year of training	25000
(b) During 2nd year of training	N/A
(c) During 3rd and 4th year of training	N/A



The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 15(1) of Apprentices Act, 1962. The Establishment confirms that the agreed monthly stipend amount entered above is not higher than these minimum rates.

If the minimum rates are modified through legislation rather through modification of rules, or the wage modification of minimum wages provided during the contract period, the rates shall be modified accordingly.

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : Ather Energy Private Limited (E08222900014)
with Telephone no. & E-mail address : 1st, 3rd & 8th Floor, Tower D, IBC Knowledge Park, BengaluruBengaluru Urban, Karnataka
: 080-66465757
: N/A
2. (a) Name of Apprentice (Block Letters) : WAJATH ULLA KHAN S (A092207405)
(b) Father's/Mother's /Spouse's Name : G Siraj Ulla Khan
3. Address of apprentice : #11, Medi Malasandra, Anugondanahalli Hobli, Hoskote taluk, Bangalore, Bengaluru Rural, Karnataka
4. Gender : Male
5. Date of Birth : 23-08-1999
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : Graduate - BE
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Automotive Assembly Operator
9. (a) Whether Basic Training is to be provided as part of Apprenticeship : No
(b) If Basic Training is exempt - reason for exemption : Graduate
(i) Name of the Course : From 2019-06-02 00:00:00 To 2022-03-12 00:00:00
(ii) Duration of Training/Course : college
(iii) Name of the Institute : N/A
(iv) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 2016 Hours
(a) Duration of Basic Training : N/A
Period of Basic Training : N/A
(b) Duration of On-the-Job Training : 2016 Hours
Period of On-the-Job Training : From 22-08-2022 to 16-08-2023
(c) Training Type : Sequential
11. Apprenticeship Training Location : Ather Energy Pvt Ltd, Hosur
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : Ather Energy Private Limited
Ather Energy Pvt Ltd, Hosur
Krishnagiri
Tamil Nadu
12. (a) Date of execution of contract : 02-09-2022
(b) Age of Apprentice on the date of execution of contract : 23 years, 0 months and 10 days
13. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
14. Monthly stipend amount
(a) During 1st year of training : 20000



Name
 Designation
 Band
 Grade
 Financial Year

Meghana N
 Trainee - Project
 Zeta
 L1
 2021-23

Amount in INR

Particulars		Amount
Base Pay		
Allowances		
HRA		
Gross Salary		
Contribution to Provident Fund		
ESIC		
Ex-gratia		
Gratuity		
Group Term Insurance		
Cost To Company	22,500	2,70,000

EMPLOYMENT OFFER LETTER

10/18/2022,
Thippeswamy E.

BHAGWAN BUDDHA BOYS HOSTEL MAGARABHAVI 2ND STAGE KOTTI SEPALYA
Bengaluru, Karnataka
India.

Dear Thippeswamy E,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Cappgemini Technology Services India Limited ("Cappgemini" or "Company")** starting from **10/20/2022** (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be **Analyst/AA**.
- B) You will be required to work at the Company's offices in **Bengaluru**.
- C) You have to report by 9:00 am at **Bengaluru** office, for joining formalities and contract security at the main gate for your entry pass at:

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

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

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