2020-21

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

May 20, 2021

Ms Ayushi Sharma
ayu.she.sharma.03@gmail.com
Candidate Id:CN20210723

Dear **Ayushi Sharma**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Ms. Ayushi Sharma**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

Notes: *Associates will be covered under the company group insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date ofacceptance

Stratogent

LETTER OF INTENT

21-Jul-2021

Mr. Sagar S Hittalamani
KHP Colony, Kurthkoti Road,
Hulakoti, Shirhatti,
Gadag - 582205
Mob: +91 9113513866

Dear Sagar,

Sub: Offer of Intent for the position of Trainee System Engineer

With reference to your application and the recent interview you had with us, we are pleased to release offer of intent as **Trainee System Engineer.**

Your annual total remuneration (gross salary) of **Rs. 345,000/= (Rupees Three Lakh Forty Five Thousand Only)** Also note that taxes will be deducted at source from your gross compensation mentioned above, in compliance with prevailing tax regulations. Your individual remuneration is purely a fact between you and the company, and has been arrived on the basis of your background, your professional merit and the company's prevailing compensation guidelines. You are required to maintain this information and any changes hereafter, as strictly personal and confidential. Compensation will be paid on a monthly basis in accordance with the Company's normal payroll procedures. However, the structure of your remuneration may be altered / changed from time to time in line with the policy and practices of the Company. This offer is subject to successful completion of your graduation without any backlogs as on joining date and based on your being and remaining medically fit as required under Company's policies.

As Stratogent will be incurring considerable expenditure on your training, you will be required to execute an Agreement, to serve Stratogent Technology Services Pvt. Ltd. for a minimum period of 2 years after joining(excluding notice period), failing which you (and your surety) will be liable to pay Rs. 1,00,000/- towards training expenditure.

You are required to work in shifts and/or in extended working hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

As per Company policies, you will be on training for a period of one year. After successful completion of the training period, your performance will be reviewed and your training period may be either extended or your employment will be confirmed. During the training period, either

of the two parties (you or the company) may terminate the association by giving the other a notice of thirty (30) days or salary in lieu thereof. If it is found that any information provided by you at the time of joining the Company or thereafter, is false or material facts have been intentionally suppressed or misrepresented, your services may be terminated with immediate effect upon issue of written notice by the Company.

Your joining date will be communicated on a later date. Your place of work will be at our office located in **"Sirius Building, 1st & 2nd Floor, Millers Road, Kaverappa Layout, Vasanth Nagar, Bangalore – 560052.** However, Stratogent at its discretion can transfer you to any of its subsidiary, associate companies or client offices in India or overseas. In such cases, the terms of your employment with Stratogent may be governed by the terms and conditions applicable to the new location / company.

All terms and conditions of your employment, including the code of conduct, will be in accordance with the appointment letter. Soon after you begin your employment with the Company, you will also be invited to attend a new hire orientation to acquaint you more fully with the Company's values, organization, practices and products.

This offer is valid for a period of one week from the date of the letter and shall lapse automatically unless you confirm your acceptance. Please indicate your acceptance by signing in the appropriate place and indicating your date of joining and return it to our attention at our current company location.

You are required to submit the following documents at the time of reporting for duty:

a) Certificates in proof of your educational qualifications;
b) Educational Marks Sheets
c) Copy of Technical Certification courses
d) Duly signed Agreement –
e) Certificate in proof of your Date of Birth;
f) Certificate in proof of Residential Address (Current & Permanent)
g) Three passport size photographs;
h) Copy of PAN Card; and
i) Copy of passport and Aadhar Card

We are very excited about the prospect of your joining our team. We feel your contributions will be invaluable, and we are confident you will find the position to be challenging and professionally rewarding.

We are looking forward to your favorable response and working with you in the near future.

For any questions or clarifications regarding this offer, please contact on 9916233503 or send an email to lohith.reddy@stratogent.com.

Yours sincerely,

For Stratogent Technologies India Pvt. Ltd.

B.K Aruna

Name: Aruna B K

Title: Manager HR & Finance

I accept the above terms and conditions:

Employee signature: _____

Name: .....

Date: .....

Annexure A:
COMPENSATION

COMPENSATION SUMMARY	Per Month	Per Annum
FIXED PAY		
Basic Salary	17,269	207,224
Conveyance Allowance	1,600	19,200
HRA	5,319	63,819
Flexi Allowance	0	0
TOTAL COMPENSATION	24,187	290,243
RETIRALS & BENEFITS		
Employer's Contribution to PF	2,073	24,867
Gratuity #		9,963
Employer's Contribution to ESI		0
Accident Insurance ##		352
Medical Insurance ###		2,160
VARIABLE PERFORMANCE PAY *		
Personal Performance Linked Pay		0
Annual Performance Linked Pay		17,415
CTC (Cost to Company)		345,000

For Stratogent Technology Services Pvt. Ltd.,

B. K Aruna

Aruna B K
(Manager HR & Finance)

21

SAFRAN

Personal & Confidential

Ref#:HR21-125

Date: 18-Aug-2021

Mr. Akshatha RD
D/o Dhananjaya, Karigallu veerabadreshwara temple road, Nagareshwara, badavane, Halebeedu hobli, Hassan district. 573201

Sub: Offer Letter

Dear Akshatha,

This is with reference to your application and the interview / discussions you had with us.

We are pleased to offer you the position of **Engineer I in** the **INSS Domain** of Safran Engineering Services India, Sarjapur Road, Bangalore.

Your annual cost to the company will be **Rs. 3,44,445/-, Rupees Three Lakh Forty Four Thousand & Four Forty Five Only. This offer is subject to your medical fitness certified by our medical authorities.** Detailed Appointment letter will be given to you on the day of your joining.

You are expected to join us by **23-August-2021** beyond which the employment offer stands cancelled. If you are given any specialized trainings as part of the job requirement, you are required to sign the training agreement for the stipulated time period.

Please submit the following documents at the time of your joining:

1. Copy of the Academic certificates.
1. Copy of your passport.
2. Copy of your PAN card
3. Copy of your Aadhar card
4. Relieving & Experience letters of all your previous employment.
5. Date of birth for the dependents.
6. YTD statement for the year 2020-21 from the present employer, if any.

Please return the duplicate copy of this letter duly signed as a token of your acceptance.

Yours sincerely,
For **SAFRAN ENGINEERING SERVICES INDIA PVT LTD.**

Veerabadhra RAO Digitally signed by Veerabadhra RAO
Date: 2021.08.18 16:07:43 +05'30'

Veerabadhra Rao
Head- Human Resources & Facilities

Acknowledgment

I Accept & Agree_____ **Date of Joining**_____

Safran Engineering Services India Pvt Ltd
Regd Office:
The HUB, Sy NO. 8/2 & 9, Ambalipura village, Varthur Hobli.
Banglore East, Sarjapur Road 560102, INDIA
CIN:U35303KA2001PTC029762

T: +91 80 66 77 99 99
F: +91 80 66 77 97 97
www.safran-engineering.com

SAFRAN

ANNEXURE I

Name: Akshatha RD

Designation: Engineer I

Domain: INSS

DOJ: 23-August-2021

Salary Structure

Monthly Salary Component (A)	Monthly Equivalent	Annual Equivalent
Basic	18146	217752
HRA	1545	18540
Statutory Bonus	3629	43548
Sub Total (A)	**23320**	**279840**
Retiral Benefits(B)		
Company's Contribution to PF	2178	26136
Company's contribution - GTLI		28000
Gratuity		10469
Grand Total (A+B)		**344445**

Note:

1. **The above compensation package should not be discussed with anyone other than the undersigned.**
2. Any changes requested by the employee have to be communicated to the HR in the duplicate copy. The request will be considered or rejected depending on the company's policy.
3. No changes will be done to the break-up once it is accepted and signed by the employee.
4. Investment declaration has to be submitted through Greythr
5. If food coupons are not opted for, the same amount will be added to Special Allowance
6. If you are required to work on shift (excluding general shift), you will be eligible for the shift allowance as per the existing shift policy of the company only for the number of days you work on shift. The current entitlement for the shift allowance is Rs.225 per day.

Veerabadhra RAO Digitally signed by Veerabadhra RAO
Date: 2021.08.18 16:08:03 +05'30'

Safran Engineering Services India Pvt Ltd
Regd Office:
The HUB, Sy NO. 8/2 & 9, Ambalipura village, Varthur Hobli.
Banglore East, Sarjapur Road 560102, INDIA
CIN:U35303KA2001PTC029762

T: +91 80 66 77 99 99
F: +91 80 66 77 97 97
www.safran-engineering.com

Gmail

Dhanyaprakash Babu <dhanyaprakashr@gmail.com>

Fwd: Letter Of Intent - Grassroots

2 messages

Balaji Prajith <balajiprajith1@gmail.com>
To: "dhanyaprakashr@gmail.com" <dhanyaprakashr@gmail.com> Thu, Dec 2, 2021 at 10:11 AM

---------- Forwarded message ---------
From: <runitha@grssl.com>
Date: Fri, 5 Nov, 2021, 11:20 AM
Subject: Letter Of Intent - Grassroots
To: <balajiprajith1@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date:5th Nov 2021

Dear BALAJI PRAJITH T,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 2 weeks will commence from 10th November 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (10 days Approx)
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

1) Candidate will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress code and a willingness to learn
2) Candidate will furnish all necessary information pertaining to training, including related assignments and reports
3) Under no circumstances will the candidate leave the training without notifying the Trainer
4) The company will not be liable for injury sustained or health conditions that may arise for the candidate during the 3-week training period
5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
6) Qualifying to be part of the training program will not guarantee employment
7) Training assessment & following mandatory performance parameters

   a. Good code of conduct

   b. Training attendance: 90%

   c. Assignment rating: 80%+ (A+)

Gmail

Dhanyaprakash Babu <dhanyaprakashr@gmail.com>

Fwd: Letter Of Intent - Grassroots

1 message

bharath Kumar j r <bharathkumarjr66@gmail.com>
To: dhanyaprakashr@gmail.com

Thu, Dec 2, 2021 at 10:47 AM

---------- Forwarded message ----------
From: <runitha@grssl.com>
Date: Friday, November 5, 2021
Subject: Letter Of Intent - Grassroots
To: bharathkumarjr66@gmail.com

Sub: Letter of Intent - Grassroots

Letter of Intent

Date:5th Nov 2021

Dear BHARATH KUMAR J R,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 2 weeks will commence from 10th November 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (10 days Approx)
- The Final offer letter will be from our client
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- Shift: Rotational Shifts/Night
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- Hiring Locations: Bangalore and Pune

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6) Qualifying to be part of the training program will not guarantee employment
7) Training assessment & following mandatory performance parameters

   a. Good code of conduct

   b. Training attendance: 90%

   c. Assignment rating: 80%+ (A+)

Gmail

Dhanyaprakash Babu <dhanyaprakashr@gmail.com>

Fwd: Grassroots - Documentation & Training Details

1 message

BHUSHAN SUDHAKAR THE ELIMINATOR <sudhakarbhushan65@gmail.com> Thu, Dec 2, 2021 at 10:19 AM
To: "dhanyaprakashr@gmail.com" <dhanyaprakashr@gmail.com>

---------- Forwarded message ---------
From: **BHUSHAN SUDHAKAR THE ELIMINATOR** <sudhakarbhushan65@gmail.com>
Date: Thu, Dec 2, 2021, 10:14
Subject: Fwd: Grassroots - Documentation & Training Details
To: <dhanyaprakash@acsce.edu.in>

---------- Forwarded message ---------
From: <runitha@grssl.com>
Date: Mon, Nov 8, 2021, 13:50
Subject: Grassroots - Documentation & Training Details
To: <sudhakarbhushan65@gmail.com>

Dear Bhushan Sudhakar,

Thank you for your confirmation.

Requesting you to kindly fill in the details and upload the required documents in the given link below.

career.grssl.com

Choose: Freshers Placements and fill in the details accordingly. And use the offer Code: **HTD**

Training will commence on 10th November 2021 (Wednesday) at 9:30 am.

Note:

- Training will be conducted on Teams Platform. Please download this App prior to the training session.
- Login in 10 min prior to the given time.
- Attendance will be taken in 10 mins.
- Training attendance: 90% must be maintained.
- Assignment rating: 80%+ (A+) must be maintained.
- Video must be always switched-on during training.
- When you want to take break, please inform your trainer.

Login to the below Link for training:

Click here to join the meeting

Gmail

Dhanyaprakash Babu <dhanyaprakashr@gmail.com>

Fwd: Letter Of Intent - Grassroots

1 message

Deepika M <deeparaj404@gmail.com>
To: Dhanyaprakash Babu <dhanyaprakashr@gmail.com> Thu, Dec 2, 2021 at 10:16 AM

---------- Forwarded message ---------
From: <runitha@grssl.com>
Date: Fri, Nov 5, 2021, 11:20 AM
Subject: Letter Of Intent - Grassroots
To: <deeparaj404@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date:5th Nov 2021

Dear Deepika M,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 2 weeks will commence from 10th November 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (10 days Approx)
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

1) Candidate will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress code and a willingness to learn
2) Candidate will furnish all necessary information pertaining to training, including related assignments and reports
3) Under no circumstances will the candidate leave the training without notifying the Trainer
4) The company will not be liable for injury sustained or health conditions that may arise for the candidate during the 3-week training period
5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
6) Qualifying to be part of the training program will not guarantee employment
7) Training assessment & following mandatory performance parameters

   a. Good code of conduct

   b. Training attendance: 90%

   c. Assignment rating: 80%+ (A+)

Gmail

Dhanyaprakash Babu <dhanyaprakashr@gmail.com>

Fwd: Letter Of Intent - Grassroots

1 message

Hitha N Babu <hithababu805@gmail.com>
To: "dhanyaprakashr@gmail.com" <dhanyaprakashr@gmail.com> Thu, Dec 2, 2021 at 10:15 AM

---------- Forwarded message ---------
From: <runitha@grssl.com>
Date: Fri, 5 Nov 2021, 11:20 am
Subject: Letter Of Intent - Grassroots
To: <hithababu805@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date:5th Nov 2021

Dear Hitha N Babu,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 2 weeks will commence from 10th November 2021 followed by the final interview process with our clients.

Note:

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5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
6) Qualifying to be part of the training program will not guarantee employment
7) Training assessment & following mandatory performance parameters

   a. Good code of conduct

   b. Training attendance: 90%

   c. Assignment rating: 80%+ (A+)

Gmail

Dhanyaprakash Babu <dhanyaprakashr@gmail.com>

Fwd: Letter Of Intent - Grassroots

1 message

Nandeesh K.C <nandeeshnandi369@gmail.com>
To: "dhanyaprakashr@gmail.com" <dhanyaprakashr@gmail.com> Thu, Dec 2, 2021 at 10:27 AM

---------- Forwarded message ---------
From: <runitha@grssl.com>
Date: Fri, 5 Nov, 2021, 11:20
Subject: Letter Of Intent - Grassroots
To: <nandeeshnandi369@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date:5th Nov 2021

Dear Nandeesh K.C,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 2 weeks will commence from 10th November 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (10 days Approx)
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5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
6) Qualifying to be part of the training program will not guarantee employment
7) Training assessment & following mandatory performance parameters

   a. Good code of conduct

   b. Training attendance: 90%

   c. Assignment rating: 80%+ (A+)

Gmail

Dhanyaprakash Babu <dhanyaprakashr@gmail.com>

Fwd: Letter Of Intent - Grassroots

1 message

Prajwal Shine <prajwalshine29@gmail.com>
To: "dhanyaprakashr@gmail.com" <dhanyaprakashr@gmail.com>

Thu, Dec 2, 2021 at 10:31 AM

---------- Forwarded message ---------
From: <runitha@grssl.com>
Date: Fri, Nov 5, 2021, 11:20 AM
Subject: Letter Of Intent - Grassroots
To: <prajwalshine29@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date:5th Nov 2021

Dear PRAJWAL R,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 2 weeks will commence from 10th November 2021 followed by the final interview process with our clients.

Note:

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- Training will be for 6-8 hours a day/5 day a week virtually (10 days Approx)
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- Shift: Rotational Shifts/Night
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5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
6) Qualifying to be part of the training program will not guarantee employment
7) Training assessment & following mandatory performance parameters

   a. Good code of conduct

   b. Training attendance: 90%

   c. Assignment rating: 80%+ (A+)

Gmail

Dhanyaprakash Babu <dhanyaprakashr@gmail.com>

Letter Of Intent - Grassroots PRUTHVI D K

1 message

PDK SHADES <pruthvidk1488@gmail.com>
To: dhanyaprakashr@gmail.com

Thu, Dec 2, 2021 at 10:06 AM

---------- Forwarded message ---------
From: <runitha@grssl.com>
Date: Fri, Nov 5, 2021, 11:20 AM
Subject: Letter Of Intent - Grassroots
To: <pruthvidk1488@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date:5th Nov 2021

Dear Pruthvi,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 2 weeks will commence from 10th November 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (10 days Approx)
- The Final offer letter will be from our client
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- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

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5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
6) Qualifying to be part of the training program will not guarantee employment
7) Training assessment & following mandatory performance parameters

    a. Good code of conduct

    b. Training attendance: 90%

    c. Assignment rating: 80%+ (A+)

Gmail Dhanyaprakash Babu <dhanyaprakashr@gmail.com>

Fwd: Letter Of Intent - Grassroots

2 messages

Vishnuprasad S <vprasad411@gmail.com> Thu, Dec 2, 2021 at 10:04 AM
To: dhanyaprakashr@gmail.com

---------- Forwarded message ---------
From: <runitha@grssl.com>
Date: Fri, 5 Nov 2021, 11:20
Subject: Letter Of Intent - Grassroots
To: <vprasad411@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date:5th Nov 2021

Dear VISHNUPRASAD S,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 2 weeks will commence from 10th November 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
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5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
6) Qualifying to be part of the training program will not guarantee employment
7) Training assessment & following mandatory performance parameters

    a. Good code of conduct

    b. Training attendance: 90%

    c. Assignment rating: 80%+ (A+)

SAFRAN

ENGINEERING SERVICES

Personal & Confidential

Ref#:HR21-182

Date: 13-October-2021

Mr. Suhas BA
No 43, 1st Floor, 13nth Main, 4th Block, Nandini Layout, Bengaluru, 560096

Sub: Offer Letter

Dear Suhas,

This is with reference to your application and the interview / discussions you had with us.

We are pleased to offer you the position of **Engineer I in the Interiors & MFG vertical** of Safran Engineering Services India, Sarjapur Road, Bangalore.

Your annual cost to the company will be **Rs. 3,44,445/-, Rupees Three Lakh Forty Four Thousand & Four Forty Five Only. This offer is subject to your medical fitness certified by our medical authorities.** Detailed Appointment letter will be given to you on the day of your joining.

You are expected to join us by **14-October-2021** beyond which the employment offer stands cancelled. If you are given any specialized trainings as part of the job requirement, you are required to sign the training agreement for the stipulated time period.

Please submit the following documents at the time of your joining:

1. Copy of the Academic certificates.
1. Copy of your passport.
2. Copy of your PAN card
3. Copy of your Aadhar card
4. Relieving & Experience letters of all your previous employment.
5. Date of birth for the dependents.
6. YTD statement for the year 2021-21 from the present employer, if any.

Please return the duplicate copy of this letter duly signed as a token of your acceptance.

Yours sincerely,
For **SAFRAN ENGINEERING SERVICES INDIA PVT LTD.**

Veerabadhra RAO Digitally signed by Veerabadhra RAO
Date: 2021.10.13 14:39:28 +05'30'

Veerabadhra Rao
Head- Human Resources & Facilities

Acknowledgment

I Accept & Agree_____ **Date of Joining**_____

Safran Engineering Services India Pvt Ltd
Regd Office:
The HUB, Sy NO. 8/2 & 9, Ambalipura village, Varthur Hobli,
Banglore East, Sarjapur Road 560102, INDIA
CIN:U35303KA2001PTC029762

T: +91 80 66 77 99 99
F: +91 80 66 77 97 97
www.safran-engineering.com

SKIPLOOP

HRD/3T/20-21/10017386

July 12th 2021

Dear **Karthik Pattar**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 19th July 2021.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/20-21/10017387

July 12th 2021

Dear **Lokesh N**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 19th July 2021.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/20-21/10017388

July 12th 2021

Dear **Rahul Kumar**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 19th July 2021.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/20-21/10017389

July 12th 2021

Dear **Shagun Kajal**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 19th July 2021.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

2019-20 20

VISIONET



Chaithra A N

Emp. Code: 9750

Blood group: B+

Emergency No: 9902091848

VISIONET

or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately

vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates

vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect

viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Miriam Shaju
Director, Human Resources

Accepted _____
Chaithra A N
(Signature & Date)

CYIENT

Date: 23-Jun-2021

Personal & Confidential

PRIYANKA KALMASE (C368549)

Offer of employment

Dear PRIYANKA KALMASE ,

At Cyient we strive to provide comprehensive solutions that help our clients achieve their operational and business goals.

We are poised to take flight and enter a whole new trajectory of growth and delighted to offer you the position of Design Engineer (BAND B as per our internal levels), to join Cyient (referred to as Cyient or the Company) in this journey.

This offer is subject to your acceptance of the attached terms and conditions, please mail your acceptance of this offer to initiate the on-boarding process

Training & Compensation: You will be provided on-the-job training for the first 6 months and during this period of time you will be eligible for a stipend of INR 15,000 per month.

On successful completion of the training, you will be placed on assignments under probation for six months, with a Gross annual package of INR 3,25,009 detailed out in Annexure 1 subject to the terms and conditions attached.

Start date: On or before 25-Jun-2021

Place of Work: Hyderabad, Manikonda
Address: Plot No. 2, IT Park
Nanakramguda, Gachibowli
Hyderabad- 500032
Telangana

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need any clarification, please contact Sree Ambica from the Campus Connect Team at sreeambica.c@cyient.com.

For Cyient Ltd.

Keerthi Rannore
General Manager - HR

Annexures:
1) Compensation Structure Details (if applicable)
2) Instructions for onboarding
3) Terms and conditions

Internal Reference: JR-021497

Ref: TCSL/DT20217599810/1487506/Bangalore
Date: 08 April 2021

MS. SHRIRAKSHA V MANNIKERI
#67 1st Main 9th Cross, Raghavendra Nagar Andrahalli,
Vidyamanya Nagar, Bengaluru,
Karnataka-560091.
Tel# 919066156897

Sub: Joining Letter

Dear Ms. Shriraksha V Mannikeri,

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 **22nd April 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

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

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

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

Gmail

Dr.Ramanan G <gramanan1987@gmail.com>

Fwd: IN Offer Letter

Inamul Hasan <aero.inamulhasan@gmail.com>
To: Ramanan G <gramanan1987@gmail.com>

Thu, Dec 9, 2021 at 2:55 PM

---------- Forwarded message ---------
From: **Sushmita Katti** <sushmakatti1997@gmail.com>
Date: Thu, Dec 9, 2021, 14:54
Subject: Fwd: IN Offer Letter
To: <aero.inamulhasan@gmail.com>

---------- Forwarded message ---------
From: **Capgemini** <auto.noreply@capgemini.com>
Date: Wed, 24 Nov, 2021, 2:17 PM
Subject: IN Offer Letter
To: Sushmita Katti <sushmakatti1997@gmail.com>
Cc: AMIT <amit.aa.kumar@capgemini.com>, Neetu <neetu.c.singh@capgemini.com>





Most Ethical Company - Eight times in a row | We're highly-rated on Glassdoor | Capgemini Research Institute ranked #1 | Our gender balance initiatives | Our global client stories

Dear Sushmita,

We are pleased to extend to you an offer for the position of Analyst at Capgemini.

Not only did you crack your interview with us, you aced it! A trait we keenly look out for because, at Capgemini, we believe that passionate people are our Ace of Spades, people who ace at their field of expertise and give meaning to their passion.

With us, you will gain the freedom to chart your career path. Whether you are seeking your very first job or your next career opportunity, joining us will enable you to achieve the professional growth and work-life balance you seek.

Factoring in Your Happiness, Every Step of the Way
As widely-quoted as it may be, happy people make a happy workplace. For us, the happiness of our people is what truly matters and keeps us going. Our Glassdoor rating reflects this happiness quotient in the positive experiences and feedback shared by our past and present employees.

Let's Build a Positive Future Together
For us, being the Architects of Positive Futures is a group-wide aim and driving force behind everything we do. To achieve this aim, we leverage three fundamental pillars: Diversity and Inclusion, Digital Inclusion, and Environmental Sustainability.

We look forward to welcoming you as an invaluable member of our team.

Regards,

Talent Acquisition Team - India

Capgemini

Stay Connected. Stay Updated.



Click here to view the recruitment disclaimer.
To view our candidate privacy notification please click here

ZAVETECH
BUSINESS SOLUTIONS PVT LTD

Dear Madhushree E,

Date: October 11, 2020

Subject: Job Offer Letter for the Post of Teacher

We are pleased to inform you that with reference to your interview dated **October 11, 2020 at ZAVETECH BUSINESS SOLUTIONS PVT LTD.,** you have been selected for the post of Teacher under the department "**DRONA EDU**" on the following terms and conditions.

You will be on probation for three months from the date of your joining. Your services will be confirmed in writing after the successful completion of your probation period. The probation period may be extended if your performance does not meet expectations.

- Your performance will be evaluated during training and probation period. During the probation period, on unsatisfactory performance, your appointment can be terminated without notice.
- This is a contract appointment for a period of one year which can be extended or reduced by mutual agreement. A detailed letter of appointment will be given to you at the time of joining the duty.
- Your Annually CTC will be Rs.2.1lakh (Rupees Two lakhs ten thousand only). Your compensation will also include Insurance (if applicable), Casual, Sick and Privilege leave and other benefits as per corporate policy (leaves and T&C are explained in HR policies attached with this as Annexure).
- **You will be eligible for CTC only when outcome received as per the company expectation**, i.e. 9 hours- 3 hours of recordings (recordings will be considered as per the final output received from the editing and graphic etc), 3 hours of preparations and 3 hours live sessions per day with notes, stuffs (as per the guidelines attached in Annexure) and texts and recordings given by you (until live session starts 3 hours of live session can utilized for recording sessions).
- **If the outcome not received as per the company expectation**, CTC will not be applicable, and considered the below payment structure as per the company policy.
    - Rs.400/- for recording session per hour (TDS and PT applicable) including Stuffs, text and notes. (Rs.250/- for recordings & Rs.150/- for stuffs and texting) Notes and stuffs should shared before start recordings.
    - Rs.300/- for live session per hour (TDS and PT applicable) live class should attend along with stuffs and required materials for classes.
    - The deduction of TDS can recover by filing ITR.

- If the candidates are working in part time or taking part time live classes, the candidate must work for 10 hours of recordings and 6 hours of live classes in a week with all stuffs, notes, text, presentations and required materials for classes. For recording classes candidate should visit to the recording studio of Drona Edu at lease alternative days or weekends.
- If you quit in between of the month or prior notice; No salary will be paid.
- NO PF deducted payment will be paid back until you serve minimum 3 Months employment.

Scanned with CamScanner

ZAVETECH
BUSINESS SOLUTIONS PVT LTD

- Worth of Rs.5000/- free training will be provided for the 5 day, for these days the pay roll will not be considered.
- Your employment will be considered as academic year, if you are serving in academic, you will not be able to quit before a end up academic.

You will be based in Bangalore and report to the teacher position on the date: 11th October 2020. Your place of work will be **"BANGALORE"**. Based on your capabilities and accomplishments, I believe that your talents will not only benefit **ZAVETECH BUSINESS SOLUTIONS PVT LTD** but also that our mutual relationship will assist you in reaching your personal and professional goals.

We are anticipating that you will accept this offer by Date (7 days from offer) Upon joining you will be required to sign an "Employment Agreement AND Non-Discloser Agreement". You will also be required to submit the copy of following documents with self attestation on the date of your reporting (need to produce original documents for verification):

a. Copy of PAN Card
b. Copy of Aadhar card
c. Seven recent passport-sized photographs.
d. Copy of certificates of educational qualifications
e. Copy of testimonials
f. Copy of recent Police Verification Report
g. Residential Address proof

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. The additional copy is for your files.

Madhushree E, I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me.

Sincerely:

For ZAVETECH BUSINESS SOLUTIONS PVT LTD,

Sandeep

(HUMAN RESOURCE)

Authorized Signatory.

I accept this action as outlined above and confirm that my start date is: 11/10/2020

Candidate Signature Madhushree E

Date: 19/10/2020

Place: Bangalore - 560056

Scanned with CamScanner

BLITZSCALE TECHNOLOGY SOLUTIONS PRIVATE LIMITED

REGD. OFF.: NO 259 AND 276, 3RD FLOOR, AMARJYOTHI, HBCS LAYOUT, DOMLUR, BENGALURU - 560071 Email id: harmin.shah@gmail.com CIN: U74999KA2018PTC119202 Tele: +91-9773959294

To Alifur,

We are very excited to extend you an Offer to join WMall (Blitzscale Technology SolutionsPvt. Ltd.) as an Operations Executive.

Our excitement stems from the enthusiasm and raw potential you've demonstrated in our conversations.

You'll be joining a fast growing startup and help in accelerating our trajectory. Your work will be challenging, with tremendous opportunity to grow and learn.

Your joining date shall be 17th January '2020

Compensation details:

CTC: Rs.16,000/- per month

On behalf of the WMall team,

Harmin Shah
Director

BLITZSCALE TECHNOLOGY SOLUTIONS PVT LTD

Phone : 080-2204 3400 | www.gopalanenterprises.com

GOPALAN AEROSPACE INDIA (P) LTD.

Date: 04/10/2021
Ref No: GA/HRD/2021-22

To,

Mr.Chidananda.B
S/o Basavaraju,B Behind Shanimahatma Temple,
Doddanahalli, Kembaliganahalli Post,
Hosakote Taluk, Bangalore -562114.
Mobile: 9886376344
E Mail: chidanandabasavaraj@gmail.com

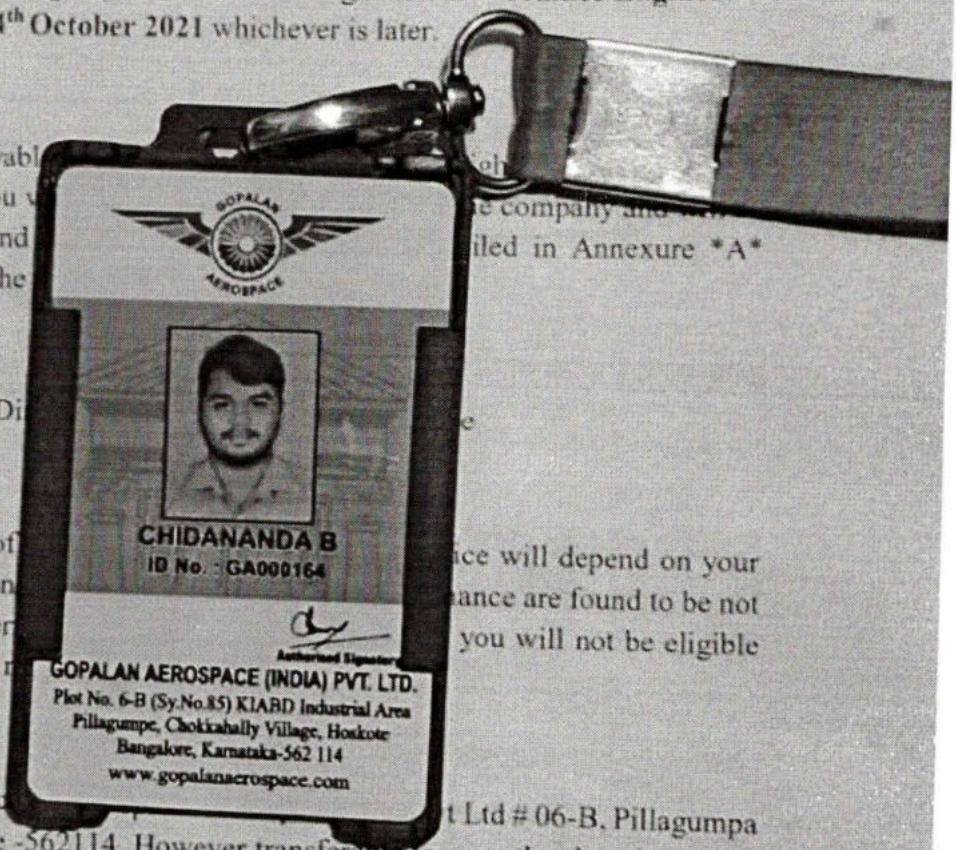
SUB: APPOINTMENT ORDER

DESIGNATION AND DATE OF APPOINTMENT:

With reference to your application dated 01.09.2021 seeking an opportunity in our organization, we are pleased to appoint you in our organization with the designation as " **Trainee Engineer** " with effect from date of joining or **4th October 2021** whichever is later.

EMOLUMENTS:

Your gross salary (all Inclusive) payabl… …oh… per month. (TDS as applicable). You … …e company and … entitled to compensation (salary and … …iled in Annexure "A" compensation will be governed by the …



REPORTING AUTHORITY

You will be reporting to Managing Di… …e

PROBATION:

You are on probation for a period of… …ice will depend on your performance and during the probation… …ance are found to be not satisfactory, your services will be ter… …you will not be eligible for any compensation of whatsoever n…

PLACE OF POSTING

Your posting will be at our factory loc… …t Ltd # 06-B, Pillagumpa Industrial Area, Hosakote, Bangalore -562114. However transferable to any other location based on the operational requirement.

AERODESIGN SOLUTIONS
PRIVATE LIMITED
www.aerodesignsolutions.com

Ref. Number 10022020/06

Date: Feb10 ,2020

OFFER LETTER

Dear Abdul Rashid,

I am delighted & excited to welcome Abdul Rashid as a **Aircraft Design Project Trainee**. At AERODESIGN SOLUTIONS, we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful internship experience with AERODESIGN SOLUTIONS.

Your appointment will be governed by the terms and conditions presented in the **Annexure A.**

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

Satish Hiremath
M.D @ Aerodesign Solutions
Bangalore 560037

For AERODESIGN SOLUTIONS PVT. LTD.

Managing Director

AERODESIGN SOLUTIONS PRIVATE LIMITED
#22, 4th Floor, 1st Cross, Ashwathnagar
MARATHAHALLI, BANGALORE, KARNATAKA, INDIA, 560037
CIN: U74999KA2016PTC092492 Contact:8123114324



Abdul Rashid

Project Trainee

AERODESIGN SOLUTIONS PVT LTD

AERODESIGNSOLUTIONS.COM

Gmail

Dr.Ramanan G <gramanan1987@gmail.com>

Fwd: Offer Letter for Amrutha . s

Inamul Hasan <aero.inamulhasan@gmail.com>
To: Ramanan G <gramanan1987@gmail.com>

Wed, Dec 8, 2021 at 10:08 PM

---------- Forwarded message ---------
From: **Amrutha S** <amrutha9270@gmail.com>
Date: Wed, Dec 8, 2021, 22:06
Subject: Fwd: Offer Letter for Amrutha . s
To: <aero.inamulhasan@gmail.com>

---------- Forwarded message ---------
From: **Square Yards** <offers@squareyards.com>
Date: Fri, 30 Jul, 2021, 10:28 am
Subject: Offer Letter for Amrutha . s
To: <amrutha9270@gmail.com>
Cc: <sopan.gupta@squareyards.com>, <varsha.b@squareyards.co.in>, <deepak.kumar08@squareyards.co.in>

Dear **Amrutha . s,**

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up).**

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	**Bangalore**
Reporting Date & Time:	03-Aug-2021, 9:30 AM
Venue Detail:	150, Ground floor, Embassy point, Infantry Road, Vasanth Nagar, Bangalore - 560001
Contact Person:	Varsha B

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)

1. **Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)**
2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**
5. **4 Passport size Photographs (in White Background)**
6. **Cancelled Cheque**
7. **CV (Resume)**
8. **Resignation Acceptance from your previous organization**

9. **EPF Number or UAN No.**
10. **Bank Statement**

Should you need any clarification prior to joining, please feel free to get in touch with Varsha B, Tel: 9535884674 Email: varsha.b@squareyards.co.in

We look forward to a mutually rewarding partnership.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources
Square Yards Consulting Pvt. Ltd.

Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as apprised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.

Accept

CTC Breakup.pdf
73K

AERODESIGN SOLUTIONS
PRIVATE LIMITED

www.aerodesignsolutions.com

Ref. Number 10022020/02

Date: Feb10 ,2020

OFFER LETTER

Dear Chandan Gowda H R,

I am delighted & excited to welcome Chandan Gowda H R as a **Aircraft Design Project Trainee**. At AERODESIGN SOLUTIONS, we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful internship experience with AERODESIGN SOLUTIONS.

Your appointment will be governed by the terms and conditions presented in the **Annexure A.**

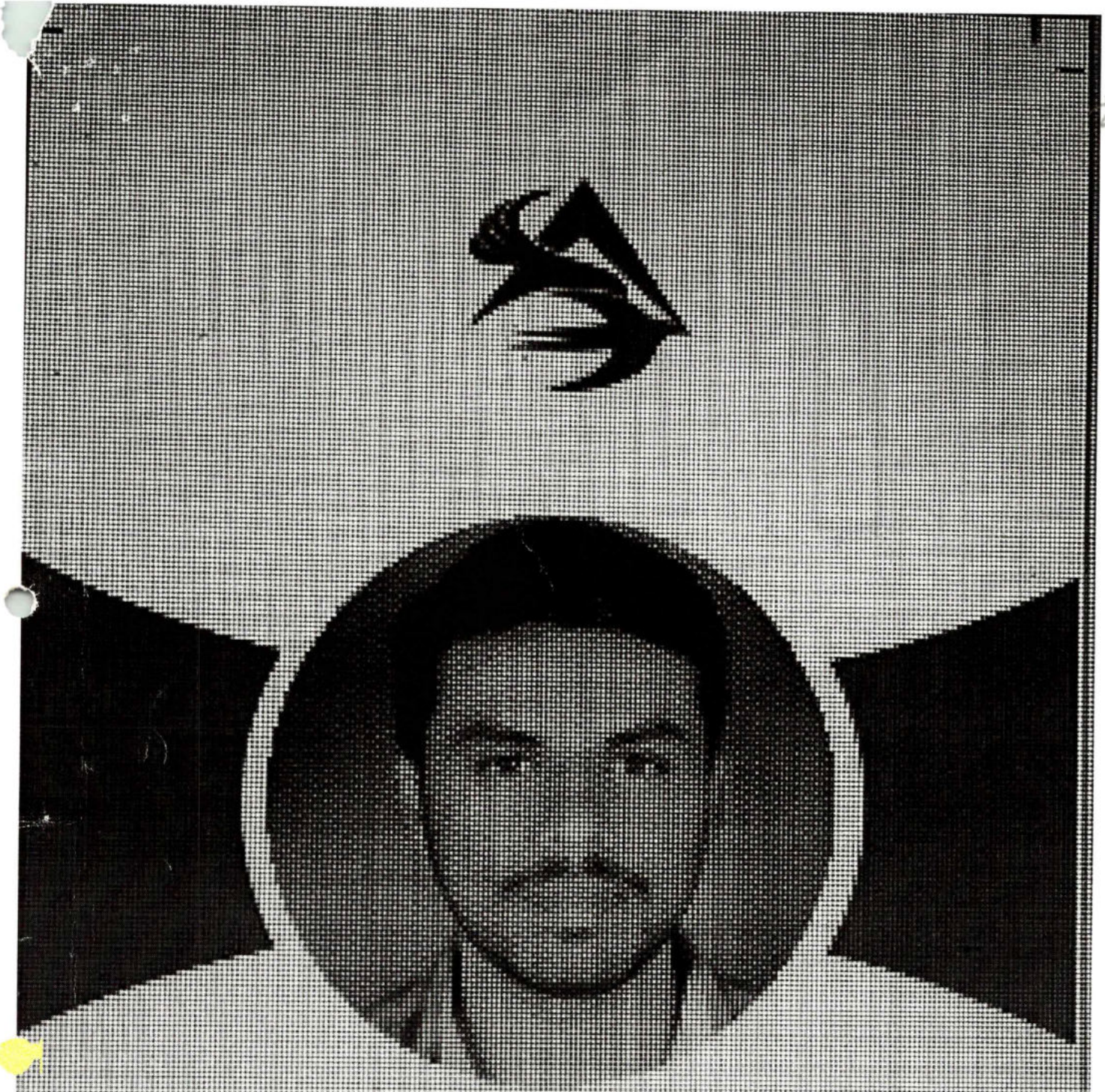
We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

Satish Hiremath
M.D @ Aerodesign Solutions
Bangalore 560037

For AERODESIGN SOLUTIONS PVT. LTD.

Managing Director



Chandan Gowda H R

Project Trainee

AERODESIGN SOLUTIONS PVT LTD

AERODESIGNSOLUTIONS.COM

AERODESIGN SOLUTIONS
PRIVATE LIMITED

www.aerodesignsolutions.com

Ref. Number 10022020/01

Date: Feb10 ,2020

OFFER LETTER

Dear Gagan Kumar H P,

I am delighted & excited to welcome Gagan Kumar H P as a **Aircraft Design Project Trainee**. At AERODESIGN SOLUTIONS, we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful internship experience with AERODESIGN SOLUTIONS.

Your appointment will be governed by the terms and conditions presented in the **Annexure A.**

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

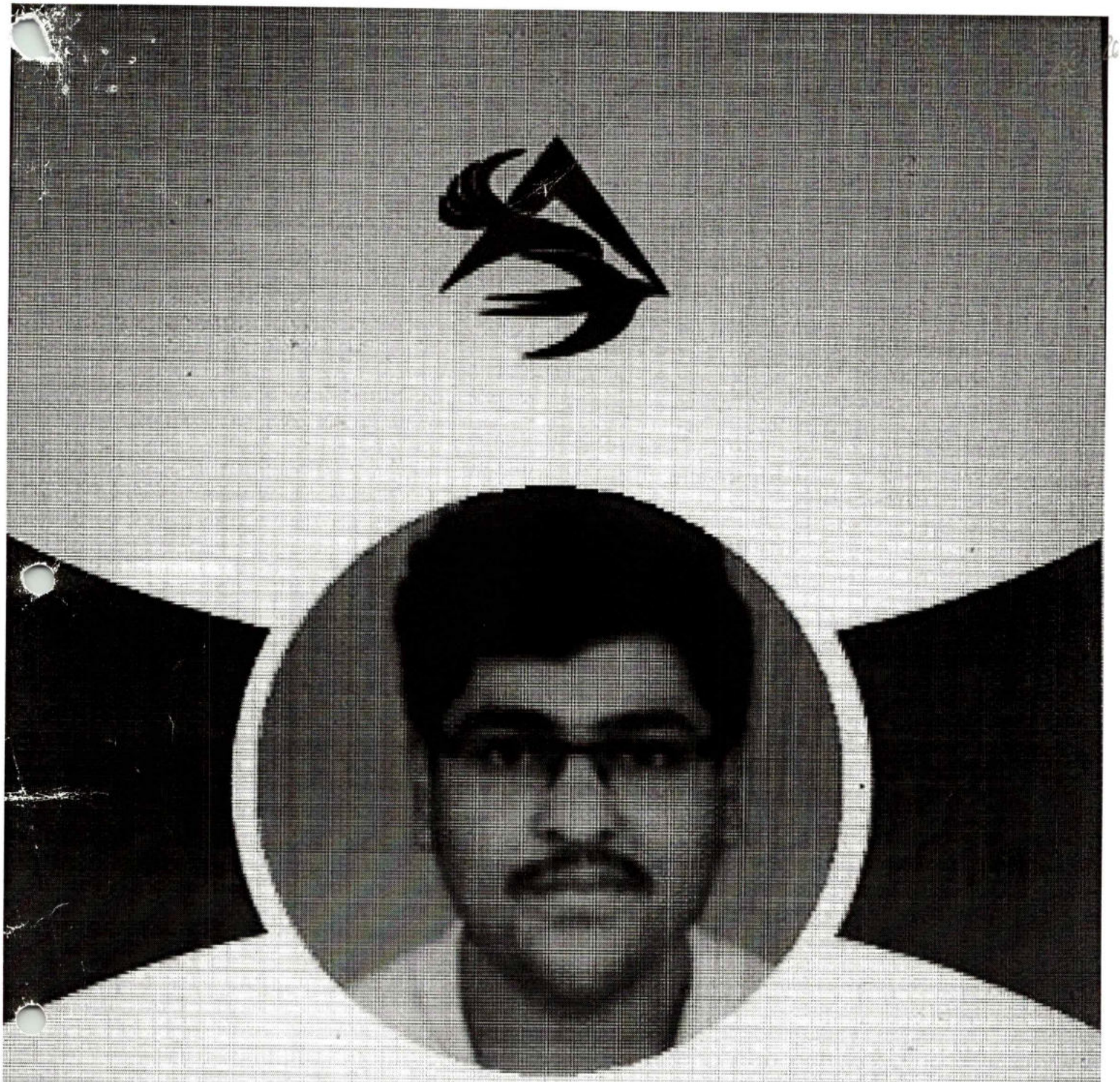
Congratulations!

Satish Hiremath
M.D @ Aerodesign Solutions
Bangalore 560037

For AERODESIGN SOLUTIONS PVT. LTD.

Managing Director

AERODESIGN SOLUTIONS PRIVATE LIMITED
#22, 4th Floor, 1st Cross, Ashwathnagar
MARATHAHALLI, BANGALORE, KARNATAKA, INDIA, 560037
CIN: U74999KA2016PTC092492 Contact:8123114324



Gagan Kumar H P

Project Trainee

AERODESIGN SOLUTIONS PVT LTD

AERODESIGNSOLUTIONS.COM

AERODESIGN SOLUTIONS
PRIVATE LIMITED

www.aerodesignsolutions.com

Ref. Number 10022020/04

Date: Feb10 ,2020

OFFER LETTER

Dear Ganesh R,

I am delighted & excited to welcome Ganesh R as a **Aircraft Design Project Trainee**. At AERODESIGN SOLUTIONS, we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful internship experience with AERODESIGN SOLUTIONS.

Your appointment will be governed by the terms and conditions presented in the **Annexure A.**

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

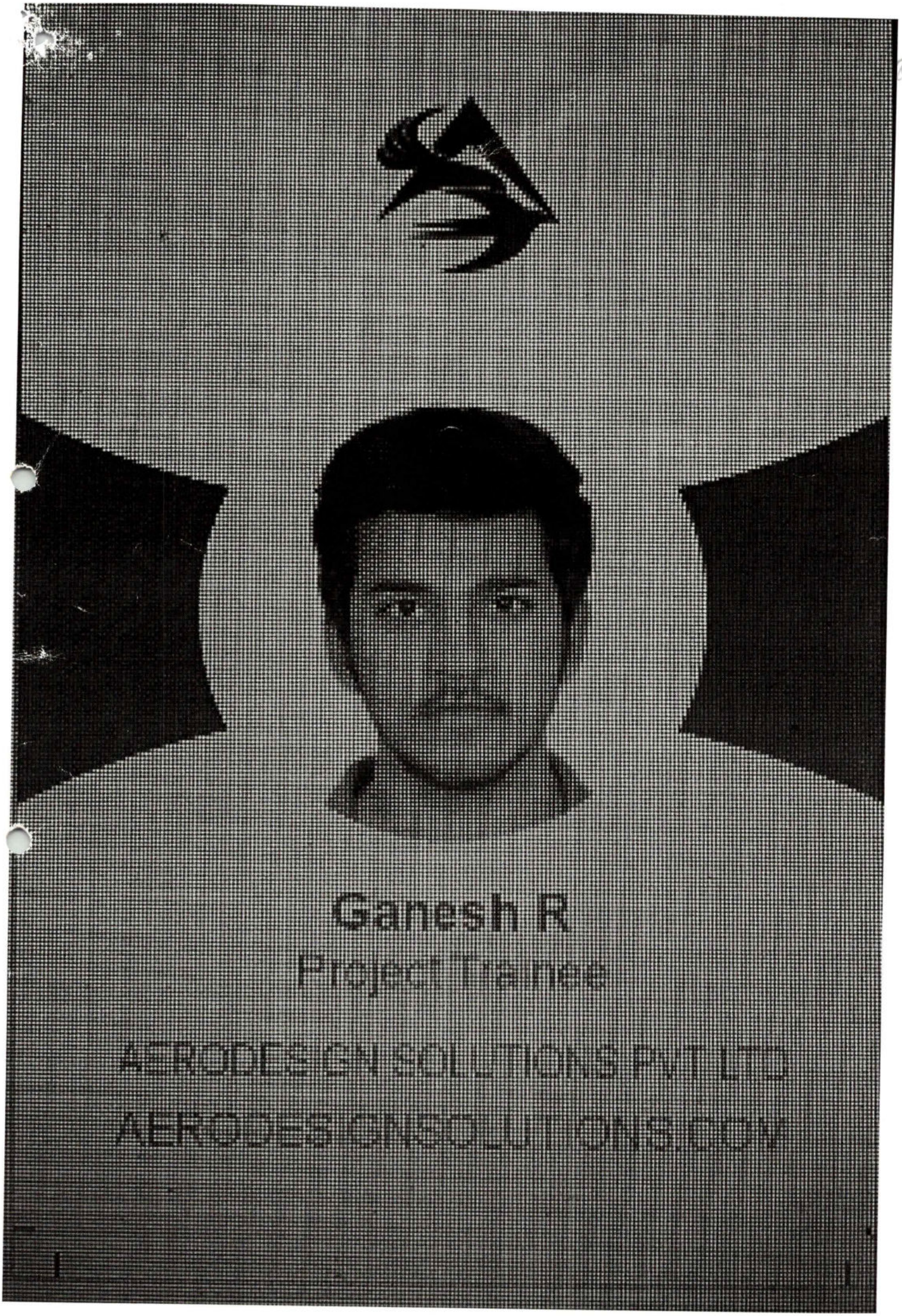
Congratulations!

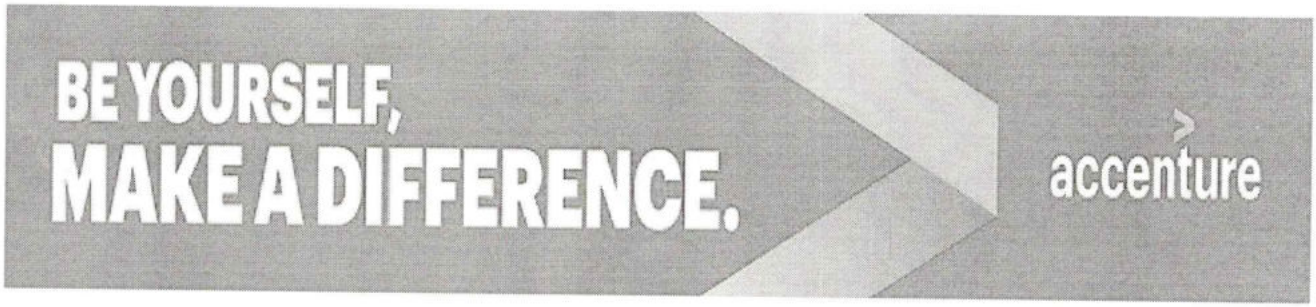
Satish Hiremath
M.D @ Aerodesign Solutions
Bangalore 560037

For AERODESIGN SOLUTIONS PVT. LTD.

Managing Director

AERODESIGN SOLUTIONS PRIVATE LIMITED
#22, 4th Floor, 1st Cross, Ashwathnagar
MARATHAHALLI, BANGALORE, KARNATAKA, INDIA, 560037
CIN: U74999KA2016PTC092492 Contact:8123114324


Ganesh R
Project Trainee
AERODES GN SOLUTIONS PVT LTD
AERODESGNSOLUTIONS.COM



Strictly Private and Confidential

Date:30-Jun-2021

Meghana C K
C9697577

Anchepalya,Kengeri,banglore-560074

6360936193

Dear **Meghana C K,**

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

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

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

Reference Id: 9b85d814-3b88-4f23-bdd1-c6964a9ec4e9_1
Signed By: Mahesh Vasudeo Zurale

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

June 1,2021

Mohammed Toufiq
Bangalore

Employment Letter

Congratulations and welcome to the ***EagleView Group***!

We are pleased to offer you employment as a **Photogrammetric Correction Technician**, with APMSE Software Services Private Limited, a member of the EagleView Group, hereinafter referred to as "Company". Your joining date will be on **June 3rd, 2021** and you will be reporting to a Company designate.

Following are the terms of your employment:

Place of work

You will work from the Company's office located in Bangalore, India which is currently located at 5th, 6th and 7th floor, Block No 5, A Wing, Pritech Park SEZ, Outer Ring Road, Bellandur, Bangalore, Karnataka - 560103, India. You may also be assigned, seconded or transferred to any other department office, client's site or other places anywhere in India or abroad, or subsidiary or affiliated company as and when required by the Company.

Duties and Responsibilities

During the term of your employment, you agree to devote all your skill, knowledge and working time to the conscientious performance of your duties and responsibilities and agree to perform your duties with diligence and devotion. Since this is a full-time employment with the Company,
while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority, or be occupied in your own business, without the prior written consent of the Company. You will comply with all directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you.

You shall not engage in activities that could result in a conflict of interest with the Company without prior approval from your manager. Any conflict of interest or potential conflict of interest shall be immediately disclosed to the Company.

Compensation

The salary shall be paid on a monthly basis, net of all applicable deductions, on the last working day of the month. Please note that professional tax, income tax and other taxes (if any) as applicable shall be deducted from the gross monthly salary payable each month. As such, your net salary will depend on amount and nature of tax saving investments you make, as well as the bills and receipts you produce for tax-exempt reimbursable expenses. Your current compensation structure, will be as follows:

Intellectual Property

You acknowledge the Company's proprietorship and sole ownership over all intellectual property i.e. any invention, product, process, know-how, formula, design, concept, idea, data, data base, statistics, or any other creation which is discovered, developed, created or conceived by you during the term of your employment with the Company, related to any business of the Company.
You hereby irrevocably, absolutely and perpetually assign worldwide rights including proprietary rights / intellectual property rights (i.e. trade secret, data base, patent, copyright, trade name, trademark, design or application therefore, or any other commercial, industrial or intellectual property right of whatsoever nature, pertaining to any intellectual property) that subsist in you to the Company free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term.

Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein shall revert to you, even if the Company does not exercise the rights under the assignment within a period of 1 year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You waive all your rights pertaining to such intellectual property which may not be assignable or transferable in law.

Employee Handbook

Company's Employee Handbook, along with other official documentation and information can be found on the Company's designated location for policies, enlist all the benefits, policies and procedures of the organization and may change from time to time. You hereby agree to abide by and comply with the provisions in the Company's Employee Handbook and any other policies implemented by the Company from time to time. Female employees shall be entitled to maternity benefits as per the Maternity Benefit Act, 1961 (if applicable) and as described in the Company's Employee Handbook or other policies subject to the terms provided therein.

Termination of Employment

Your employment may be terminated by either party giving a notice of 2 months in writing or payment in lieu thereof. Management reserves the right to decide & deduct the notice pay (gross salary) in lieu of notice period. However, the Company has the right to immediately terminate your services on the grounds of indiscipline, default, negligence, failure to meeting performance standards, misconduct or any breach of the terms and conditions of this letter or any Company policies as may be applicable to your employment with the Company and you will not be entitled to any such notice or salary in lieu of notice. You will also be required to reimburse the Company for training costs incurred by the Company if you decide to terminate within the first year of your employment.

Changes to Employment Terms

This offer of employment contains the initial terms of employment which may change from time to time and must be agreed upon by both parties. Any changes to employment terms will be communicated to you through acceptable channels of communication like email or letter.

eagleview™

Verification

This offer of employment is subject to and contingent upon the Company completing a background check to its satisfaction, including obtaining information verification, employment
and education confirmation, and satisfactory references. Any false information provided shall become reason for termination of employment without any compensation.

I look forward to having you as a part of the *EagleView Group*.

For *APMSE Software Services Private Limited*

Dr. Anuradha Rao
Sr. HR Director, APAC

Acceptance:

I have read the terms and conditions mentioned in the offer described in the above letter and accept the offer of employment with APMSE Software Services Private Limited.

Signature: _____

Date: _____

Personal Information

Father's name:

Address:

AK CENTRE FOR EXCELLENCE PVT LTD

+91 9025017937/9207036697

akcentreforexcellence@gmail.com

OFFER LETTER

Date: 10.02.2020

To,

Pallavi.K.S,

ACS College of Engineering

Bangalore

Dear **Pallavi.K.S,**

Welcome to AK Centre For Excellence Pvt Ltd!

It gives us great pleasure to offer the post of "**Trainee Design Engineer**", of AK Centre For Excellence Pvt Ltd, for which you interviewed with us.

This job, as explained, you will be on our direct payrolls. We request you to go through the same and return the enclosed duplicate copy of this le er in acceptance of the same. Accordingly, we will arrange to issue you a detailed le er of appointment at the me of your training.

You will be on proba on for rst three months were in your annual salary will be Rs.1,20,000/- (Rs. One lakh and twenty thousand only) and other bene ts provided if the given targets (FIVE admissions) are ful lled.

NOTE : First 10 days would be the Training period. Candidates are supposed to follow the rules and regula ons which will be men oned in the Appointment le er. The company have all the rights to terminate at any me without any pay if the candidate lacks his performance during the training period.

As per the Company Norms and Policies based on the EOD (End of the Day Report).

The role, in which you join us, is a very important one which will entail dealing with important and sensi ve informa on, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct" and a "Non Disclosure Agreement" of our company at the time of your joining.

We look forward to you, joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

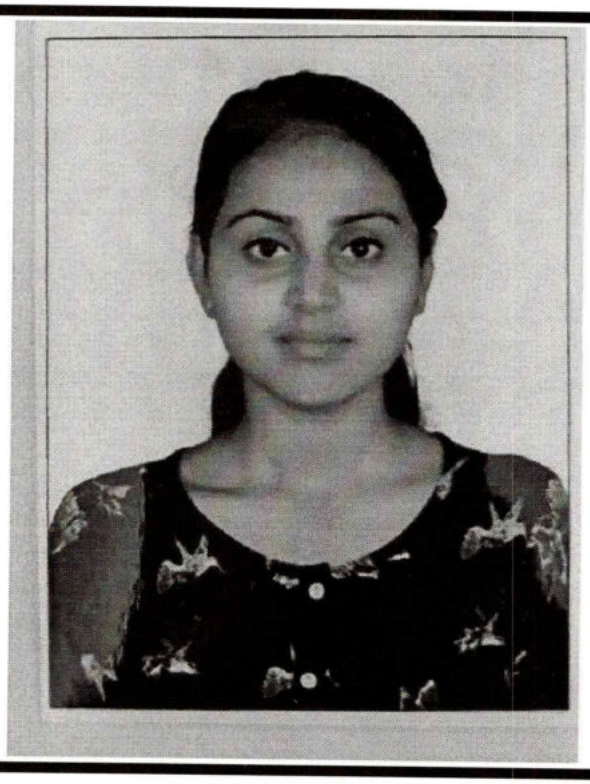
Kind Regards,

Human Resource Department

AK Centre For Excellence Pvt Ltd

This copy is computer generated, were in it requires no signature and seal.

AK CENTRE FOR EXCELLENCE PVT LTD .



PALLAVI K.S

Trainee Design Engineer

ID TDE-01

Address

Janaral marchent kalika devi road
kadur
chickmagalur
Karnataka - 577548

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RAY DYNAMICS®

Dear **Praveen J,**

Ray Dynamics is pleased to offer the post of "**Graduate Engineer-Trainee-Manufacturing**", after the final interview conducted.

We request you to return the enclosed duplicate copy of this letter in token of offer acceptance. Further detailed letter of appointment will be issued at the time of your training.

You will be on probation for first six months were in your annual salary will be Rs.1,20,000 /- (Rs. One lakh and twenty thousand only) and other benefits provided if found satisfactory.

Candidates are supposed to follow the rules and regulations which will be mentioned in the Appointment letter. The company have all the rights to terminate at any time without any pay if the candidate lacks his performance during the training period.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct" and a "Non-Disclosure Agreement" of our company at the time of your joining.

We look forward to you, joining our team. We are sure that you will have a bright career with our company. We take this opportunity to welcome you and your family into the folds of our company.

Kind Regards,

For Ray Dynamics

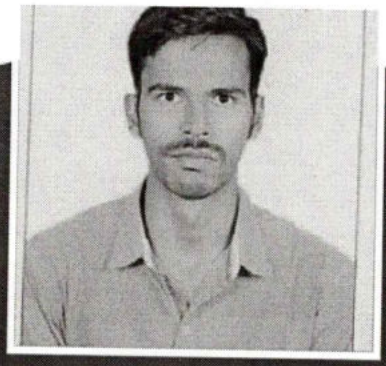
Authorised signatory

Coimbatore

Date: 05.03.2020

(This offer letter is confidential and computer generated, hence no signature is required)

RAY DYNAMICS



PRAVEEN J

GRADUATE ENGINEER-
TRAINEE-MANUFACTURING

RAY DYNAMICS®

Dear **Raksha G,**

Ray Dynamics is pleased to offer the post of "**Graduate Engineer-Trainee-QC**", after the final interview conducted.

We request you to return the enclosed duplicate copy of this letter in token of offer acceptance. Further detailed letter of appointment will be issued at the time of your training.

You will be on probation for first six months were in your annual salary will be Rs.1,30,000 /- (Rs. One lakh and thirty thousand only) and other benefits provided if found satisfactory.

Candidates are supposed to follow the rules and regulations which will be mentioned in the Appointment letter. The company have all the rights to terminate at any time without any pay if the candidate lacks his performance during the training period.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct" and a "Non-Disclosure Agreement" of our company at the time of your joining.

We look forward to you, joining our team. We are sure that you will have a bright career with our company. We take this opportunity to welcome you and your family into the folds of our company.

Kind Regards,

For Ray Dynamics

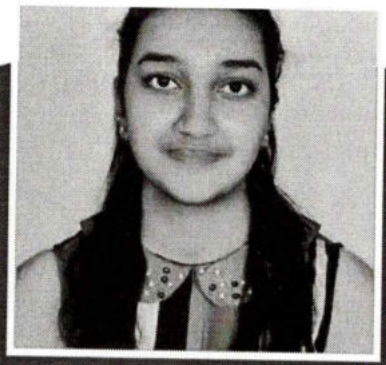
Authorised signatory

Coimbatore

Date: 05.03.2020

(This offer letter is confidential and computer generated, hence no signature is required)

RAY DYNAMICS



RAKSHA.G

GRADUATE ENGINEER-
TRAINEE-QC

DOSWIT Infotech Pvt Ltd.
Bound to succeed
A PRODUCT OF RR GROUP
(POWERED BY CENTICUS BUSINESS SOLUTIONS)

178, 69th Cross, 5th Block
Rajajinagar, Bengaluru– 10
doswitinfotech@gmail.com
www.doswitinfotech.com

Date:6th July2020

Candidate Name: Ranjitha R

Dear,

Welcome to **DOSWIT Infotech Pvt Ltd.,** We said to have you with us and look forward a long and mutually remembering association.

We have pleasure in appointing you as DRA, your date of appoint is effect from your date of joining which shall be on (**13/07/20**)

You are expecting to report at : (No. 178, 69th Cross, 5th Block, Rajajinagar, Bangalore-10) by time with your complete joining formalities.

Employment position at DIPL

1. Data Repository Analyzer Senior Exicutive (DRSE)
   With reference to your application and subsequent interview we are pleased to offer you the position of DRO/DRSE to work, under various shifts. Appointment letter shall be issued to you upon your joining and completion of all joining formalities.

01. Pay and benefits:

We are pleased to announce that, you will be appointed to the post along with following basic salary and other allowances.

Pay Scale of INR. 9600+3456+2880= 15,936/-

02. Basic salary:

You will be eligible for a Basic Salary and allowances as mentioned in ANNEXURE - A

DOSWIT INFOTECH PVT. LTD. BENGALURU

DIPL

DOSATT INFOTECH PVT LTD



RANJITHA R.

Emp. ID : 9003

Blood Group : O+ve

Mob : +91 9483712333

RAY DYNAMICS®

20

Dear **Revathi VR,**

Ray Dynamics is pleased to offer the post of "**Graduate Engineer-Trainee-Designs**", after the final interview conducted.

We request you to return the enclosed duplicate copy of this letter in token of offer acceptance. Further detailed letter of appointment will be issued at the time of your training.

You will be on probation for first six months were in your annual salary will be Rs.1,20,000 /- (Rs. One lakh and twenty thousand only) and other benefits provided if found satisfactory.

Candidates are supposed to follow the rules and regulations which will be mentioned in the Appointment letter. The company have all the rights to terminate at any time without any pay if the candidate lacks his performance during the training period.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct" and a "Non Disclosure Agreement" of our company at the time of your joining.

We look forward to you, joining our team. We are sure that you will have a bright career with our company. We take this opportunity to welcome you and your family into the folds of our company.

Kind Regards,

For Ray Dynamics

Authorised signatory

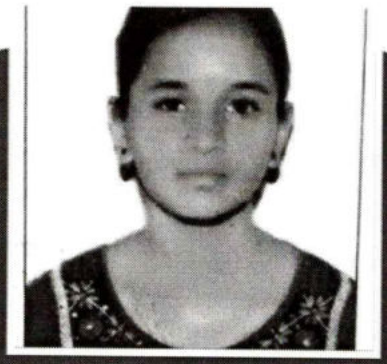
Coimbatore

Date: 05.03.2020

(This offer letter is confidential and computer generated, hence no signature is required)

345, Doraisamy Layout, Avarampalayam Road, Peelamedu, Coimbatore – 641004. TAMILNADU, INDIA.
Mobile : 98940 79576, 98946 79576 E-Mail : sales@ray

RAY DYNAMICS



REVATHI VR

GRADUATE ENGINEER-
TRAINEE-DESIGNS

Offer: Computer Consultancy
Ref: TCSL/DT20218528920/Kolkata
Date: 01/11/2021

Mr. S Iyneshdurai
No.182, 3rd CrossVaesnavi Nagara, Checkpost, Kengeri,
Panchamuki Ganesha Temole,
Bangalore-560060,
Karnataka.
Tel# -

Dear S Iyneshdurai,

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/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

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/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

TATA

GROSS SALARY SHEET

Annexure 1

Name	S Iyneshdurai
Designation	Assistant System Engineer-Trainee
Institute Name	Acs College Of Engineering

Table 1: Compensation Details (All Components in INR)

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

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TCS Confidential
TCSL/DT20218528920

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6689 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

Offer: Computer Consultancy
Ref: TCSL/DT20218548547/Kolkata
Date: 01/11/2021

Ms. Seema Singh
#3375/5Ground Floor,
Near Govt School, Dasarahalli,
Bengaluru-560024,
Karnataka.
Tel# 91-8690538326

Dear Seema Singh,

Sub: Letter of Offer

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

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

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

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

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

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

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TATA



GROSS SALARY SHEET

Annexure 1

Name	Seema Singh
Designation	Assistant System Engineer-Trainee
Institute Name	Acs College Of Engineering

Table 1: Compensation Details (All Components in INR)

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

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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ASM ENGINEERING TECHNOLOGIES PVT LTD

Appointment Letter

July 26, 2021
ASM/HR/APPL

Mr. Shivayogi Tavarkheda,
S/o Sayabanna,
tontapura, tontapura,
Thontapura,Bijapur Arjunagi
Karnataka 586217,India.

Dear **Shivayogi,**

With reference to your application for Suitable position in our organization and subsequent discussion we had with you, we are pleased to appoint you as **Trainee Design Engineer w.e.f. July 26, 2021,** based on the following Terms and Conditions of Employment. You will report to our Project Manager.

1. COMPENSATION:

You will be paid a Total Cost to Company (CTC) of **Rs.1,44,000/- (Rupees One Lakh Forty Four Thousand only)** per annum as mentioned in the offer letter issued to you. The applicable Taxes and Statutory payments will be deducted from your salary.

2. OFFICE TIMINGS AND WORKING DAYS:

Organization will work 5 days a week from 09:00 AM to 06:30 PM.

3. PERFORMANCE:

The management shall, as part of your job, fix performance targets, key responsibilities, and specific duties, which you shall strive to achieve and perform. Your salary will be revised periodically as per company policy. Your increments in the grade are discretionary and the same is depending on your performance.

4. PROBATION:

At the time of joining the company, you will be under probation for a period of 6 months from the date of joining and your services will be confirmed on successful completion of the probation period. If your performance is not found satisfactory, the probation period may be extended for another period of 6 months or your services may be terminated without any notice, at sole discretion of the management. However, if you wish to resign during probation period, you are required to give 2 months notice or 2-months' salary in lieu thereof at the discretions of the company. You may be considered for confirmation in the regular services, in writing at the end of your satisfactory completion of the prescribed/extended probationary period. It may, however, be noted that till such time you are so advised in writing you shall be deemed to be on probation. During probation period your employment with the organization is liable to be terminated by giving 1-month notice without assigning any reasons whatsoever.

AERODESIGN SOLUTIONS
PRIVATE LIMITED
www.aerodesignsolutions.com

Ref. Number 10022020/05

Date: Feb10 ,2020

OFFER LETTER

Dear Sunil Jagadeesh,

I am delighted & excited to welcome Sunil Jagadeesh as a **Aircraft Design Project Trainee**. At AERODESIGN SOLUTIONS, we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful internship experience with AERODESIGN SOLUTIONS.

Your appointment will be governed by the terms and conditions presented in the **Annexure A.**

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

Satish Hiremath
M.D @ Aerodesign Solutions
Bangalore 560037

For AERODESIGN SOLUTIONS PVT. LTD.

Managing Director

Offer: Computer Consultancy
Ref: TCSL/DT20217640899/Ahmedabad
Date: 26/10/2021

Ms. Tejaswini M
No. 65, Paper Krishnappa Building, Annayappa Garden, JaraganahalliJp Nagar, Bangalore South,
Near Vinutha Provision Stores,
Bengaluru-560078,
Karnataka.
Tel# 91-9845387384

Dear Tejaswini 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Tejaswini M**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Acs College Of Engineering**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
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Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
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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 TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

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AULUKYA MACHINE TOOLS INDIA PRIVATE LIMITED

806, Kalachari Beedi, KRS Agrahara, Kunigal,
Tumkur, Karnataka, India-572130

Date: - 26th October, 2021

Offer Letter

Dear Mr. Vikram V,

This is to inform you that we are impressed with your performance. Hence, we are here to offer you the position of 'Engineer-Mechanical'. Your gross annual CTC will be **₹2,40,000.**

Your joining date will be on 1st November, 2021

Your work location will be from "Aulukya Machine Tools India Private Limited, Ramaih technology business Centre, No 470 P, 4th phase, Peenya Industraial Area, Bengaluru -560058". Any change in work location will be intimated through email.

For **Aulukya Machine Tools India Pvt. Ltd.**

Yagna.V

Director

AK CENTRE FOR EXCELLENCE PVT LTD

+91 9025017937/ 9207036697

akcentreforexcellence@gmail.com

OFFER LETTER

Date: 10.02.2020

To,

KHUSHWANTH.P,

ACS College of Engineering

Bangalore

Dear **KHUSHWANTH.P,**

Welcome to AK Centre For Excellence Pvt Ltd!

It gives us great pleasure to offer the post of "**Trainee Design Engineer**", of AK Centre For Excellence Pvt Ltd, for which you interviewed with us.

This job, as explained, you will be on our direct payrolls. We request you to go through the same and return the enclosed duplicate copy of this le er in acceptance of the same. Accordingly, we will arrange to issue you a detailed le er of appointment at the me of your training.

You will be on proba on for rst three months were in your annual salary will be Rs.1,20,000/- (Rs. One lakh and twenty thousand only) and other bene ts provided if the given targets (FIVE admissions) are ful lled.

NOTE : First 10 days would be the Training period. Candidates are supposed to follow the rules and regula ons which will be men oned in the Appointment le er. The company have all the rights to terminate at any me without any pay if the candidate lacks his performance during the training period.

As per the Company Norms and Policies based on the EOD (End of the Day Report).

The role, in which you join us, is a very important one which will entail dealing with important and sensi ve informa on, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct" and a "Non Disclosure Agreement" of our company at the time of your joining.

We look forward to you, joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

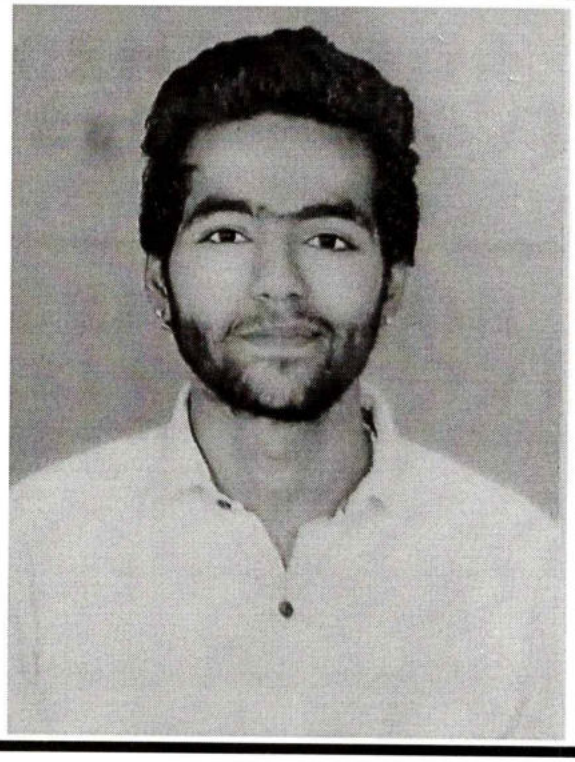
Kind Regards,

Human Resource Department

AK Centre For Excellence Pvt Ltd

This copy is computer generated, were in it requires no signature and seal.

AK CENTRE FOR EXCELLENCE PVT LTD .



KHUSHWANTH.P

Trainee Design Engineer

ID TDE-02

Address

#96, Near Muneshwara Temple
Byrasandra
Babgalore East
C.V Raman Nagar
Karnataka - 560093

ACS College of Engineering

(Approved by AICTE, New Delhi, Govt. of Karnataka & Affiliated toVisvesvaraya Technological University, Belgaum)

Sponsored by : MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

NAAC 'A' Accredited

Ref No: ACSCE/staff-appoint/2021-22/045

Date: 10.11.2021

OFFER LETTER

ACS College of Engineering, Bengaluru represented by its Head of the Institution is pleased to offer you the post of **Project Engineer for the ADE, DRDO Project** in the Department of **Aerospace Engineering.**

10/11/21

PRINCIPAL

ACS College of Engineering

To,

Mr. Prashanth,
#48, 31st Main Road,
Sakkamma badavane,
Nandini Lay out,
Bangalore 560 096 (Karnataka),
Mob:- +91 82960 46268
E-Mail Id:- prashanthm1896@gmail.com

Consent from the Candidate

I hereby accept the above offer and will be joining the duty on 11/11/2021

SIGNATURE OF THE CANDIDATE

Campus
207, Kambipura, Mysore Road, Bengaluru - 560 074
Ph: 080 - 2974 8222, 2974 8333 Fax: 080 - 2974 9988
E-mail: info@acsce.edu.in, principal@acsce.edu.in
www.acsce.edu.in

SKIPLOOP

HRD/3T/19-20/10017384

September 15th 2020

Dear **Roystan J D**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 22nd September 2020.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/19-20/10017385 September 15th 2020

Dear **Shruti**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 22nd September 2020.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

2018-19 AE

CONNECT

BUSIN



Name: BABU. B

Emp ID No: NEW JOINING

Blood Group: A+ve

Authorised Signatory

Krimson Square,31/9, 2nd Floor,
Roopena Agrahara, Hosur Road,
Bangalore - 560 068
Tel: 040 - 6638 7045.

CONNEQT
BUSINESS SOLUTIONS LIMITED

Date :6 February 2020

Babu B

#278/C 8th cross 1st Main Road Prakash N

Chaitanyapuri-560010

Sub: Employment Letter

Dear Babu,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Relationship Executive** in the **BPM** with **CONNEQT Business Solutions Limited** (The Company) with effect from **6 February 2020** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. **163692.00** In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs 186000.0 This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is CONFIDENTIAL and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **6 February 2020**.Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Bangalore** Office. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable

2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)

3. PAN Card and Aadhar Card

4. Cancelled Cheque

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CONNEQT
BUSINESS SOLUTIONS LIMITED

Your employment with the Company can be terminated upon 30 days prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the 30 days prior notice by paying you salary for 30 days in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter,(by whatever name called) will be accepted by the Company only on your satisfying the 30 days notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**

Tony Jacob Joseph

Assistant Vice President - Human Resource

I accept the terms of this letter

_____

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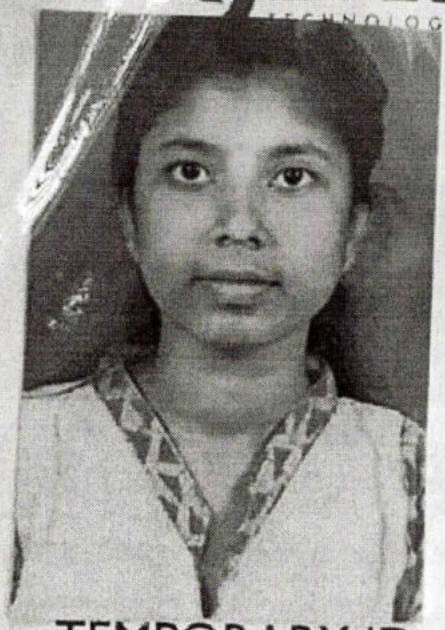
CADES STUDEC
TECHNOLOGIES INDIA



TEMPORARY ID

Name : KAVYA.M.S

SIP No. : 901033

Krishnan Kumar.
Authorised Signatory

www.cadesstudec.co.in

REDMI NOTE 5 PRO
MI DUAL CAMERA

CADES STUDEC TECHNOLOGIES INDIA

19

Offer of Appointment

02/01/2020

Ms. Kavya M S
Address:
Moodalapalya, Bangalore -72

Dear Ms. Kavya M S,

Congratulations!
CSTI is pleased to offer you the position of Trainee Technical Author. During interview we found you are suitable for the organization and your Candidature is selected for further joining formalities.

As we discussed, your joining date will be on 06/01/2020.

Please refer annexure 1 to know your Salary and below will be your employment terms:

- 1st 3 months will be Probation Period and upon successful completion of Probation Period your employment will be confirmed.
- Your minimum Tenure to work with CSTI will be 3 year.
- You will be entitled for Annual Increment and it will be completely based on your performance at work.
- Medical and Accidental Coverage will be provided and will be effective from your Joining date.
- You will be entitled for monthly 1 Sick Leave/Casual Leave and 1 Earned Leave.
- Retirement age is as prescribed by Government of Karnataka.

If you choose to accept this job offer, please sign the copy of this letter and share it to us via Email today to gladia.joy@studectech.com

We look forward to welcoming you to the CSTI.

Please let us know if you have any questions or we can provide any additional information.

Sincerely,

For Cades Studec Technologies (India) Private Limited

Director / Authorised Signatory

I hereby accept the Trainee Technical Author position with CSTI
Name: KAVYA.M.S
Signature
Date: 06/01/2020

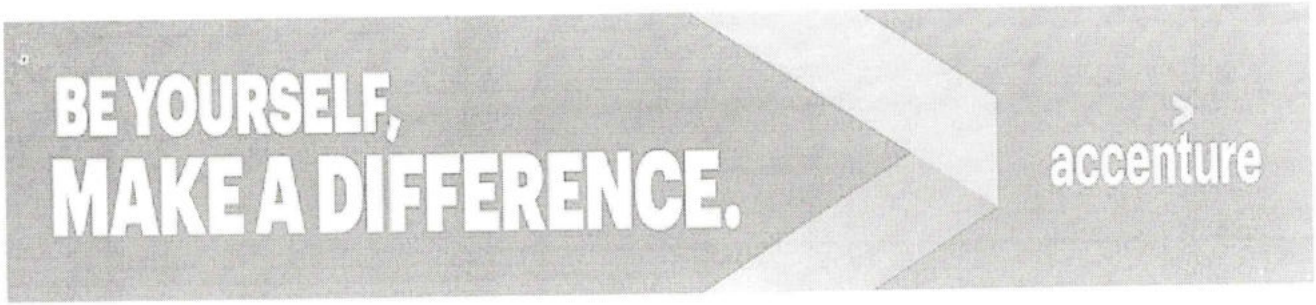
Interlok

EMPLOYEE
(Resident)



Kokila B S

Date of Joining :
17 Feb 2020



Strictly Private and Confidential

03-Feb-2020

Kokila Bangalore Suresh

C8524594

#24/2 Basavaraj Lane Cottonpet Bangalore

Subject: Offer of Employment ("Offer")

Dear **Kokila,**

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 Accenture Technology Business in India as per the below terms and conditions:

Role - Associate IT Operations

Career level – 12

Talent Segment – IT Operations

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.

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. Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

You are required to submit on the day of your joining, a signed copy of this letter along with copies of the following annexures:

- Annexure 1 (Compensation and Benefits)
- Annexure 3 (Declaration)
- Annexure 4 (Terms of Employment), with your original signature on each page of these documents.

 Candidate's Signature _____

Reference Id: 19a81e63-f2a1-40c4-a3cb-7b91e96e9c7a_1
Signed By: Mohan Sekhar

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to the section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	**375,000**

(A)Annual Fixed Compensation

Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B)Individual Performance Bonus (IPB)

You will be eligible to participate in the FY20 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the FY, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said financial year.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus - of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Triumph Engineers & Associates Pvt. Ltd.



Manish S

TC30

Issuing Authority

A+ Ve

Emergency Contact:
+91 98459 12273

Triumph Engineers & Associates Pvt. Ltd.

Corporate Office

Triumph Engineers & Associates Pvt. Ltd.
A.P Complex, 2nd floor, 65/6, Sarjapur Main road,
Agara, Bangalore - 560 102,
Karnataka, India.
080 - 48519779
www.triumphseals.in

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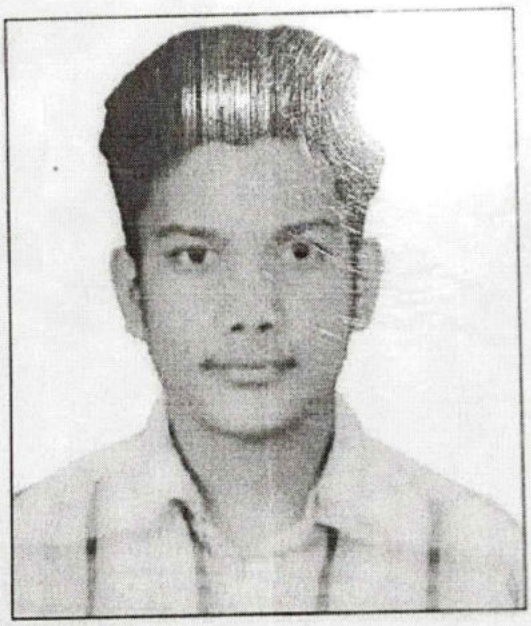
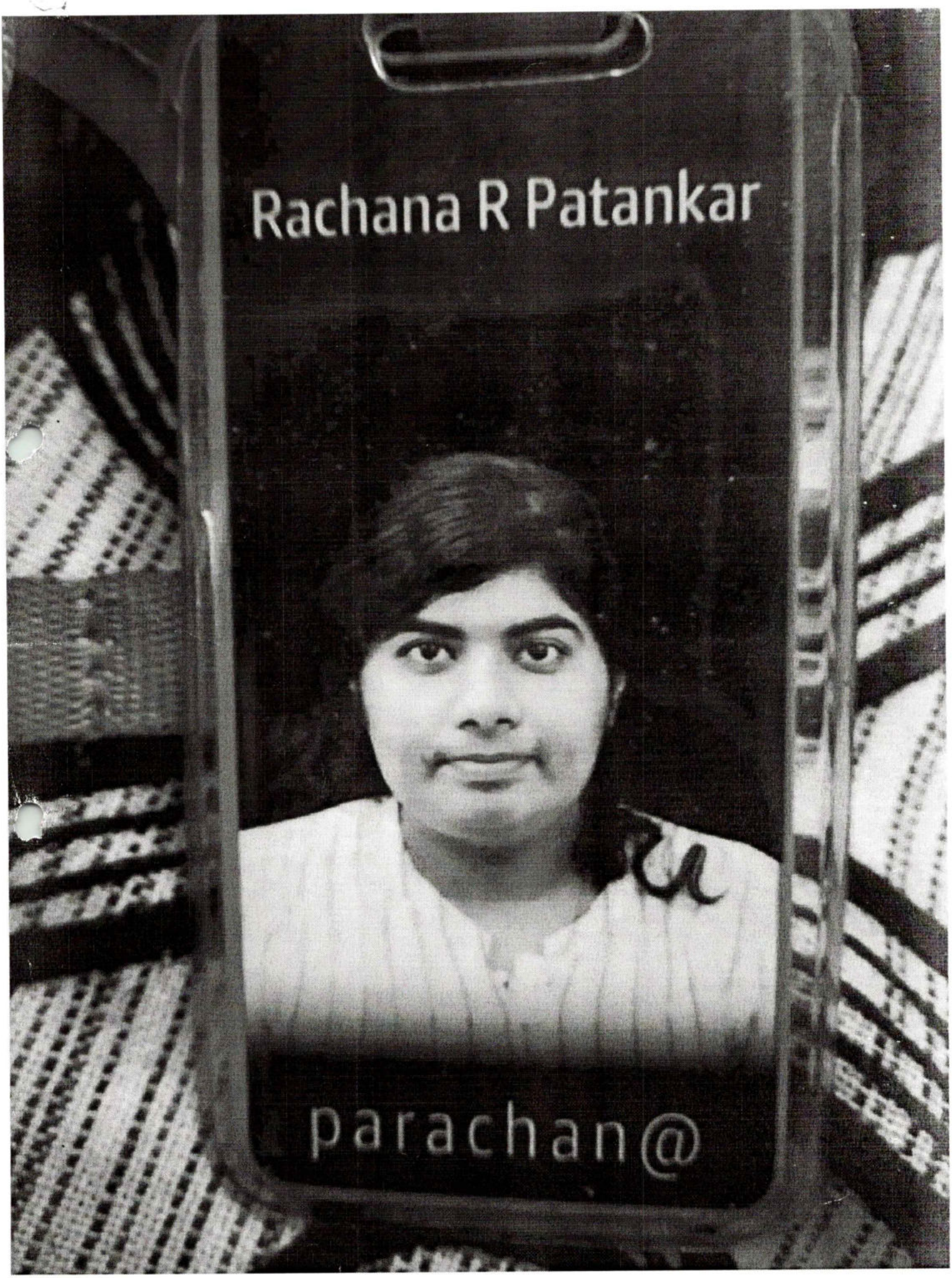


Prajwal S

GPN#: IN010M81999


Rachana R Patankar
parachan@

19

HGS
HINDUJA GLOBAL SOLUTIONS

Aug 10, 2019 HR/CC/0819/462968

Mr. Rajbhar Vivek Devchandra
No.17, Krishnappa Vinayaka Nagar,
Kengeri,
Bengaluru-560074

Letter of Appointment

Dear Rajbhar,

1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Trainee 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 **Aug 12, 2019**. 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.

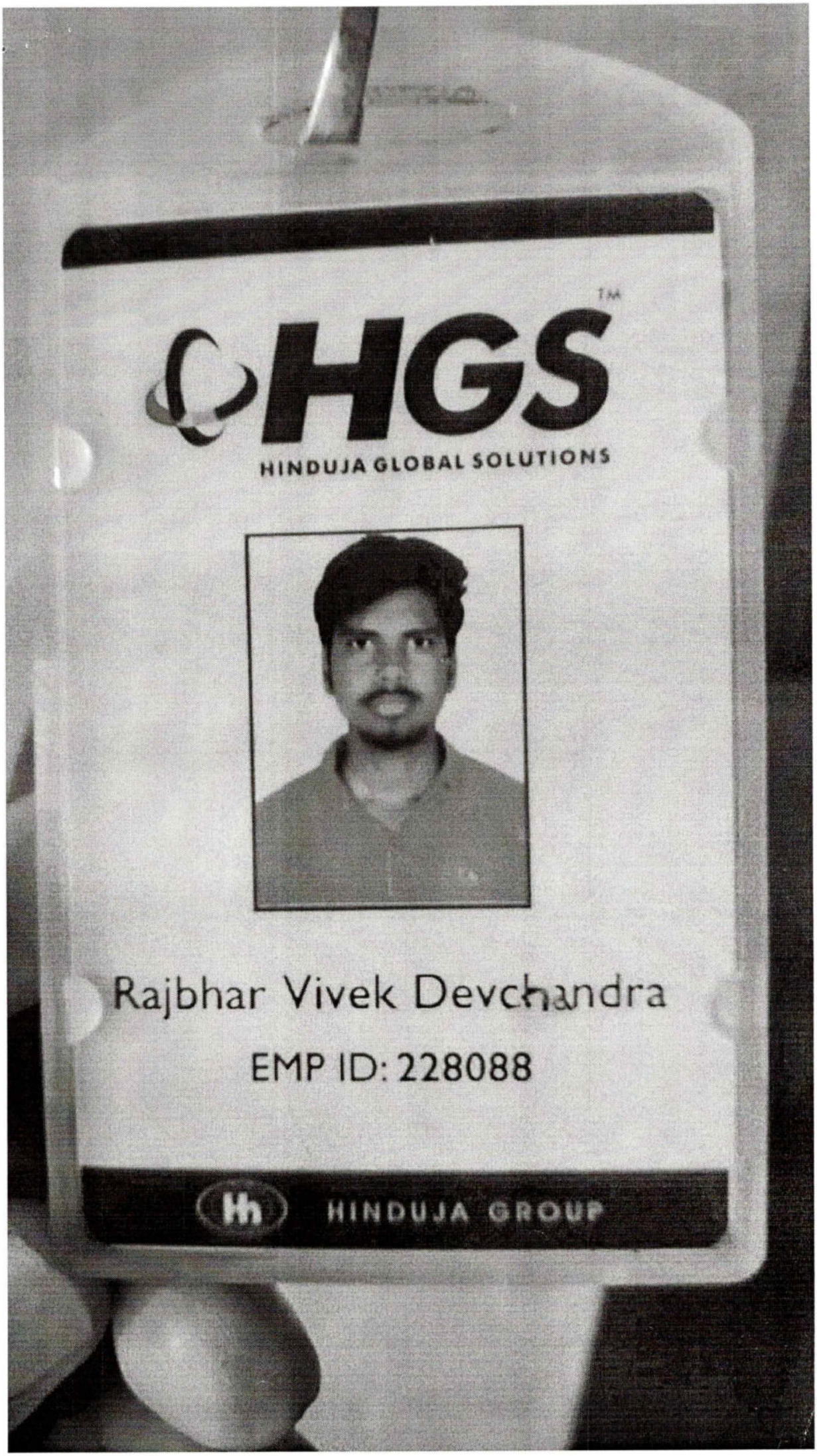
Yours sincerely,

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: Vivek Rajbhar
Date: 12-08-2019

Encl: Annexure - I & II


HGS
HINDUJA GLOBAL SOLUTIONS
Rajbhar Vivek Devchandra
EMP ID: 228088
HINDUJA GROUP

ERICSSON

Ericsson Confidential

Date
2020-07-03
Your Date

Reference
EGI/H-20:1888
Your Reference
Application/CV

Attending to this matter
NO/EGI/H Abhishek Kumar/RB

For your information

Ms. Rajeshwari R

OFFER OF APPOINTMENT

Dear Rajeshwari,

It was our pleasure to note your interest and having opportunity to professionally interact with you. Congratulations! Based on our discussions, we are pleased to inform you of your appointment in our organization on the following terms and conditions:

1.	**Designation**	:	**Developer**
2.	**Job Stage**	:	**4**
3.	**Date of Joining**	:	**On 2020-08-01 at Bangalore by 9:00 am**
4.	**Location of work**	:	**Bangalore**
5.	**Compensation**	:	**As detailed below**

TABLE 'A'

SALARY COMPONENTS		
Components	**Monthly INR**	**Annual INR**
Basic	21,563	258,756
HRA	12,938	155,256
Composite Allowance	7,994	95,928
Leave Travel Allowance	1,797	21,564
Total Fixed Salary	**44,292**	**531,504**

* Your Total Salary Compensation will be **Rupees Five Lakh Thirty One Thousand Five Hundred Four Only.**

TABLE 'B'

RETIRAL BENEFITS (EMPLOYER SHARE)		
Components	**Monthly INR**	**Annual INR**
Provident Fund	2,588	31,056
Gratuity	1,037	12,444
Total Retiral	**3,625**	**43,500**

* Retiral Benefits shall be paid as per eligibility & applicability of law.

ERICSSON INDIA GLOBAL SERVICES PVT LTD

ERICSSON



RAJESHWARI

R

DATE OF EXPIRY

JULY 31 2023

CARD NO

280755

EMPLOYEE NO

EGIL59844

CADES STUDEC
TECHNOLOGIES INDIA



Sanjay. B.M

SIP 901011

Issuing Authority

CADES STUDEC TECHNOLOGIES INDIA	Salary Structure V1.0

Annexure I

Dear Sanjay B M

Kindly find the details of your salary as mentioned as below:

Salary Structure	
Employee Code:	-
Name	Sanjay B M
Designation	Trainee Technical Author
Effective from	**16/09/2019**
Salary	**Per Annum (Rs.)**
Basic	70668
HRA	28267
Flexible Benefit Plan	81060
Gross Salary	**180000**
Employer's Contribution to Provident Fund*	21600
ESI	5850
Accidental Insurance	1800
Bonus**	6997
Gratuity	3398
Total CTC	**219645**

*As per PF ACT your PF Contribution will be on 15000.00
** As per provision of the payment of Bonus Act 1965.

Flexible Benefit Plan (FBP):
FBP includes:

- Conveyance
- Medical Reimbursement
- LTA
- Food coupons
- Conveyance allowance

Accidental Insurance: You will be covered under Personal accident Insurance Policy for an amount of Rs. 5, 00,000/- after 15 days of joining the service.

Medical Insurance: As per ESIC Act

Gratuity: Gratuity is applicable as per the Gratuity Act and company Policy.

For Cades Studec Technologies (India) Private Limited

Director / Authorised Signatory

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Delos

DHR/REC/127 V.1

August 19, 2020
Siddesh MG
Bangalore

Dear Mr. Siddesh,

Further to our discussions, the Management is pleased to appoint you as Trainee Technical Author in the services of DELOS Consulting Pvt. Ltd., on the following terms and conditions.

1. Designation

Trainee Technical Author

2. Accountability

You will be accountable to the Head (Operations), DELOS Consulting

3. Emoluments & Leave

Consolidated Salary

You will be paid a consolidated monthly salary of Rs. 15,500/- (Rupees Fifteen Thousand Five Hundred only) as Cost to Company. The Company will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other law for the time being in force in India.

Leave Grant

As per the rules of the Company in force from time to time. Currently, you will be eligible for 1 ½ days of leave per month. This leave would be granted only at the end of the month. Leaves need to be accumulated before using them. No advance usage is allowed.

4. Duties

You shall perform such duties and conform to such directions and instructions as may be assigned to you by the Company or by such officers who are placed in authority over you. The Management will be within its rights to allot you additional jobs within your department or in any other department. You will be responsible in developing a team and the business too

5. Probation

None

6. Transfer

You will initially be posted at Bangalore. However, you are liable to be transferred at any time from one job to another, from one post to another, from one Department/ Section to another, from one Establishment to another, owned, operated or managed by the Company, or any of its associated Companies in India or aboard. On such transfer you will be governed by the terms and conditions of service applicable to your category of employees in the Establishment to which you are transferred

7. Exclusiveness

You will be in the exclusive employment of the Company and will not engage yourself alone or in company with any other person in any work or business similar to, or directly in conflict with.

DELOS CONSULTING PVT. LTD.

19

c) Two passport size latest photographs
d) Salary Certificate, if any
e) Service Certificate, if any
f) Relieving letter from your present employer, if any

If the above terms and conditions are acceptable to you, please join us on 19th August, 2020 at

#F1117, Ardente Office One, ITPL Main Road, Hoodi Circle, Bangalore – 48

Kindly confirm acceptance by signing and returning the duplicate of this letter.

We extend our warm welcome and look forward to a long and successful association between you and DELOS Consulting Pvt. Ltd.

Yours faithfully,
For DELOS Consulting Pvt. Ltd.

Managing Director

DELOS CONSULTING PVT. LTD.

I confirm and accept the above terms and conditions

Name: Siddesh MG

Signature:

Date: 19/8/2020

Delos Consulting Pvt. Ltd.



Siddesh MG

Emp. ID. : T0166

Authorised Signature

Offer: Computer Consultancy
Ref: TCSL/DT20184557285/Bangalore
Date: 09/10/2018

Ms. Sushma H P
Room No.019Acs Girls Hostel,
Mysuru Road,
Bengaluru-560074,
Karnataka.
Tel# 91-8147408805

Dear Sushma H P,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

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


TATA CONSULTANCY SERVICES
TATA
TATA CONSULTANCY SERVICES
In case of Accident / Untoward incident
Call 080-6724 8888
SUSHMA
H P
Card No 102051
Associate No 1714094
Blood Group O+
Tata Consultancy Services Ltd
TCS House,Raveline Street,Fort
Mumbai 400001,India

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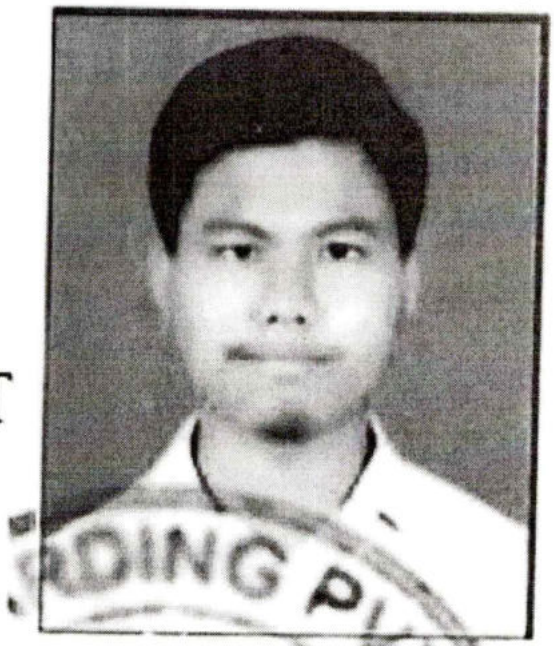
Peregrine



Name: SWMDWN B

Rank: RECEPTIONIST

ID No: PGS0151265

Blood Group: B+VE

Valid Upto: 09-11-2021 Specimen Signature

EMERGENCY NO:0124-4019776

Date of issue:
08-11-2020

Issuing Authority

amazon

Amazon Development Center India Pvt. Ltd

Payslip For : AUG-2020

Amount in INR

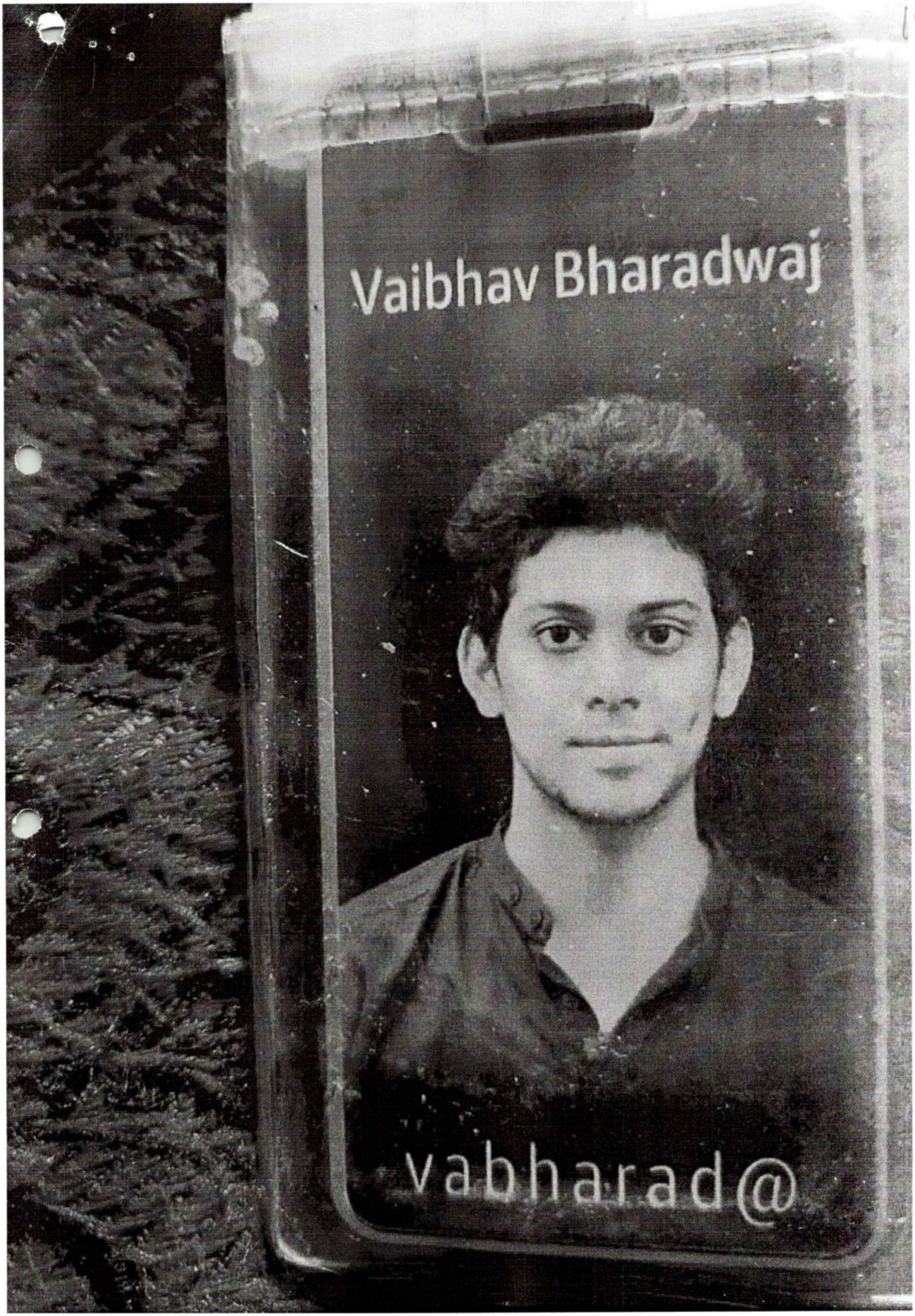
Employee Code	105601108	EMPLOYEE NAME	Vaibhav Bharadwaj
Bank	HDFC	Bank A/c No	50100316556530
DOJ	04 Nov 2019	LOP days	0
PF A/c No	BGBNG00268580000169913	STD Days	31
PF UAN	101528688603	No. of Days Paid	31
Department	Know Your Customer - VAR	Designation	Transaction Risk Investigator
Location	BANGALORE	Previous Month LOP	0
ESI No			

Earnings	No of Units	Earned	Deductions	Amount
Basic		15,000.00	PF Employee Cont.	1,800.00
House Rent Allowance		7,367.00	Professional Tax	200.00
Overtime 2.0 Amount	33.00	9,202.00		
Afternoon Shift Allowance	20.00	3,000.00		
Transportation Allowance		4,000.00		
GROSS EARNING		**38,569.00**	**GROSS DEDUCTIONS**	**2,000.00**
		NET PAY	**36,569.00**	

Employer Contribution	No of Units	Earned	
PF - Employer Contr.		1,800.00	

Important Notes
Medical Insurance deducted is WEF 01st July.Employer and employee contribution to PF are back to 12% WEF Aug 20.

** This is a computer generated payslip and does not require signature and stamp.


Vaibhav Bharadwaj
vabharad@

Offer letter- Indo Wings Pvt. Ltd.

Inbox

madhav sabarwal 18 Oct
to me, Paras, Kshitij

Hi Aman,

Congratulations!

We are pleased to offer you an employment opportunity with Indo Wings Pvt. Ltd.
We believe you have what it takes to build a successful career with us and look forward to you coming on-board and being a part of our team. The position of Assistant Design Engineer is a strategically crucial role that will require dedication and perseverance. We trust you will fulfill it with sincerity, achieving desired results for the company.

Request you to sign the attached offer letter on DOCUSIGN only.

We are really excited to have you on board and hope to hear a positive response from you!

Regards,
Madhav Sabarwal
Senior Business Development Manager
Indo Wings Pvt. Ltd.



Date of Joining Confirmation on 20th June 2019

1 message

Mishra, Namrata <namrata.mishra@capgemini.com> Mon, 17 Jun, 2019 at 11:44 PM
To: naveen36t@gmail.com <naveen36t@gmail.com>

Hi Naveen V,

Greetings from Capgemini!!

Your joining is confirmed on 20th June 2019 at Bangalore location.

Please confirm your interest in joining us by replying on the same mail trail by 18th June 2019 before 4pm.

If not interested in joining then reply us with the complete reason for not joining on the same mail trail by 18th June 2019 before 11pm.

Note-

* Company will not be providing accommodation you have to arrange it by yourself.
* Service Agreement of 2 years is applicable.
* If at any time it is found that you have active backlogs/ aggregate percentage below 60% you will be deemed ineligible and your offer will be withdrawn immediately.

* Do not change the subject while replying to this email.

Regards,

Sneha Jilkara
Campus Team

Capgemini India | CKP Mumbai
Tel.: +91 22 6686 0500 Ext: 2266976
www.capgemini.com

? Please consider the environment and do not print this email unless absolutely necessary.
Capgemini encourages environmental awareness

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Deeksha D
NBT205

SKIPLOOP

HRD/3T/18-19/10017379

August 19th 2019

Dear **Thejam**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 26th August 2019.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/18-19/10017380

August 19th 2019

Dear **Abhishek L C**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 26th August 2019.

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

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/18-19/10017381
Mr. **DEEKSHITHA S**

August19th2019

Dear**DEEKSHITHA S**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 26th August 2019.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,18,000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

Yours sincerely,

Ananth Mallya
Head T.A (Advisor)

SKIPLOOP

HRD/3T/18-19/10017382

August 19th 2019

Dear **Geeta**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 26th August 2019.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/18-19/10017383

August 19th 2019

Dear **Srinatha V**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 26th August 2019.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

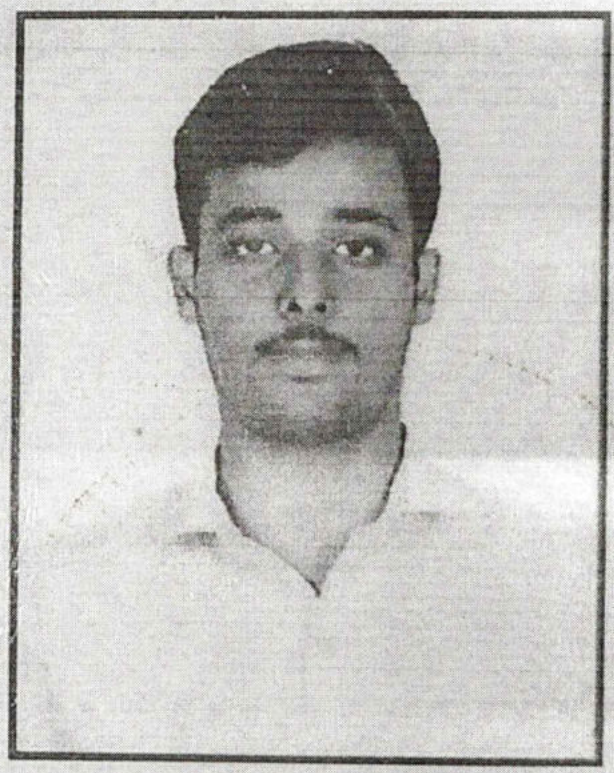
Ananth Mallya
Head T.A. (Advisor)

2014-18 AE

SONOVISION | INNOVATIVE SOLUTIONS

ORTEC GROUP

Sonovision Aetos Technical Services Pvt Ltd



CHANDAN L S

Emp ID.: P0896

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SONOVISION | INNOVATIVE SOLUTIONS
ORTEC GROUP

SONOVISION AETOS TECHNICAL SERVICES PVT. LTD.

OFFER LETTER

13th November 2019

To,
Mr. Chandan L S,
#19/183, 6th Cross, KEB Road,
Near Shaneshwara Temple,
Anjananagar, Bangalore – 560091.

Dear Chandan L S,

On behalf of Sonovision Aetos Technical Services Pvt. Ltd. (*"Company"*), I am pleased to offer you a position as Trainee – SB, beginning Monday 18th November 2019 (the *"Start Date"*) or as soon thereafter as possible. In order to ensure consistent description of job titles internally, the description of job titles may vary internally, but will not impact the scope of the role. The initial terms of your position with the Company are as set forth below.

1. POSITION

1.1. On your start date, you will begin working for the Company at the Company's Bangalore office at Plot No. 180, EPIP Zone, 1st Floor, 2nd Phase, Mfar Silverline Tech Park, Whitefield, and Bangalore - 560066. This will be your work location for training purposes. Your responsibilities in this position will be intimated to you by your reporting manager/supervisor and may change from time to time as per the requirements of the Company.

1.2. There is no fixed term for the employment and the same shall be 'at-will'. You will initially report to Mr. Vishwanath Amase Gowda Division Manager – SB.

1.3. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company and that you will not directly or indirectly engage or participate in any personal, business charitable or other, or any enterprise that is competitive in any manner with the business of the Company whether or not such activity is for compensation. In addition, by accepting this offer, you agree that you are under no employment contract, proprietary information agreement, invention agreement, confidentiality agreement or other obligation which could breach or

customers or entities with whom you are working or will work (whether or not for compensation), as well as any potential conflict of interest, sources of income or other business endeavors (including any entity in which you own more than 5% of the outstanding equity securities or have voting control of more than 5%.)

3.2. You shall also disclose all intellectual property held by you, including Patents at the time of your joining of the Company. You further agree and undertake to not use any third-party intellectual property in your employment with the Company, unless authorized by the Company to do so in writing.

4. PROBATIONARY PERIOD AND MINIMUM NOTICE PERIOD

4.1. You shall be on probation for a period of six (6) months from the date the employment commences. The Company reserves the right to extend the probationary period by a further period at its discretion. During the probationary period, you or the company may for any reason whatsoever terminate the employment by serving written notice to the other party. On the successful completion of your probation period, a confirmation letter shall be issued by your immediate supervisor/reporting manager. On confirmation and thereafter, your services shall be terminable by either party giving the other three (3) months' notice. You may seek waiver of the notice period by paying three months' salary on the basis of the last pay-slip and forego encashment of leaves.

4.2. The Company shall be investing substantial resources and finances in training its employees, including fresher's. Therefore, the Company expects your commitment to remain in employment for a continuous period of Three (3) years. You will be required to execute an Indemnity Bond and other documentation for this purpose. If you wish to resign from your employment during this period, you shall be liable to compensate the Company for its investment in terms of the Indemnity Bond and other related document.

5. ADDITIONAL INFORMATION

5.1. If you accept our offer of employment, you will receive more information regarding terms and conditions of employment and the Company's policies and procedures (the "Employment Materials"). These materials however will not change your employment status and are merely meant to provide additional information relating to your job. On signing and accepting this letter, you also accept to abide by and comply with the Employee Handbook, including the policies of the Company such as Leave Policy, Attendance, holiday, shift hours, etc.

5.2. By signing this letter, you acknowledge that the terms and conditions contained herein are reasonable and you agree that they are necessary for the production

Upon acceptance of this letter, please sign and return according to the instructions in the accompanying email. We look forward for the opportunity to welcome you to our Company.

Sincerely,

SONOVISION AETOS TECHNICAL SERVICES PVT. LTD.

Mridula Saripalli
Authorized Signatory
Date: 13th November 2019

AGREED AND ACCEPTED

_____

Print Name:
Date:

Address:

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SAFRAN

ENGINEERING SERVICES

Personal & Confidential

Ref#: HR19-084

Date: 07-June-2019

Mr. Jaganath N,
#No 51, 3rd cross, Srinivasa colony,
Uttarahalli, Bangalore-560061

Sub: Offer Letter

Dear Jaganath,

This is with reference to your application and the interview / discussions you had with us.

We are pleased to offer you the position of **Engineer I** in the **In Service Support** domain of Safran Engineering Services India, Sarjapur Road, Bangalore.

Your annual cost to the company will be **Rs. 3,47,635-, Three Lakh Forty Seven Thousand and Six Thirty Five Only. This offer is subject to your medical fitness certified by our medical authorities.** Detailed Appointment letter will be given to you on the day of your joining.

You are expected to join us by **11-June-2019** beyond which the employment offer stands cancelled. If you are given any specialized trainings as part of the job requirement, you are required to sign the training agreement for the stipulated time period.

Please submit the following documents at the time of your joining:

1. Copy of the Academic certificates.
2. Copy of your passport.
3. Copy of your PAN card
4. Copy of your Aadhar card
5. Relieving & Experience letters of all your previous employment.
6. Date of birth for the dependents.
7. YTD statement for the year 2019-20 from the present employer, if any.

Please return the duplicate copy of this letter duly signed as a token of your acceptance.

Yours sincerely,
For **SAFRAN ENGINEERING SERVICES INDIA PVT LTD.**

Veerabadhra Rao
Head- Human Resources

Safran Engineering Services India Pvt. Ltd.
Regd. Office :
The HUB, Sy No : 8/2 & 9, Ambalipura Village, Varthur Hobli,
Bangalore East Taluk, Sarjapura Main Road, Bangalore – 560102. INDIA
CIN : U35303KA2001PTC029762

T +91 80 66 77 99 99
F +91 80 66 77 97 97
www.safran-engineering.com

Scanned by CamScanner



001800

JAGANATH N

Blood Group :B+Ve

SAFRAN

IND

18

Gmail

Sachin Kumar H S <sachinkumarhs96@gmail.com>

Documents.

5 messages

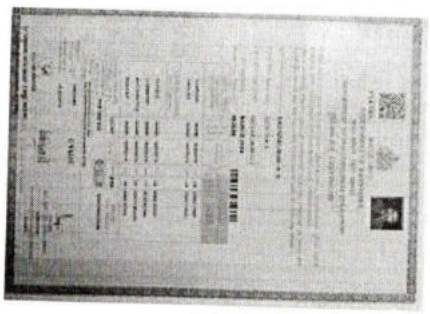
sachinkumar hs <sachinkumarhs96@gmail.com>
To: Gowthami <gowthami.jerripothu@acumenaviation.in>

Mon, Mar 11, 2019 at 6:42 PM

Good evening Madam.

These are the documents -
SSLC marks card
PUC marks card
Provisional Degree certificate.

3 attachments



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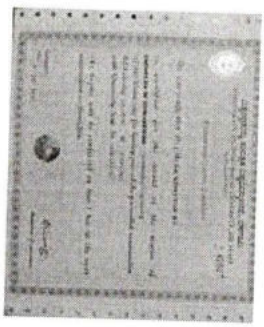

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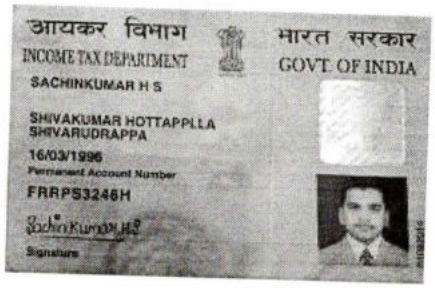

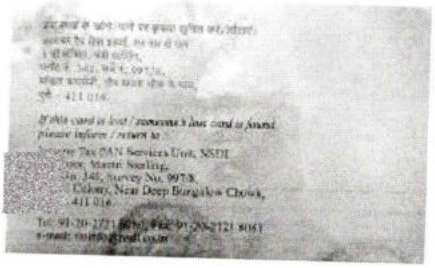

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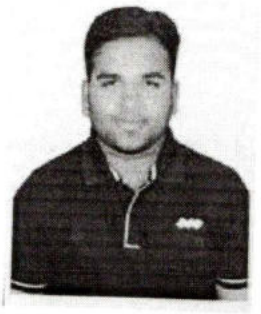

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sachinkumar hs <sachinkumarhs96@gmail.com>
To: shobha.balaji@acumenaviation.in

Wed, Mar 20, 2019 at 9:45 AM

[Quoted text hidden]

18

ACUMEN

Ireland | India | China | USA

Date: 09 July 2020

TO WHOMSOEVER IT MAY CONCERN

CERTIFICATE OF EXPERIENCE

This is to certify that **Mr. Sachinkumar H.S**, worked with Acumen Technical Advisory Private Limited as a consultant from **March 20, 2019** to **July 09, 2020**.

During his tenure, he was an active team member, who demonstrated the ability to learn quickly. He was keen to learn new things and always applied himself to any task assigned to him.

We wish him all the best in his future endeavors.

For Acumen Technical Advisory Private Limited

Acumen Technical Advisory Private Limited ★ India

Mokon Enoch Gaikwad

Head of Data Management

18

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plot No. 158-162 & 165-170, EPIP Phase-II,
Whitefield, Bengaluru - 560066, Karnataka, India.
Tel : +91 80 4104 1995 | Fax : +91 80 4125 9090
www.capgemini.com/in-en

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1551516 /414022,

03/19/2020,

Sharathchandra M Pandith
DOOR NO 175 SRIVINAYAKA NILAYA 6TH CROSS KEBBALLA MAIN ROAD SUNKADAKATTE BENGALURU 560091,
Bangalore ,Karnataka,
India

Confidential

Dear Sharathchandra M Pandith,

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 03/20/2020 (or such other date as may be communicated to you by the Company) as per details given below.

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

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

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 306,003.00 (Rupees Three Lakh Six Thousand and Three 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:

Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India
Tel: +91 20 6699 1800 | Fax: +91 20 6699 5050 | CIN: U95110PN1993PLC145950


SECURI
M PANDITH
SHARATHCHANDRA
IN048460325450420
Emergency No : 1800 267 4001

SHREE CONSULTANCY SERVICES

★ Management Consultant, Labour Laws Consultant ★
★ Manpower Supply, Housekeeping & Allied Services ★

Sub: - Appointment Letter.

Date:- 25/11/2020

To
Mr. PARASHURAM VITHAL GODDYAGOL
AMBEDKAR NAGAR, WARD NO 21,
AT POST -GOKAK BELAGAVI -591307

Dear,

With reference to your application and subsequent interview with us, we are pleased to appoint you as "TECHNICAL ASSISTANT " on the following terms and conditions.

1. Your appointment will be exclusively on contract basis, effective from 27/11/2020 ,which has arisen due to contract awarded to us by AIR INDIA ENGINEERING SERVICES LTD., WR, Old Air Port, Kalina, Santa Cruz(East) Mumbai-400 029. Your employment will be continued up to 31/12/2021 based on your performance.

2. You will be an employee of M/s SHREE CONSULTANCY SERVICES at all times and for all purposes, your location of work will be at, during the entire period of the assignment.

3. You will be provided with identity cards from our organization which you shall display at all times. The assistance provided by AIESL in obtaining security passes / entry permits which will enable you to enter the premises for the purpose of carrying out your job functions will be only to ensure and comply with security and safety norms of the premises and for no other purpose.

4. Your monthly Gross salary will be Rs.14380/- (Rupees Fourteen Thousand Three Hundred Eighty Only), including Bonus @8.33% and Leave Wages.

5. You shall be governed by the rules and regulations framed by M/s. SHREE CONSULTANCY SERVICES as applicable to you and amended from time to time.

6. Place / Transfer: You shall be liable to be posted / transferred anywhere to serve any of our clients (Company or any other establishment) in India, at the sole discretion of the Management.

7. If any fees are paid by our organization on your behalf or any loss is caused by you to M/s. SHREE CONSULTANCY SERVICES for any purpose the same will be recovered from your salary.

8. Duty Hours will be as per the timing specified in the concerned place of work subject to maximum 48 hours per week.

   You will observe timings as applicable from time to time on all working days including your break time.

   You may have to sit late or come early or attend office on Holidays. If you work beyond office hours exceeding one hour or work on weekly off days/declared holidays of the Company, payment will be made to you on hourly basis as per applicable statutory rules.

   You should adhere to punctuality strictly. Late arrivals, early departures and short leaves shall not be permitted.

101, A-Wing, PARASMANI C.H.S. Ltd., New Mankhal Estate, Sant Narsi Mehta Road,
Near Jagruti Nagar Metro Station, Ghatkopar (West), Mumbai -400 086.
Ph. : (O) 022-2516 6832, Mob : 9594090330 • Telefax : 022-25105144
Email id : shree_sca_serv@yahoo.co.in Website : www.shreeconsultancyservices.com

SHREE CONSULTANCY SERVICES
★ Management Consultant, Labour Laws Consultant ★
★ Manpower Supply, Housekeeping & Allied Services ★

If you continue to remain absent for a continuous period of 10 days without prior approval your employment with M/s. SHREE CONSULTANCY SERVICES shall automatically come to an end without any notice or intimation.

9. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Department's polices, department's patterns.

   Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

10. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the department you are posted in and if you are offered any, you should immediately report the same to the Management.

11. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the company may take such action as it deems fit in its sole discretion, including termination of your employment.

12. In the event of you wishing to leave the services of our organization you may do so by rendering one month notice.

FOR SHREE CONSULTANCY SERVICES

PROPRIETOR / AUTH. PERSON

AIR INDIA

ENTRY PERMIT

Mr/Mrs GODDYAGOL PARASHURAM V of

M/s SHREE CONSULTANCY SVC

is permitted to enter into Air India from

01/01/2019 to 31/12/2021

between 07.00 AM hrs to 16.30 PM hrs

to carry TECHNICAL ASST. job

at OAP-AOD Location

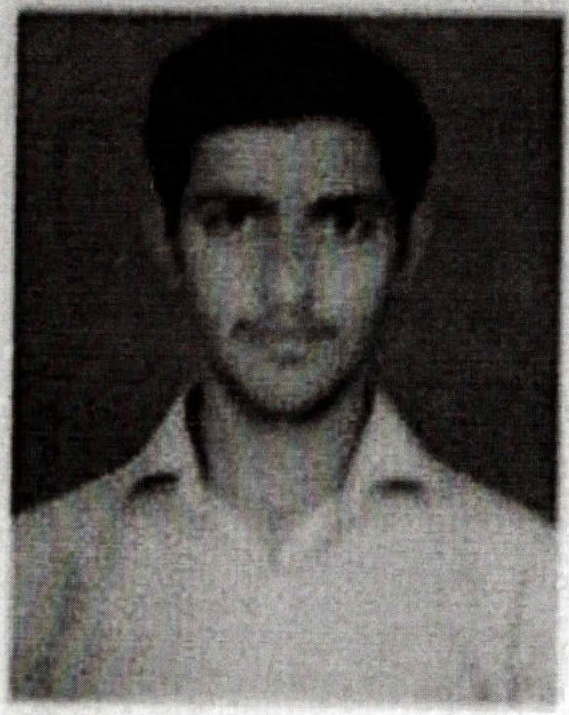
validity 28/02/2021



Manager Security

Holder's Signature

IntEssence
Solutions Pvt. Ltd.



NANDEESHA A S

Employee ID: 06

Blood group: O+ve

Address: 167, 3rd Cross,
1st Stage, Peenya Industrial Area
Bengaluru – 560058
Ph: 080 41705021

IntEssence

IntEssence Solutions Pvt. Ltd.
681, 1st floor, 10th A Main,
Jayanagar 4th block
Bengaluru – 560011
Karnataka, India

IntEssence/HR/004

Dec 11, 2018

Mr. Nandeesha A. S.,

#5,1st Floor, Lakkappa Building,

Kumbalagodu, Bangalore - 560074

Dear Nandeesha,

This is with reference to your application for employment and the subsequent personal interview.

We are pleased to offer you the position of **" Trainee Engineer "** for our operations based at Bengaluru, w.e.f **December 14, 2018.**

1. The training period will be for a period of 12 months. The terms and conditions contained herein shall be applicable during this period.

1.1 Your compensation will be a consolidated stipend of INR 14,800 per month.

2. Your duties may be varied from time to time and are liable to departmental and/or shift work, transfers at the discretion of the company. However, you will be required to put in minimum specified hours of work per week in accordance with the work timings as notified by the company.

2.1 You shall work with integrity and conformity of the instructions as decided and given by the management from time to time. You shall diligently and faithfully carry out instructions given by your managers in connection with the work assigned to you.

2.2 You may be required to undertake travel on company's business as and when necessary. In the case of such travel on company's business, deputation or travel in connection with transfer, you will be entitled to actual business expenses as may be applicable at that time.

2.3. Your continuation in the employment will be subject to satisfactory antecedent verification. If at any time, any declaration given or in the forms filled up is found to be suppressed/omitted, this employment shall be liable to be annulled at the discretion of the management.

3. Whenever there is any change in your permanent/local residential address for any reason, you shall intimate the change to the management in writing immediately, otherwise the communication sent to you on the latest address available in company's records shall be deemed to have been served on you. Also, any change in your personal bio-data from time to time may be communicated to the HR department.

4. At the end of your training period your engagement with the company in the designated role will come to a closure. However, the training period can be extended as deemed fit by the company. The terms and conditions contained herein shall be applicable during this extended period, if any.

IntEssence

IntEssence Solutions Pvt. Ltd.
681, 1st floor, 10th A Main,
Jayanagar 4th block
Bengaluru – 560011
Karnataka, India

5.3 During the period of employment and for a period of two years following your termination or resignation of employment with the company, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the company. At no time you may directly or indirectly seek to induce any other employee of the company to leave the employment of the company or to become associated with, or perform service of any type for the third party, or encourage any customer or vendor of the company to move his/her business relationship with the company.

6. Though your current position will be at Bengaluru, you will be subject to transfer anywhere in India at the discretion of the company, depending upon the exigencies of business. On such transfer, you will be governed by the perquisites, allowances, rules and regulations and such other conditions of employment as applicable at the place of transfer.

7 You will promote and expand the business of the company and not directly or indirectly, full time or part time and either solely or jointly be engaged in any service or other business or profession during the course of your employment without written sanction from the company.

7.1 In course of employment with the company, by virtue of the position held by you, you may acquire knowledge regarding the company's affairs like manufacturing process, technical know-how, security arrangement, administration, confidential matters relating to products and/or organizational matters etc. such information, however, obtained by you shall not be disclosed or allowed to be disclosed to other parties directly or indirectly, without the express authorization of an officer of the company.

7.2 All improvement, inventions, discoveries and developments, whether patentable or not made or conceived by you, either solely or in collaboration with others, during the period of your employment with the company, shall be communicated to the company and shall become and remain the sole and exclusive property of the company.

7.3 You shall not without the prior permission of the Company publish or give out in any scientific, administrative, accounting, literary, artistic or general journals, newspapers or through any other channels/media (like radio and T.V. interview) any information pertaining to the company's existing or future business during the period of your employment with the company or thereafter.

7.4 Upon termination of your service for any reason, you will return to the company all the property and records of the company in your possession and you will not attempt to make or retain copies by any means whatsoever or any data, information, know-how or records of the company.

IntEssence

IntEssence Solutions Pvt. Ltd.
681, 1st floor, 10th A Main,
Jayanagar 4th block
Bengaluru – 560011
Karnataka, India

8. You will be bound by all rules, regulations and orders promulgated by the company from time to time in relation to conduct, discipline, medical, retirement and any other matters as though these rules, regulations and orders were a part of this letter of offer or employment.

The cause of action in any matter related to your employment will be deemed to have arisen in Bengaluru and any issue regarding your employment will be settled in Bengaluru.

If you are agreeable to the aforesaid terms and conditions, please return the duplicate copy of this Letter with your signature below signifying your acceptance.

We look forward to a fruitful association with you in the years to come.

For IntEssence Solutions Pvt. Ltd.

-Sd/-

Hariprasad Rao

Director

Acceptance:

I hereby accept the employment on the terms and conditions mentioned in this appointment letter
I declare that I have never been convicted in any Court of Law.
I further declare and agree that in the event of any declaration given by me in the application form or any other document is found to be false, then my services may be terminated forthwith without any compensation.

Date:.....

_____

Signature of Applicant

SAFRAN

ENGINEERING SERVICES

Personal & Confidential

11 June, 2019
Ref: APP/HR/SAI1801/19

Ms. Tanmayi RS
 # 167, 9th cross
6th block, 2nd stage,
Nagarabhavi bda complex
Bengaluru 560072

Sub: Appointment Letter

Dear Tanmayi,

We are pleased to appoint you in the position of **Engineer I** in the **In Service Support Domain** of Safran Engineering Services India Pvt Ltd, Bangalore.

The employment terms are mentioned as follows: (Please note that the employment terms contained in this letter are subject to changes in Company policy, which shall be notified to you from time to time).

1. APPOINTMENT

(a) Your date of appointment is effective from the date of joining, which shall be **11 June, 2019.**

(b) You shall report to the office of the Company at Bangalore on the date of joining. However, you will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company. 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.

(c) You will be on probation for a period of 6 months from the date of joining the service and the probation period can be extended further, if your performance or conduct is found unsatisfactory. You will be confirmed by the company if found stable in your services by a separate letter through a formal probation appraisal process.

(d) You are required to execute separate Service agreement in consideration of training imparted by our company for a minimum period of **1.6 years** from the date of joining our company.

2. COMPENSATION

Your annual cost to the company (CTC) is **Rs. 3, 47,635/-, Rupees Three Lakhs Forty Seven Thousand Six Hundred and Thirty Five Only.** Changes in your compensation or any other benefits that may be available to you are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria. A detailed salary structure is mentioned in Annexure I.

Safran Engineering Services India Pvt. Ltd.
Regd. Office :
The HUB, Sy No : 8/2 & 9, Ambalipura Village, Varthur Hobli,
Bangalore East Taluk, Sarjapura Main Road, Bangalore – 560102. INDIA
CIN : U35303KA2001PTC029762

T +91 80 66 77 99 99
F +91 80 66 77 97 97
www.safran-engineering.com

18



001801

TANMAYI R.S

Blood Group : O+ve

SAFRAN

IND


Capgemini
YASHASWINI
V
1357882
Authorized Signatory
Capgemini Technology Services India Limited
Divyasree TechPark SEZ
Park, ITIITES, EPIP ZONE
Kundalahalli, Whitefield
Karnataka- 560037 IND
Emergency Number

18

Candidate ID: 1426623 /205479,

Date of Joining: 08/08/2018,

Joining Location: Bangalore,

Designation: Analyst,

Dear Yashaswini V,

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

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

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

Address

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

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15AM, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2013. All rights reserved by Capgemini.

Annexure - A

Yashaswini V

Analyst

Total Cost to Company (CTC).

Rs.240,001.00

Monthly Components	Per Month	Annualized
Basic	Rs 9,057.00	Rs 108,684.00
House Rent Allowance	Rs. 4,529.00	Rs 54,348.00
Other Reimbursements & Allowances#	Rs. 1,695.00	Rs.20,340.00
Personal Allowance	Rs. 0.00	Rs. 0.00
Advance Statutory Bonus	Rs. 1,811.00	Rs. 21,732.00
Gross monthly salary	Rs.17,092.00	Rs. 205,104.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,087.00	Rs.13,044.00
Gratuity (accrual only)		Rs.5,232.00
Total Fixed Compensation		Rs.223,380.00
Total Cash Compensation		Rs.223,380.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 6,877.00
Capgemini contribution to ESI		Rs.9,744.00
Total Cost to Company		Rs. 240,001.00

ACS College of Engineering

(Approved by AICTE, New Delhi, Govt. of Karnataka & Affiliated toVisvesvaraya Technological University, Belgaum)

Sponsored by : MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

NAAC 'A' Accredited

Ref No: ACSCE/staff-appoint/2021-22/044

Date: 10.11.2021

OFFER LETTER

ACS College of Engineering, Bengaluru represented by its Head of the Institution is pleased to offer you the post of **Project Engineer for the ADE, DRDO Project** in the Department of **Aerospace Engineering.**

10/11/21

PRINCIPAL

ACS College of Engineering

To,

Mr. Praveen Kumar M,
#48, 31st Main Road,
Sakkamma badavane,
Nandini Lay out,
Bangalore 560 096 (Karnataka),
Mob:- +91 76191 71386
E-Mail Id:- hantveen1186@gmail.com

Consent from the Candidate

I hereby accept the above offer and will be joining the duty on 11/11/2021

Praveenkumar.M

SIGNATURE OF THE CANDIDATE

ACS College

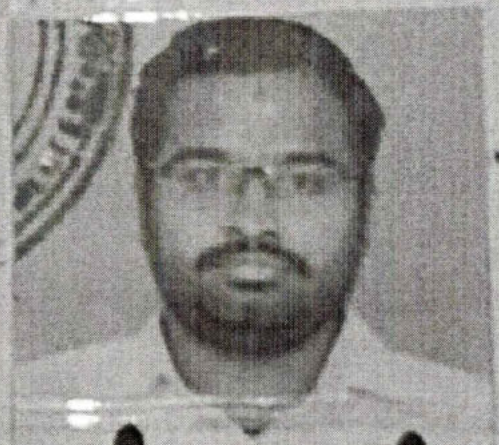
Aero

ADE TEMPORARY PASS Pass No. 9674

FOR

PRIVATE / MES CONTRACTORS

CONSULTANT / TRAINEES / OTHERS



Name : RRAVEEN KUMAR

Height : 5.3ft Age 08:01:95

Nature of work Project Engineer

Identification Mark : A Blocky

Moleon fore head

Signature of Security Officer

Date 13/10/2021

FOR DIRECTOR

Individual's

Signautre of LTI Valid upto : 31:12:2021

Renewed upto.....Signature of SSO/CSO.....

Renewed upto.....Signature of SSO/CSO.....

Lionbridge

Wednesday, 22nd August 2018

Mr. Madhu R S,
Bangalore

Dear Madhu,

Lionbridge proposes to provide training to individuals under a trainee contract. The trainees will be identified and selected as per Lionbridge's internal policies/codes and the requirements under law. This trainee offer letter is governed by the Apprentices Act. Under the Apprentices Act, an apprentice has been defined to inter alia mean 'a person who is undergoing apprenticeship training in pursuance of a contract of apprenticeship'. Further, apprenticeship training has been defined to mean, 'a course of training in any industry or establishment undergone in pursuance of a contract of apprenticeship and under prescribed terms and conditions which may be different for different categories of apprentices'. A trainee or an apprentice is NOT an employee – either at the time of commencement of the training or at the end of the training period.

This is to inform you that you have been selected for the training programme organized by Lionbridge Technologies Private Limited "**Lionbridge**" in Bangalore.

Your training shall commence on **22nd August 2018** and shall continue for a maximum period of **12** months. The training program may be terminated prior to the Term in accordance with the provisions of clause 8 of this training offer letter "**Trainee Letter**".

The details of the training programme and the time schedule for the programme is attached to this Trainee Letter as **Annexure- 1**. You may note that the details in Annexure 1 may be modified/amended at the option of Lionbridge. Any and all modifications to Annexure 1 will be notified to you.

The important terms and conditions of your training programme with Lionbridge are as follows:

1. Pre-training requisites

Your training is subject to the following:

a. Receipt of the signed Confidentiality Agreement (attached to this letter as **Annexure-II**) along with the signed copy of this Trainee Letter;
b. Your induction in the training programme is subject to the satisfactory reference and background check which may be undertaken by Lionbridge. You hereby acknowledge that your induction in the training programme may be terminated without notice if the background check is not found satisfactory.
c. You should have submitted and shall from time to time, all the relevant documentations/certificates as informed to you by Lionbridge.

Lionbridge Technologies Private Limited
2nd floor (Left wing), Shailendra Techno Park, Near Vaidehi Hospital, Plot #116, EPIP Zone, 1st Phase, Whitefield, Bengaluru - 560066
CIN No: U72900MH2000PTC130219

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f. You shall at all times conduct yourself in a professional and diligent manner and you shall not in any manner cause any disrepute to Lionbridge.
g. Except in the case of grave emergency, you shall submit an application in order to avail leave and obtain sanction before the leave is taken.
h. During the Term, you will not enter into any other contract of training or employment with any other establishment.
i. You will be required from time to time to appear for tests which may be conducted by Lionbridge during the Term to evaluate your performance as a trainee in the training programme.

7. Conduct & Discipline

With respect to conduct and discipline, you will be governed by the rules and regulations that are applicable to the employees of the department, in Lionbridge, in which you will undergo training. This does not however, entitle you to any employee benefits or deem you to be an employee of Lionbridge.

8. Termination

a. The training programme will end on the expiry of the apprenticeship period.
b. The training programme may be terminated by Lionbridge at any time, for any or no reason by giving

   14 days' notice (if the separation happens within the first 7 months) OR
   1 month's notice if the separation happens after 7 months

c. Lionbridge may also terminate this contract forthwith if you are in breach of any of the terms and conditions of this Letter.
d. Should you wish to terminate your training at any point of time during the apprenticeship period (with or without cause), you shall give Lionbridge 1 (one) month's prior notice in writing. Lionbridge reserves the right to reduce or waive off this notice period at its sole discretion.
e. In the event of termination of apprenticeship by the Apprentice before the completion of the apprenticeship program, the Company shall recover INR 20,000/- towards the Training cost incurred.

9. Post-termination Obligation

a. Upon termination/cessation of your training you will continue to be bound by the terms of the Confidentiality Agreement.
b. You shall return all documents/information/data of Lionbridge which was provided to you as part of your training programme and you shall not retain any copy thereof.
c. You shall also return all equipments in the nature of laptop, USB device, etc. that may have been provided to you in the course of the training programme.

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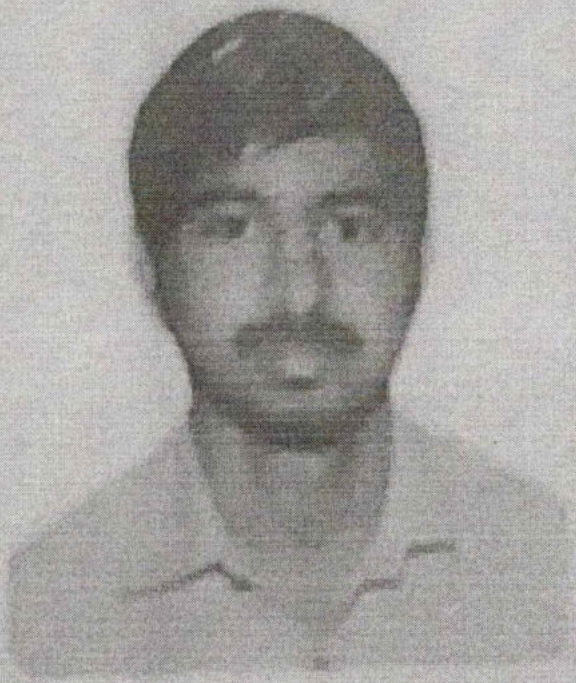
12-18

Softec
Services



Vinay Kumar G S

Design Engineer

Emp. Code: SS-23

www.softecservices.com

SKIPLOOP

HRD/3T/17-18/10017374

September 10th 2018

Dear **Shalvin Rajk**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/17-18/10017375

September 10th 2018

Dear **Vignesh Arul**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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

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

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/17-18/10017376

September 10th 2018

Dear **Salman Pasha**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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

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

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/17-18/10017377

September 10th 2018

Dear **Shoba**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/17-18/10017378

September 10th 2018

Dear **Shree**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

TEMPORARY IDENTITY CARD

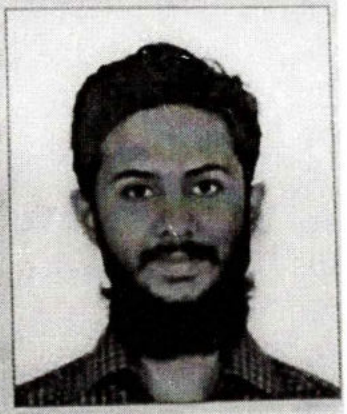
Sheorey Digital

NAME: **ACHARYA KASHYAP M**

STAFF NO: **4104** IDC NO: **B2739**

DESIGNATION: **Jr. Business Analyst**

DEPARTMENT: Software Development (SWD)



Kashyap

SHEOREY DIGITAL SYSTEMS PVT. LTD.
Head Office: TARABAI HALL, 1ST FLOOR 97, MARINE DRIVE MUMBAI 400 002 INDIA
TEL: (91-22) 2281 9198/ 2281 1086 FAX: (91-22) 2281 9226

2016-17 AE

BETWEEN: **Dhanush S** (the "consultant"),
DOB 14/03/1996,
PAN CARD No. GTMPS2001C

AND: **ViaMaaN Inc.** (the "Company"), a company organized and existing under the laws of the State of Delaware

NOW, THEREFORE, in consideration of the mutual covenants set forth herein and intending to be legally bound, the parties hereto agree as follows:

1. Consultation Services

The company hereby employs the consultant to perform the following services in accordance with the terms and conditions set forth in this agreement: The consultant will consult with the officers and employees of the company concerning matters relating to the management and organization of the company, their financial policies, the terms and conditions of employment, and generally any matter arising out of the business affairs of the company.

Dhanush S

1. CAD/CAM Design of ViaMaaN Prototype
2. Requirements Documents for ViaMaaN Prototype
3. Specifications Documents for ViaMaaN Prototype

The consultant will be given an official designation of **Aeronautics Engineer**. The consultant will have the right to use that designation internally and externally.

2. Terms of Agreement

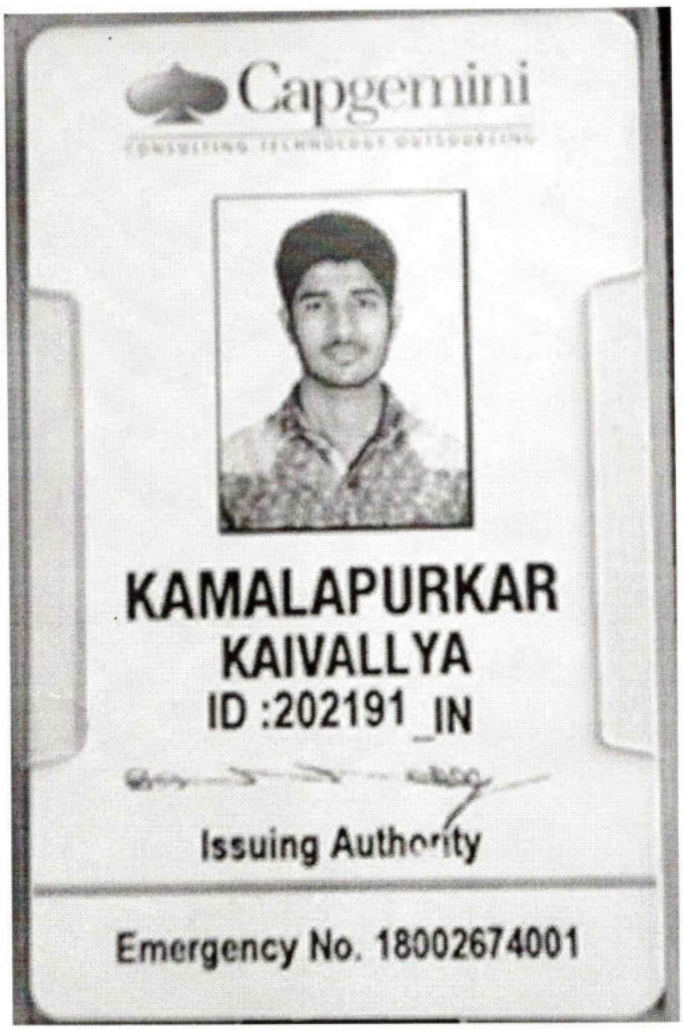
This agreement will begin December 18th, 2017. Either party may cancel this agreement on [30] days notice to the other party in writing, by certified mail or personal delivery.

3. Time Devoted by Consultant

It is anticipated the consultant will spend approximately 9 hours per day in fulfilling its obligations under this contract. The particular amount of time may vary from day to day or week to week. However, the consultant shall devote a minimum of **198 hours** per month to its duties in accordance with this agreement.

4. Place Where Services Will Be Rendered

The consultant will perform most services in accordance with this contract at a location of company's discretion. In addition, the consultant will perform services on the telephone and at such other places as necessary to perform these services in accordance with this agreement.


Capgemini
CONSULTING TECHNOLOGY OUTSOURCING
KAMALAPURKAR
KAIVALLYA
ID :202191_IN
Issuing Authority
Emergency No. 18002674001

LETTER OF APPOINTMENT

Date: 30TH OCT 2017
Ref: Oxy-LA/Ap-228/17

We wish you good luck for your great journey with Sunwells Family!

To:
Ms. INDU SHREE
BAGOOR (HR)
CR PATAN(TQ) , HASSAN (DT),
PINCODE -573 111,

Dear INDU SHREE,

Subsequent to the interview, we are pleased to appoint you as **"TRAINEE ENGINEER"** in our Organization on the following terms and conditions,

a. You are appointing on the said designation for the consulting service directed with our clients for the assured permanent employment.

b. Sunwells will be continuously monitoring your performance, attitude and the leadership qualities, during the Deputation at the client location; if client finds your performance to their satisfaction they will absorb you in a permanent position according your experience with-in this tenure.

c. During the performance evaluation by SUNWELLS, if your performance is still found unsatisfactory or BGV becomes RED sign, SUNWELLS may terminate your services forthwith without any notice whatsoever.

No:113, First Floor,
Chowdry Nagar Main Road,
Valasaravakkam,
Chennai - 600087. India

desk : +91-44 4555 0383
hp : +91-995 298 999
mail : perumal.t@oxygenteq.com

visit: www.oxygenteq.com

d. You will be paid salary - CTC of **Rs. 2, 29,656/-** (Rupees Two Lakh Twenty Nine Thousand Six Hundred and Fifty Six only) per Annum, and your salary will be deposited 5th of every month on your SALARY ACCOUNT.

e. You have been completely follow the client standards Like HOLIDAY, WORK TIMINGS and COMP OFF etc.

f. Notwithstanding anything contained herein or elsewhere, during the period of assignment your services are liable to be determined at any time without notice or without assigning any reasons whatsoever.

g. After confirmation, the management reserves the rights to terminate the employee with immediate effect. In case if the employee wants to leave SUNWELLS. He/she should serve 30 days' notice period.

h. If the employee fails to issue the notice period of 30 days, he/she will be liable to pay SUNWELLS. 30 days of his/her salary.

i. You will be guided by company Rules and Regulations, for all Personnel & administration purposes like Travels, leave, holidays, timings etc., prevailing now and as issued and amended from time to time at the pleasure of the company.

j. You shall not disclose any information regarding the affairs of the company, which come to your knowledge during the period of service, which is likely to be prejudicial to the company.

k. For all practical purposes, your date and time of joining will be, the one on which you actually commence work, at our office, notified to us to by a joining letter.

Salary details is attached in the ANNEXURE.....

No:113, First Floor,
Chowdry Nagar Main Road,
Valasaravakkam,
Chennai - 600087. India

desk : +91-44 4555 0383
hp : +91-995 298 999
mail : perumal.t@oxygenteq.com

visit: www.oxygenteq.com

Staff Augmentation | Knowledge Process Outsourcing | Strategy & Alliance Partnering

WORLD WIDE TECHNOLOGIES

WORLD WIDE TECHNOLOGIES INDIA PRIVATE LIMITED

27th April, 2018

Ms. Meena N R
#27, Babasahebana palya check post,
Kengeri,
Bangalore-560060

Letter of Offer

Dear Meena N R

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

1) Designation: **Associate Software Engineer / AP3 (Global Title – Associate Analyst I)**

2) Date of Joining: **7th May, 2018**

3) Compensation & Benefits:
Annual Monthly Total : **Rs 220000/-**
Performance Pay : **Rs 40000/-**
Annual Benefits : **Rs 25000/-**
Total Remuneration : **Rs 245000/-**
(Break up of above Compensation details are provided in Annexure 1)

4) Background Checks: Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our HR Team will let you know the final status of your check once it is completed.

5) Confidentiality: You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

6) Notice Period: Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.

7) Probation period: You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

1) The documents listed in **Annexure 2** at the time of acceptance of offer.
2) The documents listed in **Annexure 3** on the day of joining

We look forward to having you on board with Team WWT..

Yours sincerely

Mandy S Kunze
Manager- Human Resources

I hereby accept the above offer
Meena N R

WORLD WIDE TECHNOLOGIES

WORLD WIDE TECHNOLOGIES INDIA PRIVATE LIMITED

ANNEXURE - Compensation and Benefits

Name: **Meena N R** **w.e.f.** **7th MAY18**

FIXED PAY

Particulars	Amount (PM)	Amount (PA)
Basic Salary	9000	108000
HRA	1400	16800
Conveyance	1600	19200
Management Allowance	3000	36000
MONTHLY TOTAL	**15000**	
ANNUALISED MONTHLY TOTAL (A)		**180000**
PERFORMANCE BONUS (B) *		40000
ANNUAL TOTAL CASH COMPENSATION (A+B)		**220000**
ANNUAL BENEFITS (C)		
Benefit Particulars		**Amount (PA)**
Employer's contribution to Provident Fund @ 12% of Basic Salary		12960
Gratuity (As per payment of Gratuity Act)*		4900
Premium paid by the employer for Group Health Medical Insurance**		7040
Premium paid by the employer for Accident Insurance policy		100
BENEFITS		**25000**
TOTAL REMUNERATION (A+B+C)		**245000**

* Your Performance Bonus represents the target amount (at 100% payout). Actual quarterly payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

*Taxes and other statutory deductions/payments as per applicable law.

Signature of Signing Authority

Signature of Associate

TeamLease Skills University

Date: 29 Jan 2018

Name: Mr Neril Lester Lobo
Trainee ID: TR10125440
Eden Avenue Agathadi Perabe Post And
Village Puttur Dakshina
Kannada 574285

Dear Mr Neril Lester Lobo

Course Registration Letter

We are pleased to engage you as a Trainee subject to the following terms and Conditions:

1. The period of training shall be 5 Months 29 Days with start date 29 Jan 2018 and end date 27 Jul 2018 and the same shall not be entitled for any further extension.
2. It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period. As a Trainee undergoing Training in an establishment you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to or in relation to you and your On Job Training shall be solely governed by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM) Regulations, 2013.
3. During the course of this training programme you would be going through online session on the followings:
    a. Communication Skills
    b. Personality Development and
    c. Computer Skills
4. During the tenure of your On Job Training you shall abide by the provisions and regulations from time to time as intimated to you by us and / or the establishment wherein you will undergo On Job Training including but not limited to all matters of conduct, discipline and safety.
5. You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. You shall maintain a record of the details of your On Job Training during your On Job Training period.
7. You hereby agree to be liable for the following terms and conditions:
    i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
    ii. Neither engage in any conduct which is detrimental to the interest of TeamLease Skills University nor receive any payments of any nature directly or indirectly unless agreed to by TeamLease Skills University Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
    iii. Report and be present at the designated location during the On Job Training Hours mentioned herein and abide by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013.
    iv. Comply with the safety, health and other rules and regulations of TeamLease University that you have been made aware of.
8. Either party may terminate this Course Registration Letter by issuing 30 days' notice in writing or payment thereof.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

TeamLease Skills University

9. For any regular absenteeism or if you are reported to be absconding from your On Job Training then this Course Registration letter for On Job Training shall be terminated according to the Provisions of the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013 or any other Rules / Schemes framed thereof.
10. You're On Job training can be terminated without payment of any Stipend in the event: -
    - If you are found indulging in gainful employment with any third party and If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital)
    - You agree to defend, indemnify and hold TeamLease 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 Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.
11. You shall be entitled to a consolidated stipend an amount of Rs 14999/-. You hereby authorize TeamLease Skills University to make all payments required to be made to you by TeamLease Skills University either by way of Cheque or by directly crediting the amounts to your bank account.
12. Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

Particulars	Amounts
Stipend	14972
Trainee Compensation	27
TotalAmount	14999.00
Amount In Words(Rs)	Fourteen Thousand Nine Hundred Ninety Nine rupees

13. TeamLease Skills University will make available to you 200 hours of Online Course Content with regards to skills and upon confirmation by the establishment that you have commenced your training you will be provided access to the same through the Trainee Portal.
14. The eligibility criterions for the successful course completion are as follows:
    a. Successful clearance of the Online Assessment in relation to the 200 hours of Course provided as specified under clause number 13 herein
    b. Successful submission of the dissertation and satisfactory completion of viva voce by us
15. On successful completion of the above provisions (a) and (b) you shall be entitled for On Job Training cum Employability Training Proficiency Certificate. In the event of non-clearance of Online Assessment (Point (a) above) but successful completion of the On Job Training you will only be issued the On Job Training Completion Certificate
16. You shall be imparted On Job Training according to normal hours of work of the department in the establishment to which you will be attached for training.
17. The Stipend for a particular month shall be paid on or before the 10th of the following month.
18. **This Course Registration Letter shall stand automatically withdrawn from the date of your enrollment under the NEEM scheme:**
    - **If you fail to submit the below-listed documents, within 15 working days from the date of you receiving this course registration letter:-**
        1. **Copy of your Aadhaar Card**
        2. **Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit**
        3. **Copy of highest educational qualification certificate**
    - **If documents furnished by you are found to be false at any point in time.**

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

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TEAMLEASE SKILLS UNIVERSITY
Office: 6TH FLOOR, BMTC COMMERCIAL COMPLEX, 80 FT ROAD, KORAMANGALA, BANGALORE – 560095, KARNATAKA, INDIA
Campus: RS NO 867 VADADALA ROAD, TARSALI, Vadodara – 390 009
Gujarat I Ph: 265-3309100/ Toll free no :1800 2338578 www.teamleaseuniversity.org

CONTRACTOR

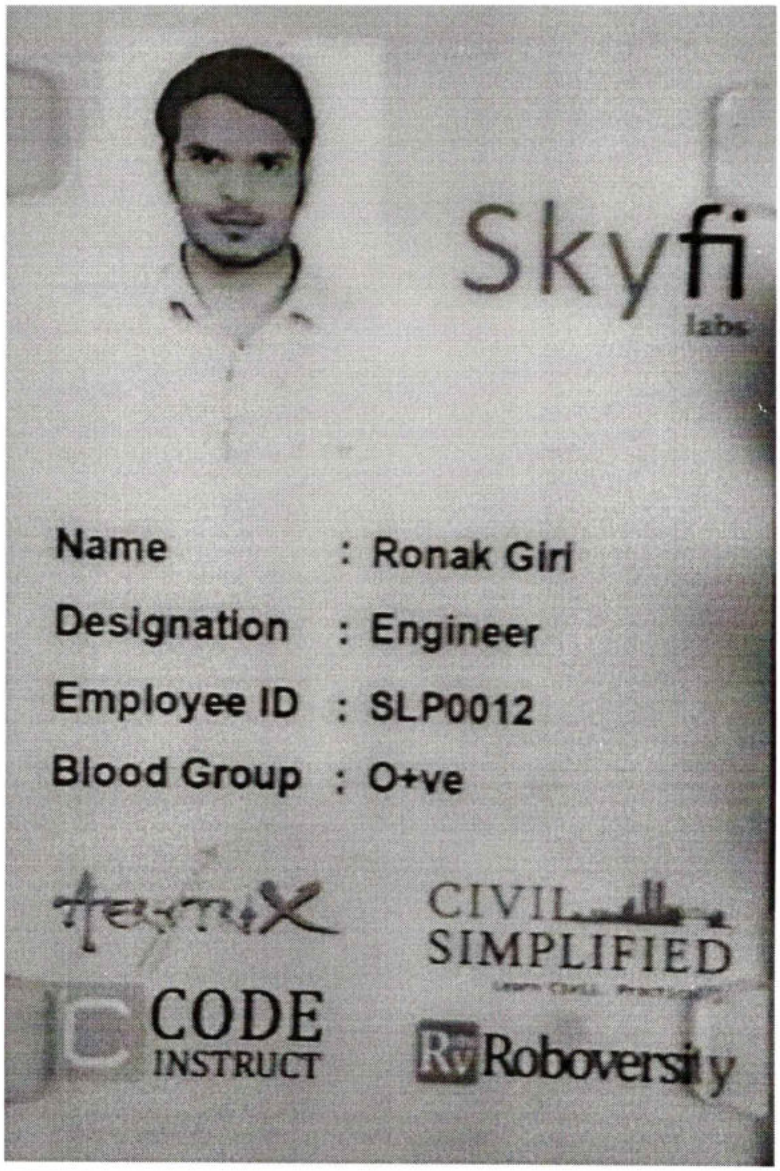


NISARGA N

ID : 138767 _IN

Issuing Authority

Emergency No. : 69444001


Skyfi
labs
Name : Ronak Giri
Designation : Engineer
Employee ID : SLP0012
Blood Group : O+ve
CIVIL SIMPLIFIED
CODE INSTRUCT
Roboversity

HP Computing and Printing Systems India Private Limited

2nd Floor, 24 Salapuria Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

June 14, 2017

Dear SURABHI BHARADWAJ,
Applicant ID: CID1234853

We are pleased to extend to you an offer of employment with HP Inc. ("HP" or the "Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include **criminal checks**, verification of previous employment, education verification, **credit check** and appropriate identification verification) being conducted either by HP or an appropriate third party, and the results of such background checks being favorable in HP's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HP. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At HP Inc., we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

We welcome you to join us in this exciting journey.

Yours Sincerely,

Sd/-
Seemali Shukla
India Talent Acquisition Lead

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

June 14, 2017

SURABHI BHARADWAJ
#1726, 2nd cross, 1st phase, 5th stage, BEML Layout, Rajarajeshwari nagar
Bangalore
India 560 098

Dear SURABHI
Applicant ID # CID1234853

Welcome to HP Inc.! We are glad to have you with us and look forward to a long and mutually rewarding association.

Further to our discussion we are happy to extend an offer of employment at HP Computing and Printing Systems India Private Limited of HP Inc. Company ("HP" or the "Company"). Your date of appointment is effective from your date of joining, which shall be on or before 10 Jul, 2017

Your Gross Total Salary will be INR 252,720.00 . This has been detailed in the compensation Details sheet (Annexure I).

Your appointment at HP Computing and Printing Systems India Private Limitedis on the following terms and conditions:

1 PAY and BENEFITS

1.1 Basic Salary

You will be eligible for a Basic Salary. The amount towards the basic salary is mentioned in Annexure (I) against "(A) Basic Salary"

1.2. Flexible Benefit Plan (FBP):

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the amount as mentioned in Annexure (I) against "(B) Flexible Benefit Plan". A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

1.4. Gratuity:

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

AE
16-17

RIVIGO

Date: **Oct 7th , 2017**

Mr. Chethan Kumar C,

SUB: OFFER LETTER

Dear Chethan,

It is my pleasure to extend to you an offer to join **Rivigo.**
Below are the terms of your employment.

- Date of Joining: **11th Oct 2017**
- Location: **Gooty**
- Role: **Pitstop Executive**
- Department: **Rivigo Prime**
- You will be entitled to an annual CTC package of **INR 3,00,000 (Three Lakhs Only)** payable pro-rata at the end of each month after deducting applicable tax and other statutory deductions at source as per the break up mentioned in Annexure A
- Probation Period: 6 months
- Notice Period after Confirmation: 1 month. The notice period during probation will be 15 days.

You will be required to produce the following documents in original:

- Educational certificates (10th, 12th, Graduation, professional degrees, etc.)
- Date of Birth Certificate
- Valid Photo ID (Pan Card)
- Valid Address Proof (Passport/ Voter card/ Adhaar card)
- Last 3 employers experience letter / appointment letter and relieving letters
- Proof of resignation / Relieving letter from current employer

Along with the originals, please bring

- Photocopies of the same for our records
- 4 passport size photographs

A detailed "Employment Letter" will be handed over to you at the time of your joining. Kindly acknowledge this letter and return the signed copy of the letter on or before **5 days of issuance of this letter**, failing which, this offer shall stand automatically withdrawn, without any further obligation on our side You are requested to make necessary arrangement in getting yourself relieved from your present employment.

Congratulations once again! We look forward to working with you and to the contributions you will surely make to Rivigo's growth.

Most sincerely,

Nitin Seth.

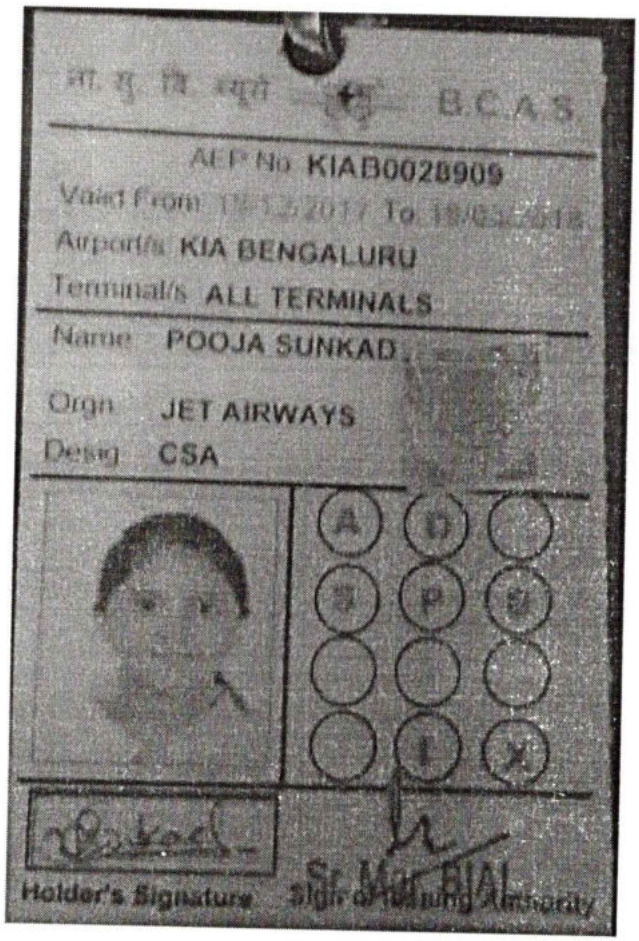
For **Rivigo Services Pvt. Ltd.**
Background Verification: I hereby give my consent for background verification. I understand that issuance of this Offer Letter is subject to satisfactory references, background verification. In case any declaration given or information furnished by me proves to be false or if I am found to have willfully suppressed or concealed any material fact, this offer shall be deemed to be null and void.

AGREED, UNDERSTOOD AND ACCEPTED:

Name_____Signature_____Date_____

AE

16-17


B.C.A.S.
AEP No KIAB0028909
Airport/s KIA BENGALURU
Terminal/s ALL TERMINALS
Name POOJA SUNKAD
Orgn JET AIRWAYS
Desig CSA
A
D
T
P
I
X
Holder's Signature
Sr. Mgr. BIAL
Sign. of Issuing Authority

CONTRACTOR



TANUSHREE B P.

ID : 143732 _IN

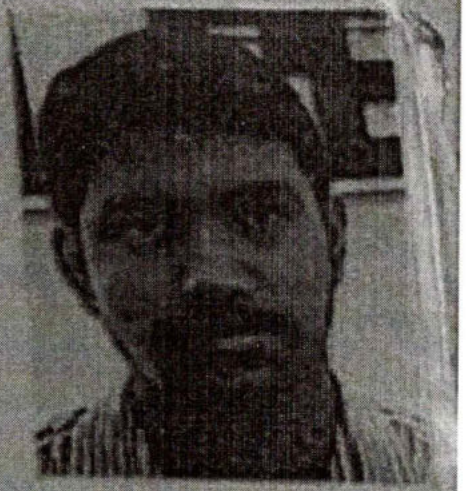
Issuing Authority

Emergency No. : 69444001

20788

NATIONAL AEROSPACE LABORATORIES

TEMPORARY PASS



Name : Prajwal M

Orgn : Project Graduate Trainee

Division : CTFD

Valid Up to : 26/02/2019

Issuing Authority

for entry to NAL only. NAL will not be responsible in the event of using this Pass for any other purpose

STONERA

STONERA SYSTEMS PVT. LTD.
ISO 9001:2008 Certified
793, 11TH CROSS, 27TH MAIN ROAD,
HSR LAYOUT, SECTOR-1, BANGALORE - 560 102
Tel: +91 80 42666222. E-mail: contact@stonera.com
Web: www.stonera.com
CIN: U85110KA1993PTC014222

23rd May 2019

To,
Mr. Deepak D M
S/o Manjunath D S
#18, 9th Cross, KVK Layout,
Mysore Road, Bangalore

LETTER OF OFFER

Dear Mr. Deepak D M

Congratulations!!

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Marketing Executive** in our organization on the following terms and conditions and you will be functionally reporting to **Dr. Sarita Gupta, Executive Director @ Stonera Systems Pvt Ltd, Bangalore**.

You are required to join us latest by **10th June 2019**, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

1. As we discussed during your interviews, you will be paid a Consolidated Salary of **Rs. 27000/-** per month with other benefits as applicable as per the rules and regulations of the company.

2. Your reporting and responsibilities will be advised to you by your Departmental Head or any person nominated by him/her.

3. It is expected that you will discharge your assigned responsibilities with high standard of performance, quality, integrity, and discipline.

4. Place/Transfer: Your present place of work will be at Place, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

DM

STONERA

5. Leave: You are not allowed to take more than one leave/month during the probation period. You will be eligible to the benefits of the Company's Leave Policy after completion of 6 months' probation period

6. You shall, while in the services of the company, devote your full time and attention exclusively for the Company's work and responsibilities assigned to you.

You shall not engage in any other commercial/business pursuit, either part time or otherwise, for any monetary gains.

7. Leaving the Organization without information, the employee has to pay 1 Month Salary.

8. Employees who have been employed in the company for five years or more than five years are giving gratuity. You may perceive gratuity like gratitude expressed by the company towards their employees for their services.

9. You shall be obliged to follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.

10. This Offer letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

11. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

12. Any action by an Employee that amounts to discrimination, workplace harassment, sexual harassment or victimization will not be tolerated and may, in appropriate circumstances, result in the initiation of disciplinary action would be liable for termination.

STONERA

13. Any employee who has knowledge of fraud or theft of Company Assets by any person or organization, including another employee, and does not report it to Company officials may be subject to disciplinary action, up to and including termination of employment.

14. Your appointment is subject to your being medically sound and remaining medically fit.

On the day of your joining you are required to submit the following:

1. Passport Size Photos (4) & Stamp Size Photos (2) Recent.
2. Postcard Photos 2 If married with wife/Husband and kids, If unmarried with parents(Only for below 21k salary)
3. Relevant copies of Academic / Professional attainments and work Experience Letter / Reliving Letter.
4. 3 Address Proof – Aadhar Card, Pan Card, Voter ID, Driving License, Electricity Bill, Rental Agreement.
5. Pay Slip of Previous Employment

If on verification, at the time of appointment or at a later date it is found that you has furnished wrong information, in such cases your services with the company will be liable to termination.

If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by 10th June 2019.

Yours truly,

For Stonera Systems Pvt Ltd

Dr. Sarita Gupta
Executive Director

23/05/2019

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4894858/902540,

10/13/2021,
HARSHITHA N.

#17, 33rd main, 20th cross, JP nagar 6th phase, blore 560078 #17, 33rd main, 20th cross, JP nagar 6th phase, blore 560078
bengaluru, Karnataka
India.

Confidential

Dear HARSHITHA N,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** (**'Capgemini'** or **'Company'**) starting from **12/13/2021** (or such other date as may be communicated to you by the Company), as per details given below

A) Your current designation will be **Associate Consultant/B1.**

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

C) You have to report by 8:30 am at **Bangalore** office, for joining formalities and contact security at the main gate for your entry pass at:

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

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

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 600,002.00 (Rupees Six Lakh And Two Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout 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:

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	39,600.00

Note:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

* Employee's contribution towards PF will be made from the monthly salary as defined by Law.

The Benefits (Accidental & Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.

+ This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise failed to disclose any information about your past employment, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

J.) Your employment with the Company will also be governed by the *'Terms and Conditions of Employment'* contained in Exhibit 1 attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personaland professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Anil Kumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

_____

Name: HARSHITHA N

Date: 10/13/2021

amazon | Development Centre India

Date: October 3, 2018

TO WHOMEVER IT MAY CONCERN

This is to inform that Kushal Morey, who currently holds the position of Transaction Risk Investigator, is working at the Amazon Development Centre (India) Pvt. Ltd since June 27, 2018 and the residential address as per our records are as follows:

#5,1 cross, Shivalingaih road
Nanjareddy Clny, Murugeshpalya
Bangalore 560017

This certificate is issued at the request of the employee without any risk or liability on the part of the organization or its authorized signatories to enable employee to produce this letter as employment proof for Banking purpose.

For Amazon Development Centre (India) Pvt. Ltd,

Dipeeka Walvatkar
Human Resources

QUEST
BORN TO ENGINEER

OFFER OF EMPLOYMENT

QI-HR330854/2020
Mr. Rajesh G,
Bangalore

February 19, 2020

Dear **Rajesh,**

Further to our discussions, we are pleased to offer you an employment on following terms and conditions:

1. Commencement and Duration

1..1 Your employment will commence with effective from **February 24, 2020**.

1..2 The Employer reserves the right to amend the term of employment should it be deemed necessary. Any such amendment shall be shared / communicated / provided by Employer to you in writing.

2. Role Details

2.1 You will be appointed as, **Engineer** this role is evaluated at **1D** in the QuEST's grading structure. In this role you shall report to **Project Leader**.

2.2 You will be expected to work from the following QuEST Office Bangalore, However this is subject to change as necessary for this role. You may at any time be required to work at another location on a temporary or permanent basis dependent upon the requirements of the role with as much notice as reasonably possible.

3. Remuneration

3.1 You will receive an **Annual Total Gross Salary (TGS) INR 380000 (Rupees Three Lakhs Eighty Thousand Only)**,taxes as applicable. Details of remuneration are as given in Annexure – I.

3.2 Employer will deduct from the total remuneration such amounts as are required to be deducted as source under the Income Tax Act or any other law for the time being in force in India.

3.3 You will be paid monthly in arrears by bank transfer to the nominated Bank Account on the last working day/banking day of each month, unless advised otherwise.

4. Benefits

4.1 *Annual Leave*: You will be eligible for Annual Leave as per the Employer's Leave Policy, the policy however can be modified time to time at Employer's discretion.

4.2 *Holidays*: You are entitled to Public Holidays applicable at India every year at the regular rate of pay. If placed at a customer site you must follow holidays observed by customer.

QUEST
BORN TO ENGINEER

9. Transport Service

9.1 You can opt for the transportation facility provided by QuEST based on the availability of seats and the preset standard routes. The cost of transportation will be borne by you, cost details and the routes would be as per the QuEST Policy.

10. Exclusiveness

10.1 You will be on an exclusive employment of the Employer and will not engage alone or in company with any other person in any work or business similar to, or directly in conflict with, the interests of the Employer in any manner.

11. Termination of Employment

11.1 Your association with us is crucial and any separation without notice on your part would cause irreparable damage to the company. During the period of your employment, by giving a written notice of three months or salary (basic salary) in lieu thereof your services may be terminated, by either side. In the event you have any incomplete assignment; company will have the discretion to relieve you only at the end of three month notice period. However, at any point of time, your services may be terminated by the Company with immediate effect for any of the terms and conditions is found to be violated and /or for any disciplinary reasons at any time without notice or payment in lieu thereof.

11.2 Employer and Employee are obliged to give the notice as a written notification. In conjunction with the termination, you must immediately deliver to the Employer all working material which you have produced while in employment, copies thereof and all other material related to the Employer, which you have in your possession. The same applies to work tools which the Employer has provided to you with, such as cellular phones, laptops etc

11.3 Employer has the right to terminate the employment with immediate effect in case of breach of company policy or gross misconduct by you, OR if you are absent from work for 10 or more working days continuously without leave/authorization from the Employer and/or without sufficient reason, it will be presumed that you have voluntarily given up the employment in the company and your name shall be removed from the payrolls / other records of the company from the start date of your absence.

12. Superannuation

12.1 Unless terminated earlier for any reason, you will retire from the services of the Employer on attaining the superannuation age [58 years], for this purpose the official record of you date of birth available in Employer records will be treated as conclusive proof of your age.

QUEST
BORN TO ENGINEER

Annexure - I
Compensation & Benefit Details

Employee Name : Rajesh G

Salary Components	Monthly (INR)	Annual (INR)
(A) Basic Salary (BS)	15000	180000
(B) House Rent Allowance (HRA)	6000	72000
(C) Conveyance Allowance (CA)	1600	19200
(D) Leave Travel Allowance (LTA)	0	0
(E) Food Coupon	1100	13200
(F) Telephone / Internet Allowance	1000	12000
(G) Other Allowance	300	3600
(H) GROSS SALARY(I=A+B+C+D+E+F+G+H)	25000	300000
(I) Employer Contribution to Provident Fund (PF)	1800	21600
(J) Employer Contribution to Gratuity	722	8664
(K) RETIREMENT BENEFITS : (K=I+J)	2522	30264
(L) Employer Contribution to Medical Insurance Premium *	673	8076
(M) Bonus / Ex-Gratia	1400	16800
(N) FIXED GROSS SALARY(FGS):(N= H+K+L+M)	29595	355140
(O) TOTAL VARIABLE PAY (TVP)**		24860
(P) TOTAL GROSS SALARY (TGS) : (P=N+O)	29595	380000
Other Benefits		
(Q) Shift Allowance ***	0	0
(R) TOTAL COST TO COMPANY (TCC) : (R = P+Q)		**380000**

Cognizant

Ref No: 16094529

10-Aug-2021

Udayaraj D

Dear **Udayaraj**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Associate - Projects** with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Bangalore**.

Your annual total compensation will be **INR 950,004**. This includes an annual incentive target of **INR 45,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 44 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **24-Sep-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,
For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature:

Date:

 # Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "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.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

*** Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

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

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

**** Incentive target**:

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

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. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize 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 decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with 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 10-Aug-2021 between:

13th November, 2021

Vinayak Shellikeri,
C/O Venkappa B Shellikeri,
Kagalagomba Post,
Badami Taluk,
Bagalkot District,Karnataka- 587205

Mobile: 7996097819
Email: vshellikeri5@gmail.com

Dear Vinayak ,

Sub : Employment Offer Letter

Based on our discussions, we are pleased to inform you that you have been offered an employment from 15th November '21 in NILE for the position of Test Engineer. You will be deputed in our client's place Aris Global in Mysore. Please check for Annexure A for monthly compensation.

We look forward to you joining NILE on 15th November '21and at the time of joining you are required to submit the documents requested in Annexure A.

You will be working as a Test Engineer with us with a notice period of 45 days.

Your employment with us will be as per the contract agreement and duration between NILE and Aris Global.

If you are in agreement and wish to accept this offer of employment, please sign the duplicate copy of this letter and return it to us by 14th Nov 2021. In the event we do not hear from you by then, this offer will automatically stand withdrawn on that date.

Sincerely,

K. Vagish

K Vagish,
Proprietor
NILE,
Bangalore

NILE BANGALORE - 560 004

By signing and dating this letter below, I, Vinayak Shellikeri accept this job offer employment by NILE.

Signed by: ..... **Date:** .....

3. Passport Size Photographs (2 Nos.)
4. Pan Card Attested
5. Signed Criminal Convictions Declaration Form As In Annexure B.
6. Appointment Letter from the Previous Company
7. Resignation Acceptance Letter/Mail.
8. Company Relieving Letter and Pay Slips (For Last 3 Months)
9. Address Proof Documents
10. Passport Details And Copy Thereof – Only If Holding A Passport.
11. NDA and non-compete to be signed on joining

ANNEXURE C

Criminal Convictions Declaration Form

Are you currently bound over or have you ever been convicted of any offence by a court or court-martial in India or any other Country?

YES/NO

Have you ever received a police caution, reprimand warning?

YES/NO

Have you ever been charged with any offence in India or any other Country that has yet to be disposed of?

YES/NO

Have you ever been dismissed by reason of misconduct form any employment, office or other positions previously held by you?

YES/NO

Are you aware of any current civil or criminal police investigation in India or in any other country following allegations made against you?

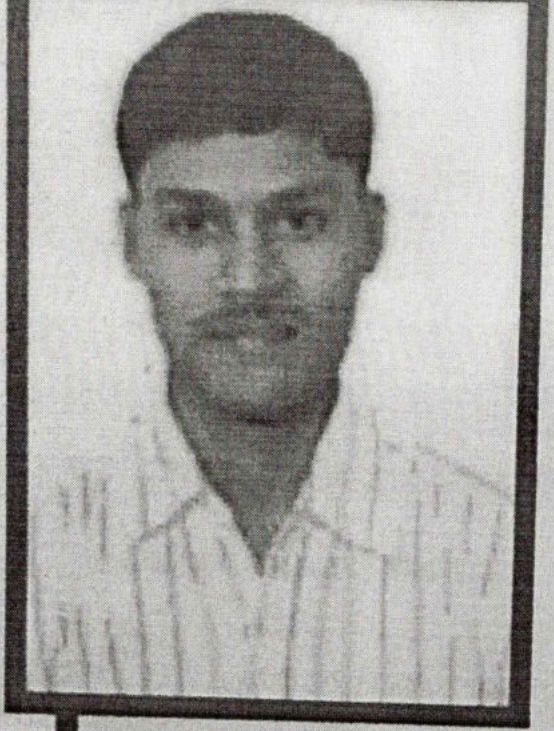
YES/NO

If you have answered yes to any of the above questions you **must** provide full details below:

.....

PLEASE SIGN THE DECLARATION BELOW

Declaration



001773

VISHWANATH S
HIREMATH

Blood Group : B+Ve

SAFRAN

IND

SKIPLOOP

HRD/3T/16-17/10017372

August 14th 2017

Dear **Bhavana Shetty**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 21st August 2017.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/16-17/10017373

August 14th 2017

Dear **Jyothi N**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 21st August 2017.

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

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

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This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

5.21 (AS)

RAY DYNAMICS
SWITCH TO NEXT GENERATION GREEN LIGHTING

Dear Prajna H. N ,

Ray Dynamics is pleased to offer the post of "**Graduate Engineer-Trainee-Manufacturing**", after the final interview conducted.

We request you to return the enclosed duplicate copy of this letter in token of offer acceptance. Further detailed letter of appointment will be issued at the time of your training.

You will be on probation for first six months were in your annual salary will be Rs.1,20,000 /- (Rs. One lakh and twenty thousand only) and other benefits provided if found satisfactory.

Candidates are supposed to follow the rules and regulations which will be mentioned in the Appointment letter. The company have all the rights to terminate at any time without any pay if the candidate lacks his performance during the training period.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct" and a "Non-Disclosure Agreement" of our company at the time of your joining.

We look forward to you, joining our team. We are sure that you will have a bright career with our company. We take this opportunity to welcome you and your family into the folds of our company.

Kind Regards,

For Ray Dynamics

Authorised signatory



Coimbatore

Date: 04.10.2021

(This offer letter is confidential and computer generated, hence no signature is required)

RAY DYNAMICS
SWITCH TO NEXT GENERATION GREEN LIGHTING

Dear Jijin P ,

Ray Dynamics is pleased to offer the post of **"Graduate Engineer-Trainee-Manufacturing"**, after the final interview conducted.

We request you to return the enclosed duplicate copy of this letter in token of offer acceptance. Further detailed letter of appointment will be issued at the time of your training.

You will be on probation for first six months were in your annual salary will be Rs.1,20,000 /- (Rs. One lakh and twenty thousand only) and other benefits provided if found satisfactory.

Candidates are supposed to follow the rules and regulations which will be mentioned in the Appointment letter. The company have all the rights to terminate at any time without any pay if the candidate lacks his performance during the training period.

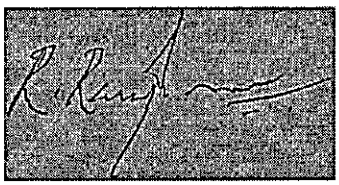
The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct" and a "Non-Disclosure Agreement" of our company at the time of your joining.

We look forward to you, joining our team. We are sure that you will have a bright career with our company. We take this opportunity to welcome you and your family into the folds of our company.

Kind Regards,

For Ray Dynamics

Authorised signatory



Coimbatore

Date: 04.10.2021

(This offer letter is confidential and computer generated, hence no signature is required)

RAY DYNAMICS
SWITCH TO NEXT GENERATION GREEN LIGHTING

Dear Dhansingh Bhandari J,

Ray Dynamics is pleased to offer the post of **"Graduate Engineer-Trainee-Manufacturing"**, after the final interview conducted.

We request you to return the enclosed duplicate copy of this letter in token of offer acceptance. Further detailed letter of appointment will be issued at the time of your training.

You will be on probation for first six months were in your annual salary will be Rs.1,20,000 /- (Rs. One lakh and twenty thousand only) and other benefits provided if found satisfactory.

Candidates are supposed to follow the rules and regulations which will be mentioned in the Appointment letter. The company have all the rights to terminate at any time without any pay if the candidate lacks his performance during the training period.

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We look forward to you, joining our team. We are sure that you will have a bright career with our company. We take this opportunity to welcome you and your family into the folds of our company.

Kind Regards,

For Ray Dynamics

Authorised signatory



Coimbatore

Date: 04.10.2021

(This offer letter is confidential and computer generated, hence no signature is required)

Hectronic India Retail & Parking
Automation Pvt. Ltd.
P6, 1st Cross, 3rd Stage
Peenya Industrial Estate
Bangalore – 560 058, India
Phone: +91-80-28363308
Fax : +91-80-28363408
e-Mail: mail@hectronic.in
CIN: U74999KA2006PTC039707

Date: June 26th, 2021

From,
Hectronic India
Peenya
Bangalore

To,
ACS College of Engineering
Mysore Road
Bangalore

Sub: Issue of Original Educational Certificates

Dear Sir,

Regarding the subject and to inform you that Mr. Chandu C P has been offered a Job post of **"Design Mechanical Engineer"** in Hectronic India.

In lieu of this we would require his original educational certificates for authentication and for our records.

We would request you to give him an original copy & oblige.

Thanking You,
Your faithfully

For Hectronic India Retail & Parking Automation Pvt Ltd.,

M B Pushpalatha
Asst Manager – HR & Admin
Hectronic India

HECTRONIC INDIA RETAIL & PARKING AUTOMATION PVT. LTD. ★ BANGALORE

Regd Office:
Hectronic India
P6, 1st Cross, 3rd Stage
Peenya Industrial Estate
Bengaluru - 560058
Phone: +91 80 28363308

Sales : Unit No 201 Jaydeep Emphasis
MIDC Plot No. A-09 Wagle Industrial Estate
Thane (West) - 400 604
Phone : +91 22 25837297

Support : Unit No 208, Yashada Industrial Premises Co-op Society
Survey No 50/40, 41, 42, 43 Narhe Ambegaon Road
Narhe
Pune - 411 041
Phone +91 20 24394767

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2021

Dear **SAI BHUVAN R,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on **"Java Full Stack Course"** at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

1.500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.

2. Guaranteed 100 Placement opportunities.

3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

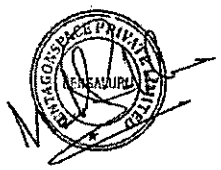
Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

AS (20-21)

Reliance RETAIL

Ref: HR/MAR/20/B1/57949072/50999965/1000863307 **Date: 07 May, 2021**

ARPITHA M B
No.40, Brindavan Layout,
Shivaji Nagar, Bangalore,
Karnataka 560046

Dear **Ms. ARPITHA M B**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as Design Engineer - **B1 grade** in ourbusiness on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at **Chennai,Tamil Nadu.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 26 May, 2021 and successful clearance of the Pre-Employment Medical Examination.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 4,00,000/- (Rupees Four Lac(s) Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 3,71,220/- (Rupees Three Lac(s) Seventy One Thousand Two Hundred Twenty Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals: Rs. 28,782/- (Rupees Twenty Eight Thousand Seven Hundred Eighty Two Only) per annum.**

This includes Provident Fund and Gratuity (company's contribution @ 12% of Basic Pay and 4.81% of Basic Pay, respectively).

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments

AS (20-21)

Reliance RETAIL

Ref: HR/MAR/20/B1/57949072/50999965/1000863302 **Date: 07 May, 2021**

M ASHOK KUMAR
No.130,
3rd Cross, Ramamurthy nagar,
KR Puram, Bangalore- 560001
Karnataka, India

Dear **Mr. M Ashok Kumar**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as Design Engineer - **B1 grade** in ourbusiness on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at **Chennai,Tamil Nadu**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 26 May, 2021 and successful clearance of the Pre-Employment Medical Examination.

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The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments

AS(20-21)

THERMAX

15/06/2021

Sidhapara Mitul Mukesh Bhai
256/58, Cauvery Street,
Gayathrinagar.
Bengaluru. 560021

Dear ***Mr. Sidhapara Mitul Mukesh Bhai***,

We are pleased to offer you the full-time position of **Thermal Plant Supervisor** at **Thermax Babcock & Wilcox Energy Solutions Private Limited** with a start date of **15/07/2021**, contingent upon confirmation in I-9 form and Annexure 8A. You will be reporting directly to Mr. SUKUMAR B at Coats India Pvt Ltd, Nellai field office.

We believe your skills and experience are an excellent match for our company. The annual starting salary for this position is INR 3,60,000 to be paid on a monthly basis by direct deposit starting on 08/01/2021, with all added benefits.
[Refer Annexure 3A].

Your employment with **Thermax Babcock & Wilcox Energy Solutions Private Limited** will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by signing and returning this letter by **30/06/2021**.

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

Sincerely,

AS (26-21)

THERMAX

15/06/2021

Jayadrath Sudhakar Poojary
58, Ralson Street,
B-Block, Staff Quarters,
ITI, Channasandra.
Bengaluru. 560041

Dear ***Mr. Jayadrath Sudhakar Poojary***,

We are pleased to offer you the full-time position of **Thermal Plant Supervisor** at **Thermax Babcock & Wilcox Energy Solutions Private Limited** with a start date of **15/07/2021,** contingent upon confirmation in I-9 form and Annexure 8A. You will be reporting directly to Mr. SUKUMAR B at Coats India Pvt Ltd, Nellai field office.

We believe your skills and experience are an excellent match for our company. The annual starting salary for this position is INR 3,60,000 to be paid on a monthly basis by direct deposit starting on 08/01/2021, with all added benefits.
[Refer Annexure 3A].

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Please confirm your acceptance of this offer by signing and returning this letter by **30/06/2021.**

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

Sincerely,

AS (21-21)

SONOVISION | INNOVATIVE SOLUTIONS

SONOVISION AETOS TECHNICAL SERVICES PVT. LTD.

OFFER LETTER

Date: 07th December 2021

To,
Ms. Abhirami K
D/O Kumar Velu M,
#763, 4th Cross, Kamalanagar,
Bangalore - 560079

Dear Abhirami,

On behalf of Sonovision Aetos Technical Services Pvt. Ltd. (***"Company"***), I am pleased to offer you a position as Trainee - CMM, beginning 13th December 2021 (the ***"Start Date"***) or as soon thereafter as possible. In order to ensure consistent description of job titles internally, the description of job titles may vary internally, but will not impact the scope of the role. The initial terms of your position with the Company are as set forth below.

1. POSITION

1.1. On your start date, you will begin working for the Company at the Company's Bangalore office at Plot No. 180, EPIP Zone, Ground floor, 2nd Phase, Mfar Silverline Tech Park, Whitefield, Bangalore - 560066. This will be your work location for training purposes. Your responsibilities in this position will be intimated to you by your reporting manager/supervisor and may change from time to time as per the requirements of the Company.

1.2. There is no fixed term for the employment and the same shall be 'at-will'. You will initially report to Mr. Vishwanath Amase Gowda, Division Manager – CMM.

1.3. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company and that you will not directly or indirectly engage or participate in any personal, business charitable or other, or any enterprise that is competitive in any manner with the business of the Company whether or not such activity is for compensation. In addition, by accepting this offer, you agree that you are under no employment contract, proprietary information agreement, invention agreement, confidentiality agreement or other obligation which could breach or be in conflict with the terms and conditions of your employment with us or encumber your performance or duties assigned to you by us.

2. COMPENSATION

2.1. Your annual salary will be Rs. 270,091/- (Two Lakh Seventy Thousand Ninety One Rupees Only), less payroll deductions and all required withholdings detailed in **Annexure - A**. You may be eligible an increment in salary based on your appraisal. The increment and performance appraisal shall be on the basis of the existing policies of the Company.

2.2. You will be paid monthly on the Company's regularly scheduled pay dates. In addition, you will be eligible for the Company's standard benefits, details of which will be determined by the Company in the coming months. You will be entitled to leave as set out in the Company's leave policy as amended by the Company from time to time.

2.3. You will also be entitled for benefits such as Provident Fund, Employee Pension, and Gratuity as applicable. The Company reserves sole discretion to modify your compensation and benefits from time to time as it deems fit and necessary without any advance notice. All benefits available to you shall stand terminated on your last day.

2.4. The terms of this offer letter are confidential in nature and shall not be disclosed to any third party/employee of the Company at any point of time.

3. CONFIDENTIAL INFORMATION AND NON-SOLICITATION AGREEMENT

3.1. Like all Company employees you will be required as a condition of your employment, to abide by Company rules and policies. In addition, your acceptance of this offer and commencement of employment with the Company is contingent upon the execution and delivery to the Company, of the enclosed Employee Confidential Information and Non-Solicitation Agreement which among other things prohibits unauthorized use or disclosure of the Company's proprietary and confidential information. You further agree that you will not bring onto Company's premises any unpublished documents or property belonging to any former employer or other person to whom you have an obligation of confidentiality. In addition, as a condition of employment, you agree that you will not assist any person or organization in competing with the Company, in preparing to compete with the Company or in hiring any employees of the Company. these obligations will survive any termination of employment with the Company, prior to your start date and continuing throughout the duration of your employment, you agree to disclose to the Company in writing any continuing outside working relationships with other customers or entities with whom you are working or will work (whether or not for compensation), as well as any potential conflict of interest, sources of income or other business endeavors (including any entity in which you own more than 5% of the outstanding equity securities or have voting control of more than 5%.)

3.2. You shall also disclose all intellectual property held by you, including Patents at the time of your joining of the Company. You further agree and undertake to not use any third-party intellectual property in your employment with the Company, unless authorized by the Company to do so in writing.

4. PROBATIONARY PERIOD AND MINIMUM NOTICE PERIOD

4.1. You shall be on probation for a period of six (6) months from the date the employment commences. The Company reserves the right to extend the probationary period by a further period at its discretion. During the probationary period, you or the company may for any reason whatsoever terminate the employment by serving written notice to the other party. On the successful completion of your probation period, a confirmation letter shall be issued by your immediate supervisor/reporting manager. On confirmation and thereafter, your services shall be terminable by either party giving the other Three (3) months' notice. You may seek waiver of the notice period by paying three months' salary on the basis of the last pay-slip and forego encashment of leaves.

4.2. The Company shall be investing substantial resources and finances in training its employees, including freshers. Therefore, the Company expects your commitment to remain in employment for a continuous period of Three (3) years. You will be required to execute an Indemnity Bond and other documentation for this purpose. If you wish to resign from your employment during this period, you shall be liable to compensate the Company for its investment in terms of the Indemnity Bond and other related document.

5. ADDITIONAL INFORMATION

5.1. If you accept our offer of employment, you will receive more information regarding terms and conditions of employment and the Company's policies and procedures (the "Employment Materials"). These materials however will not change your employment status and are merely meant to provide additional information relating to your job. On signing and accepting this letter, you also accept to abide by and comply with the Employee Handbook, including the policies of the Company such as Leave Policy, Attendance, holiday, shift hours, etc.

5.2. By signing this letter, you acknowledge that the terms and conditions contained herein are reasonable and you agree that they are necessary for the production and maintenance of the Company and its business. You also acknowledge that the Company shall be entitled to seek order for specific performance or injunctive or other equitable reliefs in case of your failure to observe or a breach by you of any of the terms and conditions herein.

5.3. You further warrant and represent that you are not subject to any restrictive covenants or other continuing obligations that in any way restrict your ability to engage in or solicit any business of any type engaged in by the Company or participate in recruiting or staffing efforts on behalf of the Company and have provided the Company with full and accurate documentation of your prior compensation, and at the joining date will provide the Company with such information as specified in **Annexure - B** hereto.

5.4. This letter, the Employee Confidential Information and Non-Solicitation Agreement and the Employment Materials contain all of the terms of your employment with the Company and supersede any prior undertakings or agreements whether oral or written between you and the Company. This letter may not be amended or modified except by an express written agreement signed by you and the Company.

5.5. Your subsequent employment is contingent upon your references providing acceptable feedback, proper proof of work authorization, authorizing and receiving clearance on an appropriate background check and our receipt of a signed copy of the attached Employee Confidential Information and Non-Solicitation Agreement.

5.6. The Company may hold specific may hold specific information relating to you and such information may be transferred to the Company and/or other group companies in any country which you are transferred or as necessary. Please consult your Human Resources contact for additional details. This offer expires 3 days from the date of receipt and is contingent upon your references providing acceptable feedback, proper proof of work authorization, an appropriate background check and receipt of a signed copy of the attached Employee Confidential Information and Non-Solicitation Agreement.

Upon acceptance of this letter, please sign and return according to the instructions in the accompanying email. We look forward for the opportunity to welcome you to our Company.

Sincerely,

SONOVISION AETOS TECHNICAL SERVICES PVT. LTD.

SONOVISION AETOS TECHNICAL SERVICES PVT. LTD. BANGALORE

Denzil N Sequeira
For HR Department
13th December 2021

AGREED AND ACCEPTED

_____

Print Name:
Date:
Address:

SONOVISION

ANNEXURE - A

SALARY COMPENSATION BREAK UP

Annexure		
Name	Ms. Abhirami	
Designation	Trainee	
Department	CMM	
Effective Date	13-Dec-2021	
	Annual	Monthly
Basic	161160	13430
House Rent Allowance	60871	5073
Conveyance Allowance	0	0
Medical Reimbursement	0	0
Leave Travel Allowance	0	0
Performance Allowance	0	0
Statutory Bonus	13430	1119
ESIC - Employer Contribution	7539	628
Food Coupons	0	0
A. Gross Salary #	**243000**	**20250**
B. Other Benefits		
PF Employer Contribution	19339	1612
Medical Insurance**	0	0
Gratuity (Accrual)	7752	646
Cost to Company	**270091**	**22508**

Subjected to Statutory Deductions
Food Coupons are optional and can be opted out
**50% of Medical Insurance Contribution is made by the Employees not covered under ESI Scheme and 50% is contributed by the Company Subjected to change as per the renewal of the policy.

ANNEXURE - B

NEW HIRE DOCUMENT CHECKLIST

You are requested to being with you the following document as applicable, on the day of employment to enable us to complete your new paperwork:

DOCUMENTS REQUIRED	YES/NO
A copy of Offer Letter	Y
3 Passport size photographs	Y
Address and ID Proof	Y
Education Certificates – 1 copy	Y
PAN number and photocopy of PAN card	Y
PF account number and PF trust address (whether with the commissioner or private trust) from your previous employer (if applicable)	Y
Your professional and academic qualification certificate(s) – 1 copy	Y
Work Experience Certificate(s) from previous employer(s) – 1 copy	Y
Relieving letters from the last two employers – 1 copy	Y
Details of your prior compensation e.g, your last salary pay slip – 1 copy	Y
Form 16 from your previous employer/salary certificate (if applicable)	Y

You will also be required to submit your original certificates and letters, which will be returned after verification.

You will also need to open a salary account with such bank as the Company may direct you for the transfer of your salary, unless you already have an account with such bank. It shall be your responsibility to provide the account number and details of salary account to the Finance and Accounts Department before the 15th day of the month. In such case, you shall be required to provide these details by the 15th day of the month immediately succeeding the month of joining.

Please note that the joining formalities will not be completed/your pay will not be processed in case you do not handover all your credentials/documents mentioned above.

AS (20-21)

AS9100:2016, ISO 9001:2015, CEMILAC & DGAQA&CMMI Dev/3 certified
The pinnacle in defence techno-solutions

Pinaka Aerospace Solutions Pvt. Ltd.
2nd Floor Vasundhara, 7M-209, 80 Feet Road
HRBR Layout, Kalyan Nagar Bangalore - 560043,
Phone: 080-25458255 Tele Fax: 080-4161 6306
Web: www.pinaka.co.in E-mail: info@pinaka.co.in
TIN: 29350749387; GST: 29AAECP2350H1ZG
CIN: U72200KA2007PTC041340

03 Dec 2021

OFFER LETTER

Dear Mr. Jagadish J,

Congratulations!

We are pleased to inform you that we are offering you a position of Member Technical Staff in our Software & Hardware team at Pinaka.

Welcome to the Pinaka family! We wish you a long and faithful career with us.

For Pinaka Aerospace Solutions Pvt Ltd

Pinaka Aerospace Solutions Pvt Ltd

Authorised Signatory

SKIPLOOP

HRD/3T/20-21/10017401

July 12th 2021

Dear **Jiji C joy**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 19th July 2021.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/20-21/10017404

July 12th 2021

Dear **Mahendar B S**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 19th July 2021.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/20-21/10017402

July 12th 2021

Dear **Nitin B L**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 19th July 2021.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/20-21/10017402

July 12th 2021

Dear **Tarun K**

A2

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 19th July 2021.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

PENTAGON SPACE
Mastering The Future

CSR Campus Drive-2021

Dear **Sanjana Chavan,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program, we would like to inform that you are now eligible to get trained on "**Java Full Stack Course**" at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

1.500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.

2. Guaranteed 100 Placement opportunities.

3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2021

Dear **KAVYA SN**,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on "**Java Full Stack Course**" at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

1.500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.

2. Guaranteed 100 Placement opportunities.

3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

Infosys®

July 27, 2021

HRD/3T/21-22/1002135626

Ms. Shree Gowri M H
Candidate ID: 1002135626
No.43, 3Rd Floor, 15Th Main, Raghavendra Block, Kalidasa Layout
Srinagar, Banglore
Bangalore - 560050
Bangalore
India
Ph: (91) 98446 32292

Dear Shree Gowri,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4817594 /912311,

08/11/2021,

Sheetal Ramesh
H.No- #140,,2nd Main, Sahayadri Balaga, Siddheswara Layout, Bagalgunte,,
Bangalore ,Karnataka,
India

Confidential

Dear Sheetal Ramesh,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 08/12/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

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

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

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

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

Annexure - A

Sheetal Ramesh

Analyst

Total Cost to Company (CTC). Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4817585/912303,

08/11/2021,

Megha SB
H.No- #302,3rd Floor, Tribhuvan's Park View,,OPP of IOL Petrol Bunk, Doddabommasandra, Vidyaranyapura Main Road,,
Bangalore ,Karnataka,
India

Confidential

Dear Megha S B,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') **starting from** 08/12/2021 **(or such other date as may be communicated to you by the Company), as per details given below.**

A) Your current designation will be Analyst/A4

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

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

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

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

Annexure - A

Megha S B

Analyst

Total Cost to Company (CTC). **Rs.300,002.00**

Monthly Components	Per Month	Annualized
Basic	**Rs 15,000.00**	**Rs 180,000.00**
House Rent Allowance	**Rs. 3,679.00**	**Rs 44,148.00**
Other Allowances and Reimbursements – 1 #	**Rs. 0**	**Rs.0**
Other Allowances and Reimbursements – 2 +	**Rs. 0**	**Rs. 0**
Advance Statutory Bonus	**Rs. 3,149.00**	**Rs. 37,788.00**
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	**Rs.1,800.00**	**Rs.21,600.00**
Gratuity (accrual only)		**Rs.8,664.00**
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		**Rs.0.00**

Capgemini

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

Superset ID: 555684

Letter of Intent ("LOI")

Dear Noorena Khazi,

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

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

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

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

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

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

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



the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

This is a system generated document and does not need a signature

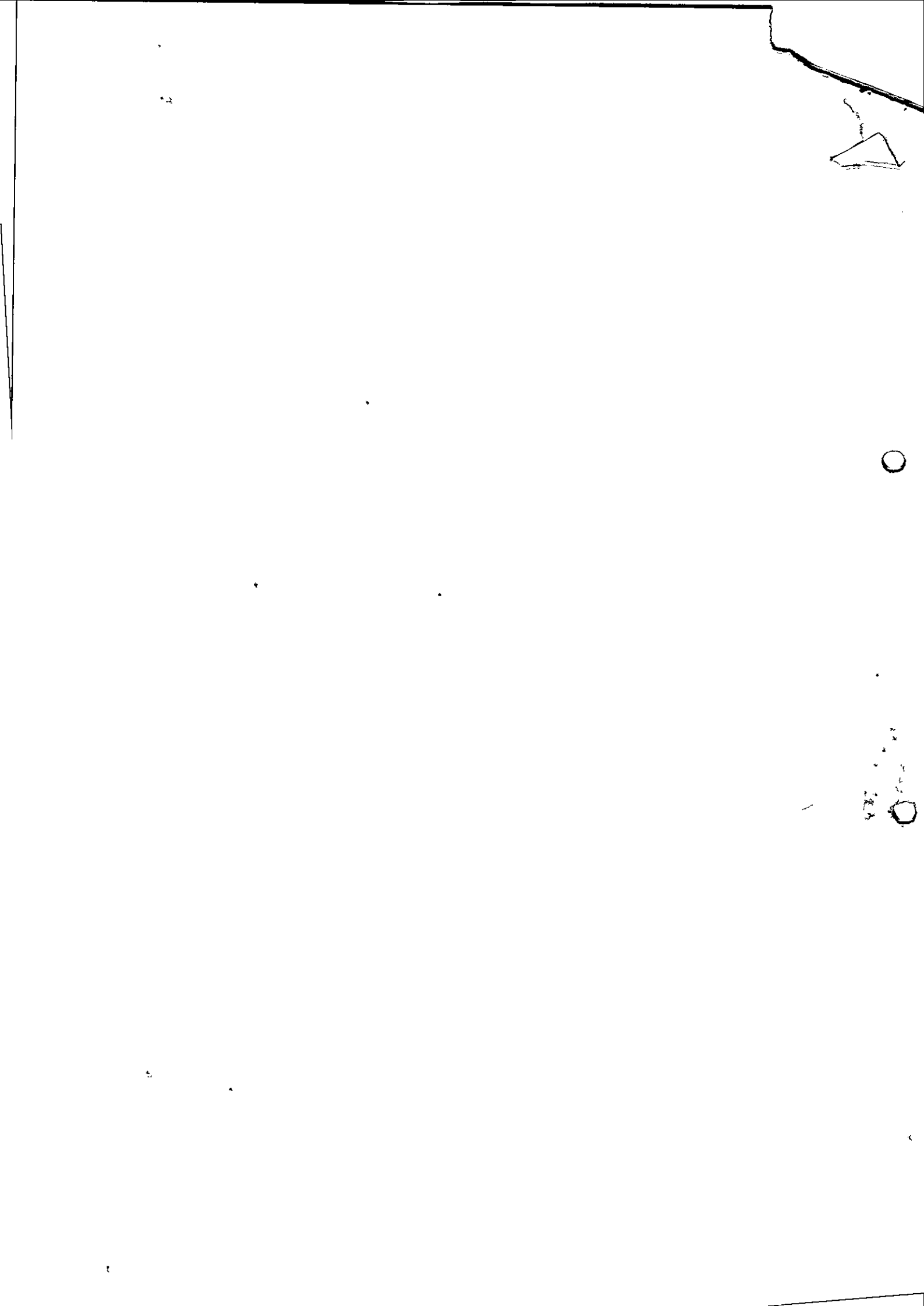
ANNEXURE 1

Noorena Khazi
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring



Maintec Technologies Pvt. Ltd.,
#3M-215, East of NGEF,Outer Ring Road,
Kasturi Nagar, Bangalore - 560043, India.
Tel : 080-42718000,080-25071950
www.maintec.com
CIN : U72200KA1997PTC023121
GST No. : 29AABCM3607P1Z3

Doc #: EMP/COL/02062021/2844

June 2, 2021

Dear Ananya M Rao,

CONDITIONAL OFFER LETTER

As per the interview held at **RRCE**, on **May 13, 2021**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

a. Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
b. Your initial place of work will be at **Bangalore / Chennai / Noida.**
c. On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
d. You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,09,232/- (Rupees Two Lakh Nine Thousand Two Hundred And Thirty Two only)** per annum.exclusive of the additional reimbursement provided and applicable Tax will be deducted.
e. You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely
For Maintec Technologies Pvt. Ltd,

Malathi Krishnan
HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **August 5, 2021** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____ **Date:** _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

** UPC symbol is unique to each document and cannot be copied or duplicated **
(This document is digitally signed, hence counter signature / stamp is not required.)

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

May 17, 2021

Ms Ananya M Rao
ananyamrao56@gmail.com
Candidate Id:CN20210612

Dear **Ananya M Rao**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Ms. Ananya M Rao**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

Notes: *Associates will be covered under the company group insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date ofacceptance



HP PPS Services India Private Limited
2nd Floor, 24 Salapuria Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

PRIVATE & CONFIDENTIAL

July 27, 2021

Candidate Name: Ranjitha Konkal Matt
Candidate Address: 301,3rd floor #62, skanda nilaya, Chamrajpet 3rd main road, 5th cross
BENGALURU
India

OFFER OF EMPLOYMENT ("Offer Letter")

Dear Ranjitha,

Welcome to HP!

On behalf of HP PPS Services India Private Limited ("HP" or "the Company"), we are very pleased to extend this offer of employment to you.

Position

You will be employed on a Full time basis 40 hours per week within the HPCS Customer Support business group as a Technical Solutions Rep I reporting to Swapna N Nandan or to such other person HP may nominate.

Conditions and Commencement of Employment

If you accept this offer, your employment with the Company will commence on August 23, 2021.

As a condition of your employment, you agree to enter into a separate Agreement Regarding Confidential Information and Proprietary Developments ("ARCIPD"), a copy of which is provided to you along with this Offer Letter.

It is important for you to know that this offer of employment is conditional and subject to you successfully passing an employment screening process, which may include criminal or reputational, employment, education and national identification checks/ verifications and depending on your role may also include a medical assessment. If this condition is not satisfied, in HP's reasonable opinion, this offer of employment will be void or will become void, on notice by the Company.

Location

Your place of work is BGC01 - Bangalore, IN-Salarpuria GR Tech Park (BGC01), unless notified otherwise, and such other places as we may require.

Remuneration

Your total gross annual remuneration is INR 300,000.00 and is made up of the components set forth in the attached Terms and Conditions of Employment ("Terms"), less all applicable tax withholdings and statutory and other deductions.

Probationary Period

You will be on probation for a period of six (6) months from the date of joining. At the end of the probationary period, subject to your satisfactory performance, your service will be deemed confirmed unless notified otherwise. The Company reserves the right to extend the probationary period up to an additional three (3) months, as well as the right to terminate your employment during or after the probationary period due to performance. During the probationary period, your employment may be terminated by either party with one (1) month notice in writing or payment of one (1) month salary in lieu of notice.

Vacation and Other Leave

You will be entitled to vacation and other leave, as applicable, in accordance with the Company's vacation and other leave policies or as may otherwise be required by law.

Important Note

This offer of employment is subject to you being able to work legally in India, including where relevant, obtaining and maintaining the necessary work permit and other permits/visas/approvals, as required by the Company or the authorities. If at any time you are not legally allowed to work in India, the Company will be unable to continue with your employment and will immediately commence processing your termination.

To accept and agree to this Offer Letter, including the attached Terms and ARCIPD, please ensure your acceptance is received by 3 Aug, 2021, after which this Offer Letter will be null and void.

This Offer Letter, together with the attached Terms and ARCIPD, contains the entire agreement between the parties with respect to your employment with the Company, and supersedes any prior agreements, representations, understandings, or negotiations on the same.

We are thrilled to welcome you, to innovate and develop your career in a Company that creates technology with a purpose: to make life better for everyone, everywhere.

If you have any questions regarding this offer of employment, please contact your Talent Acquisition partner.

We have a great history. Together let's make a great future!

Regards,
Binu Mathew
Country Director Human Resources

PANACEA
Engineering Medicine

E-Mail OFFER LETTER

Date: 17-Sep-2021

To,
Ms. Navya Sree Rajanna,
D/O Rajanna,
2/58, Choodagondapalli
Achettipalli, Krishnagiri
Tamilnadu- 635110
India.

Contact (M): - +91 9361035248
E-Mail Id: navyasree5204@gmail.com

Dear Navya Sree Rajanna,

Sub: Letter of Offer cum Employment Terms & Conditions

Congratulations on your selection and choosing Panacea as your career choice.

Welcome to the Panacea family. We are pleased to offer you a new culture & assignment to facilitate your career aspirations and to be part of company's vision to build world class medical equipment. Work life at panacea is about a journey with excitement, innovation, exploration and meeting new challenges. We invite you to this fun filled journey and build your career with Panacea.

We are pleased to offer you the position of **"Graduate Engineer Trainee"**. You are required to join on or before the **20-Sep-2021**. You will be required to work from Malur and ready to travel anywhere in India, outside India. Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – A.

Your gross remuneration (Base Salary) will be as detailed in Annexure – B & Please carry documents as stated in Annexure C.

This offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return a duplicate copy of this letter in token of your acceptance within **2days** from the date if issue of this letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leader in medical devices. We assure you of our support for your professional development and growth.

Yours Truly,

FOR PANACEA MEDICAL TECHNOLOGIES PVT. LTD.

GIRISHA. K
MANAGER-HR, IR & Admin

E-Mail Offer

PANACEA
Engineering Medicine

E-Mail OFFER LETTER

Date: 23-Sep-2021

To,
Ms. B G Chandana,
D/O Gopinath B S,
#158/1 B, 3rd Cross, 3rd Main Road,
Tyagrajnagar Bovi Colony,
Bangalore South,
Karnataka, 560028
India.

Contact (M): - +91 9113624628
E-Mail Id: - bgchandana27@gmail.com

Dear Ms. B G Chandana,

Sub: Letter of Offer cum Employment Terms & Conditions

Congratulations on your selection and choosing Panacea as your career choice.

Welcome to the Panacea family. We are pleased to offer you a new culture & assignment to facilitate your career aspirations and to be part of company's vision to build world class medical equipment. Work life at panacea is about a journey with excitement, innovation, exploration and meeting new challenges. We invite you to this fun filled journey and build your career with Panacea.

We are pleased to offer you the position of **"Graduate Engineer Trainee"**. You are required to join on or before the **04-Oct-2021**. You will be required to work from Factory (Malur) and ready to travel anywhere in India, outside India. Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – A.

Your gross remuneration (Base Salary) will be as detailed in Annexure – B & Please carry documents as stated in Annexure C.

This offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Please sign and return a duplicate copy of this letter in token of your acceptance within **2days** from the date if issue of this letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leader in medical devices. We assure you of our support for your professional development and growth.

Yours Truly,

FOR PANACEA MEDICAL TECHNOLOGIES PVT. LTD.

GIRISHA. K
MANAGER-HR, IR & Admin

E-Mail Offer

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ANNEXURE A

DATE	August 28, 2021		
NAME	Sophia Rebecca J	BAND	3
DESIGNATION	Technical Support Associate	LOCATION	Bangalore

Compensation Components	IBM Offer (in INR)
1. Annual Basic Salary	180000
2. Annual Flexible Benefit Plan (FBP)	67314
Annual Reference Salary	247314

3. Retirals	
a) Provident Fund (PF)	21600
b) Gratuity @ 4.8%	8640
Annual Reference Salary + Retirals	277554
4. Performance Linked Variable Pay	0 to 43800
5. Annual Potential Compensation	**Annual Reference Salary + Retirals + Performance Linked Variable Pay**

*Company currently has performance linked variable pay program with performance measured against criteria announced at monthly or quarterly frequency. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

All salary components may be subject to restructuring or modification based on IBM policies.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

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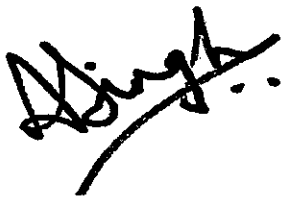
The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms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

Signed By – Kyndryl Authorized Signatory
Talent Acquisition Leader ISA



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

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

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

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

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP
4. Performance Linked Variable Pay	Amount of Target earnings mentioned under Performance Linked Variable Pay Program is determined based on your specific role and process/client aligned and subject to change based on any changes to your roles & responsibilities. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

**For detailed information please refer to Company policies, which are subject to change from time to time.*

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

Dear Shreya Chakravarthy,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl/IBM as a Technical Support Associate, effective September 17, 2021. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

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

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

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

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

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

Thank you

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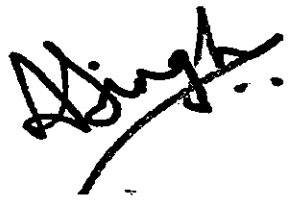
The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms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

Signed By – Kyndryl Authorized Signatory
Talent Acquisition Leader ISA



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

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

SIGNATURE
_____

PRINTED NAME
_____

DATE OF JOINING
_____

DATE
_____

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

SIGNATURE
_____

PRINTED NAME
_____

DATE
_____

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IBM CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP
4. Performance Linked Variable Pay	Amount of Target earnings mentioned under Performance Linked Variable Pay Program is determined based on your specific role and process/client aligned and subject to change based on any changes to your roles & responsibilities. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

**For detailed information please refer to Company policies, which are subject to change from time to time.*

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Other Benefits– Additional Information*

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable)
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse, or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

National Pension System (NPS)
NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary, on Kyndryl Intranet. You can find more details about this program on Kyndryl Intranet.

ESIC
Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act
All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:
a) in case of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is

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Venture SoftTech India Pvt. Ltd.
A unit of Vsiglobal (USA)

VENTURE SOFTTECH INDIA PVT LTD
Sourabha complex, No 5, AM industrial [illegible]
12th KM Stone Hosur Road, Garvebhav Palya
Bangalore - 560068, INDIA
Phone : +91 80 41705135
www.vsiglobal.com

Employment Offer Letter

(Private and Confidential)

25th August 2021

Dear Miss. Sony S

Ref: VST/India/HR/BPO

Re: Contract of Employment

We are pleased to offer you the position of Data Processing Executive (BPO) with us here at Venture SoftTech India Private Limited where we hope you will enjoy your new role and make a significant contribution to the success of the business.

Commencement Date

Your employment in new role will commence on 25th August 2021.

Location

You will be based at company's office at Bangalore but may be required to work at such other locations within India and abroad as reasonably determined by the needs of the business.

Term

This is a permanent position with us

- **Probationary Period**
  - 6 months

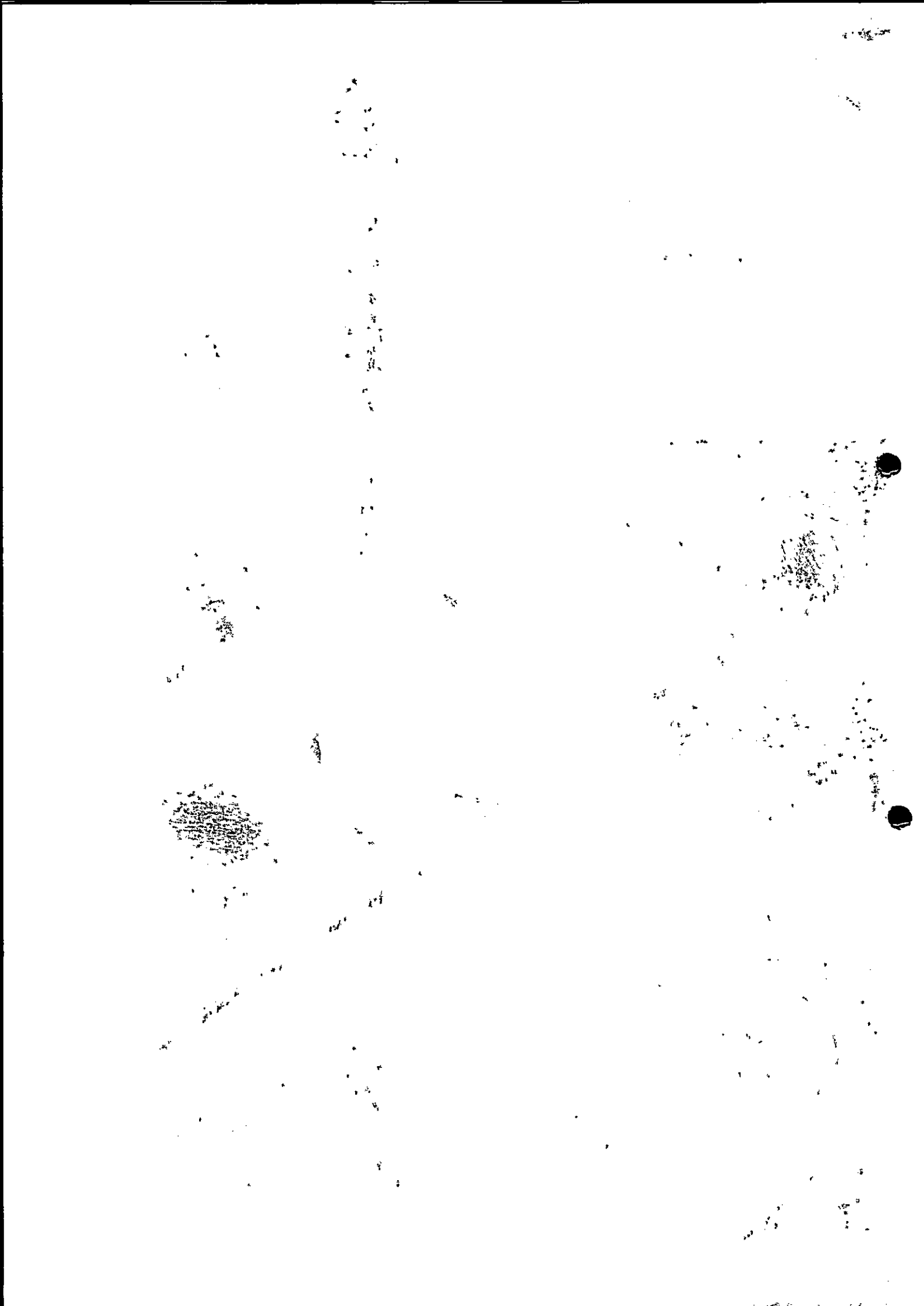
Terms of Employment

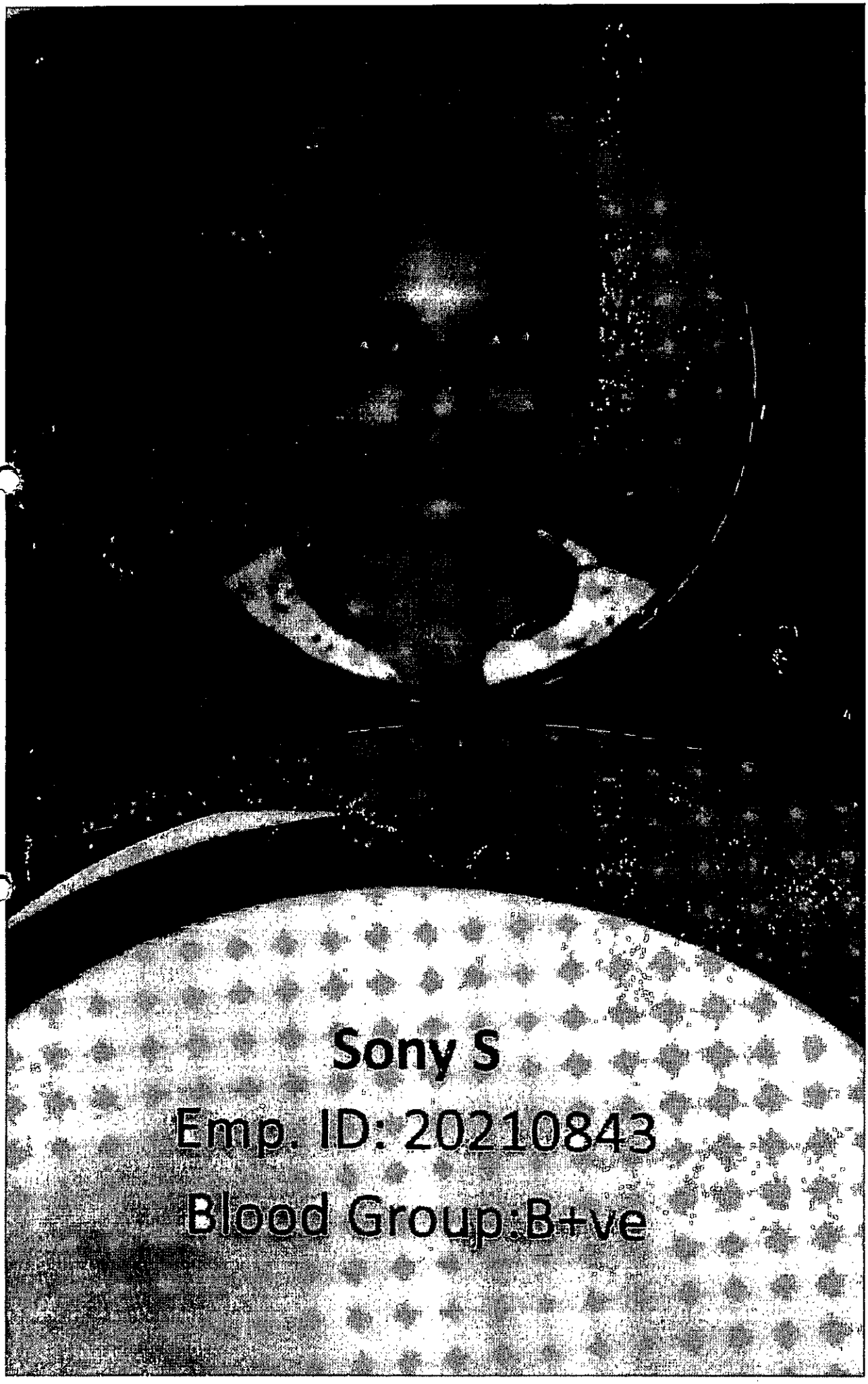
This employment contract should be read in conjunction with the appointment letter issued at the time of your first joining Venture SoftTech India Private Limited

Leave Entitlements

- **Annual Leave**
  - As per the company leave policy
- **National Holidays, Festivals, etc.,**
  - National Holidays as declared by the Negotiable Instruments Act, local festivals, etc., are applicable from the date of joining

VENTURE SOFTTECH INDIA PVT. LTD. BANGALORE




Sony S
Emp. ID: 20210843
Blood Group:B+ve

ACS College of Engineering
Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
(A Unit of RajaRajeswari Group of Institutions)
CET Code : E188 COMED-K : E003 PGCET : T318

DEPARTMENT OF BIOMEDICAL ENGINEERING

Hearty Congratulations to you on getting placed @

Transcaal Engineers India Private Limited

Designation: Service Engineer

PLACEMENT 2020-2021



PINTO S YADAV
1AH17BM017

Congratulations on finding such a perfect opportunity!!

Courses Offered: BE Aeronautical, Aerospace, Bio Medical, Civil, Computer Science, Electronics Communication, Mechanical Engineering

M.TECH: Aeronautical Engineering, Product Design, and Manufacturing,, Structural Engineering

Admission Contact: Mobile :+91-9008545678 /9900500028,
Email : admission@acsce.edu.in

TeamLease™
Putting India to Work

Date: 01 Oct 2021

Mr S Kosal Ramji
Thejoshwini House, Vaddu Post, Sandur Taluk,
Bellary District,
Karnataka 583123

Employee No: 2193898
Dear Mr S Kosal Ramji

Appointment Letter

We are pleased to appoint you in our organization as Service Engineer subject to the following terms and conditions:

1. Your contract will commence from 01 Oct 2021 and expire on 30 Sep 2022 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 01 Oct 2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

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

   i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
   ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
   iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
   iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
   v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
   vi. 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 undertake the work.
   vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
   viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
   ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.

3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.

4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.

5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.

6. You agree to defend, indemnify and hold TeamLease or the Client 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.

7. 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.

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TeamLease™
Putting India to Work

8. 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 including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9th of the following month.

10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.

11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send the signed acknowledgement to our Bangalore Address mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

(Authorized Signatory)

Accepted and Agreed

Signature and date:

Name: S.KOSALRAM II

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TeamLease™
Putting India to Work

(Authorized Signatory) Name: S KOSAL RAMJI

Salary

Annexure

Employee No: 2193898

Particulars	Amount
Basic	10681
House Rent Allowance	4272
Conveyance	1600
Employer PF Contribution	2141
Insurance	184
Medical Reimbursement	1250
Works Allowance	5564
Statutory Bonus	974
Employee Compensation	38
TotalAmount	26704
Amount In Words(Rs)	Twenty Six Thousand Seven Hundred Four Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	10681
House Rent Allowance	4272
Conveyance	1600
Medical Reimbursement	1250
Works Allowance	5564
Statutory Bonus	974
Gross Earnings	**24341**
DEDUCTIONS *	**Amount**
Employee PF	2141
Professional Tax	200
Total Deduction	**2341**
Net Salary	**22000**

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

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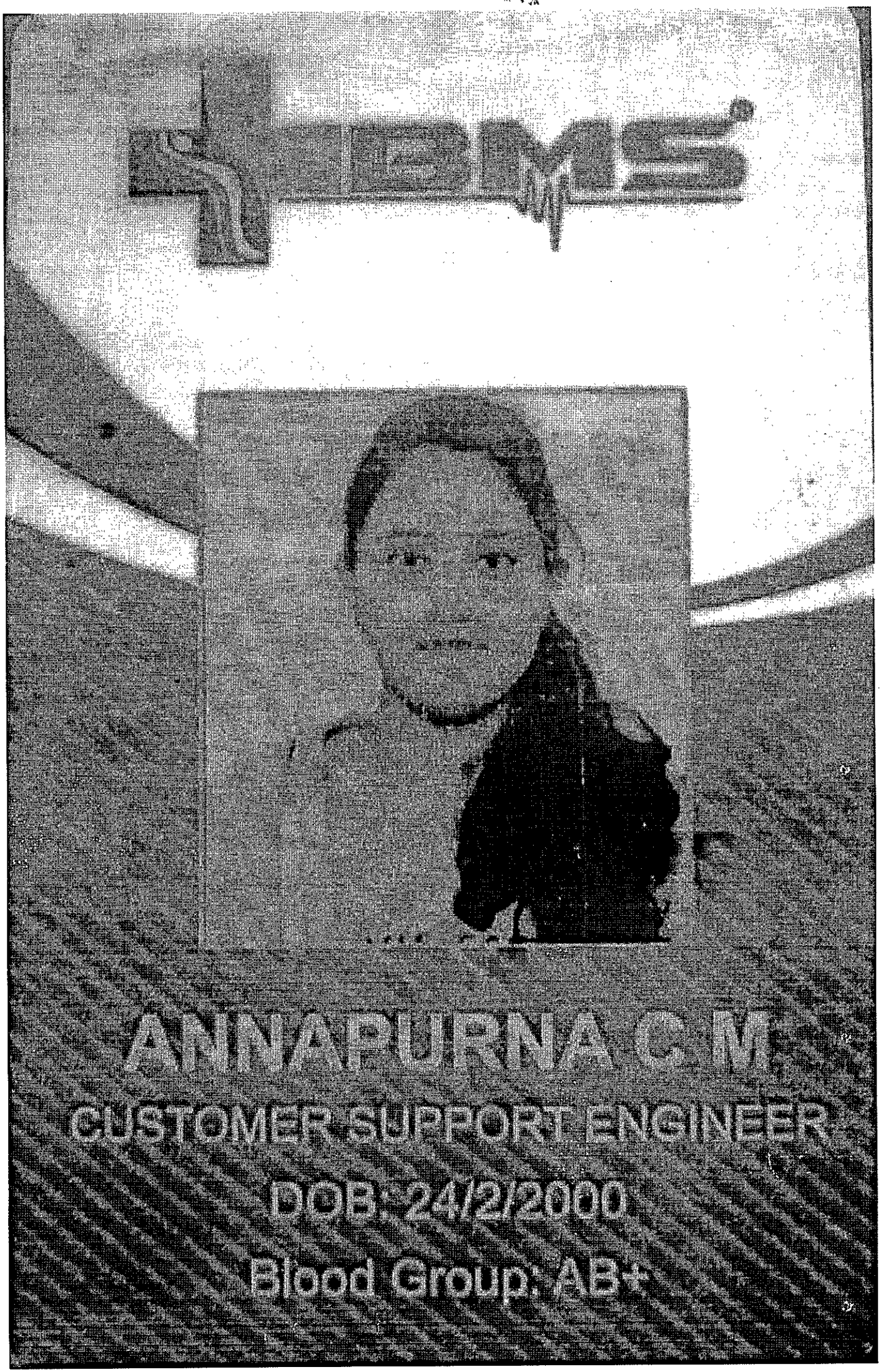
TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMTC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33009345. Fax : (91-80) 33943001 www.teamlease.com


ANNAPURNA G M
CUSTOMER SUPPORT ENGINEER
DOB: 24/2/2000
Blood Group: AB+

CARE INDIA
Solutions for Sustainable Development
Module No. 411, 4th Floor,
NSIC-MDBP Building,
Okhla Industrial Estate – phase-III,
New Delhi – 110020 India
Tel: +91 120 404 8250
www.careindia.org

Consultancy Agreement

This agreement is made and entered into as of 30th August 2021 by and between:

CARE India Solutions for Sustainable Development a company registered under section 25 of the Companies Act, 1956 (now section 8 of the Companies Act, 2013) having its corporate office at Module No. 411, 4th Floor, NSIC-MDBP Building, Okhla Industrial Estate – phase-III, New Delhi – 110020 India through its Authorized Signatory (hereinafter called **"CISSD"** which expression unless repugnant to the context and/or expressly excluded shall include its assigns) party of the first part.

AND

Munwar Hussain At- Hosa Bandi harlapur, Taluk & ditrict: Koppal-583234, resident of presently residing at (same as given), having **Mobile No. 7353904768** Email ID **munwarhussain7353@gmail.com** (hereinafter referred to as the Consultant which expression shall unless repugnant to the context hereof, be deemed to mean and include its successors and assigns) party of the second;
Both CISSD and the Consultant are also referred to individually as "party" and collectively as "parties".

WHEREAS CISSD has been engaged in social services in India for 70 years, focusing on alleviating poverty and social exclusion, through well-planned and comprehensive programmes in health, education, livelihoods and disaster preparedness and response;

WHEREAS the Consultant is having good experience in the social development sector and **He/She** is desirous of providing his/her services to CISSD to achieve its social objectives.

WHEREAS on the basis of the representations made by the Consultant, CISSD has agreed to engage the consultancy services of the Consultant.

AND WHEREAS CISSD and the Consultant duly represent and warrant that:

The parties have the legal right and competence to enter into this Agreement and perform the obligations listed herein;

i) That the relationship between CISSD and the Consultant is strictly on 'Principal to Principal' basis and that no Employer- Employee relationship exists by and between the parties.

ii) That the performance of its obligations and delivery under this agreement by both parties will neither violate any applicable Laws and Regulations nor cause any breach of any of its agreements with any third parties nor would unreasonably interfere with or disrupt the use of other services.

iii) That there is no exclusivity of services by and between the parties.

NOW THEREFORE THIS AGREEMENT WITNESSETH AND IN CONSIDERATION OF MUTUAL PROMISES, IT IS HEREBY AGREED BETWEEN THE PARTIES AS UNDER:

1) **Scope of Services.** The Consultant shall complete the Services, including providing any specified deliverables, and be provided compensation as described in **Schedule A**, as modified in writing by the parties from time to time. All Services shall be of the best industry standards, conforming to or exceeding all specifications provided by CISSD. If risks of personal safety are a part of the Services, the Consultant shall execute the release set forth in **Schedule B**. Time is of the essence and delivery of Services shall be strictly in accordancewith this Agreement. In the event of a dispute between the parties, CISSD may withhold payments due until a settlement has been reached.

2) **Ownership of Work.** The Consultant certifies that all materials created hereunder for CISSD shall be original work and that no third party shall hold rights in or to the Services. The Consultant agrees: (a) all rights to the Services shall belong to CISSD and shall be deemed work for hire; and (b) on CISSD's request, shall provide CISSD all materials containing the Services, including deliverables, and any documentation required to show CISSD's ownership of the Services.

i) Pre-Existing and Independently Developed Works. Each party will retain all rights in Intellectual Property that it owned prior to the Effective Date, and Intellectual Property that it acquires from a third party or develops after the Effective Date of this Agreement outside the scope of performance of this Agreement (collectively, "Background IP"). Each party further will own any derivative works of its Background IP. "Intellectual Property" means, amongst others, inventions, designs, mask works and works of authorship, as those terms are understood under applicable law, which are conceived or fixed in tangible form by a party.

ii) CISSD's Ownership Rights. All Intellectual Property rights in the Deliverables will constitute work made for hire under the applicable copyright laws and will be owned exclusively by CISSD. To the extent that title to any Deliverable does not vest in CISSD as a matter of law, or to the extent the Deliverable is not deemed a "work made for hire" under applicable law. The Consultant hereby assigns and agrees to assign all right, title and interest in and to the Deliverable to CISSD immediately upon payment for the same. The Consultant agrees to take all necessary steps and execute all documents reasonably required by CISSD, to effectuate the vesting of such title and ownership.

iii) Intellectual Property. The Consultant grants to CISSD a non-exclusive, worldwide, royalty-free, fully paid-up license during the term of this Agreement to use all Background IP that is embedded in a Deliverable. Provided, however, that in the event that the Consultant desires to use the same beyond the term of this Agreement, the parties shall mutually agree on the terms and conditions of such use. Further provided, that notwithstanding anything contained herein, neither party shall have any right to reverse-engineer or in any other manner use the intellectual property of the other party than as provided herein.

AMOGHA ENTERPRISES

Delivering products to the healing hands

SEAMAY

Formerly

Seamay Partner (Sales & Services)

LERS FOR MEDICAL EQUIPMENTS



Name : **Keshav B N**

Dsgn. : **Biomedical Engineer**
(Sales and Service)

Blood Group : **B+ve**

Mobile : **9611009845**

Email : **office@amoghaenterprises.in**

Address : No.13, Ashwamedha Nagar,
Opp. Income Tax office,
Nava Nagar, Hubballi-580025.
Ph. 0836-2324868

Employer Sign

A WIPRO GE HEALTHCARE INVESTED COMPANY

LETTER OF APPOINTMENT

October 06th, 2020

Chhaya Verma
H.No 156, 7th Cross, Singapura Main Road
MS Playa, Bengaluru – 560097.

Dear Chhaya,

Genworks Health Pvt. Ltd.'s purpose is the distribution, wholesale trading and selling, buying of all medical and healthcare related systems and devices including chemicals, synthetic products, pharma, consumables, bio-pharma, hardware and software that are used in the medical field, applications trainings relating to the medical field and providing related management, maintenance, turnkey activities and services, related to the healthcare sector. ("Business")

We are delighted to make an offer to you for the position of **Product Specialist - NBC** in Genworks Health Pvt. Ltd. You will be initially based at **Delhi** location but will be assignable anywhere in India. Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement attached as Annexure B and C respectively.
Please confirm your acceptance of enclosed Terms and Conditions of Employment.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,
For Genworks Health Pvt. Ltd

Authorized Signatory

Enclosures: Annexure A - Compensation & Benefits, Annexure B - Terms and Conditions of Employment, Annexure C - Employee Innovation and Proprietary Information Agreement, Annexure **D- Confidentiality & Non-Disclosure.**

8GEN WORKS



CHHAYA VERMA

olx PEOPLE

Offer Letter

Date: ***01-10-2020***

Sub: Offer Letter

Dear ***Nusrath Fathima,***

Congratulations! You have been selected.

We are pleased to inform you that you will be deployed at our Client **Practo Technologies Private Limited.** We are delighted to make you the following job offer.

The position offered to you is that of a ***Product Support Specialist*** at **Monthly Take Home Salary** of **Rs. *18588.00***. Your job location will be ***Bangalore***

You will be on contract for a period of ***6*** months. The contract period may be extended at the sole discretion of the management.

You would be required to join as early as possible but not later than **05-10-2020.** If you do not join your duty on the said date, this offer of appointment shall be treated as cancelled, unless the extension of the said date for joining is agreed upon by us.

Documents need to be uploaded on MyHR-Olx People App. (https://myhr-aj.app.link/IYPhcwJnKV)

Go to Play Store and download the MyHR-Olx People App from there. If you face any issues, report it on the app.

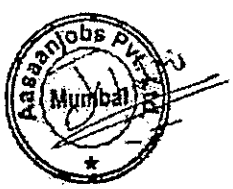
Following documents have to be uploaded for further process:

1. Aadhaar Card (Mandatory)
2. Bank Account Proof (Mandatory)
3. Passport Size Photo (Mandatory)
4. Photocopy of PAN Card
5. Details of Family
6. Details of Permanent and Present Address

We are confident you will be able to make a significant contribution in the success of our Client **Practo Technologies Private Limited** and look forward to working with you.

Please click on the "Accept" button to download the app and upload your KYC documents in order to get your Appointment Letter.

Yours faithfully,



OLX People (*by Aasaanjobs Pvt Ltd*)

Aster
CMI HOSPITAL



Name : SAJAD. K

Designation : TRAINEE

Department : BIO MEDICAL

Employee ID: 000823

Authorised Signature

Scanned with CamScanner

a member of ALTHEA Group

TBS/COR/HRD/LTD/0467/2020 **Date: 19th October 2020**

To,
Mr. Ahammad Shanil A
S/o Muhammed Ali,
Achalil, Thiruvallur,
Chaniyankadavu,
Kozhikode, Kerala-673541.

Dear Mr. Ahammad Shanil A,

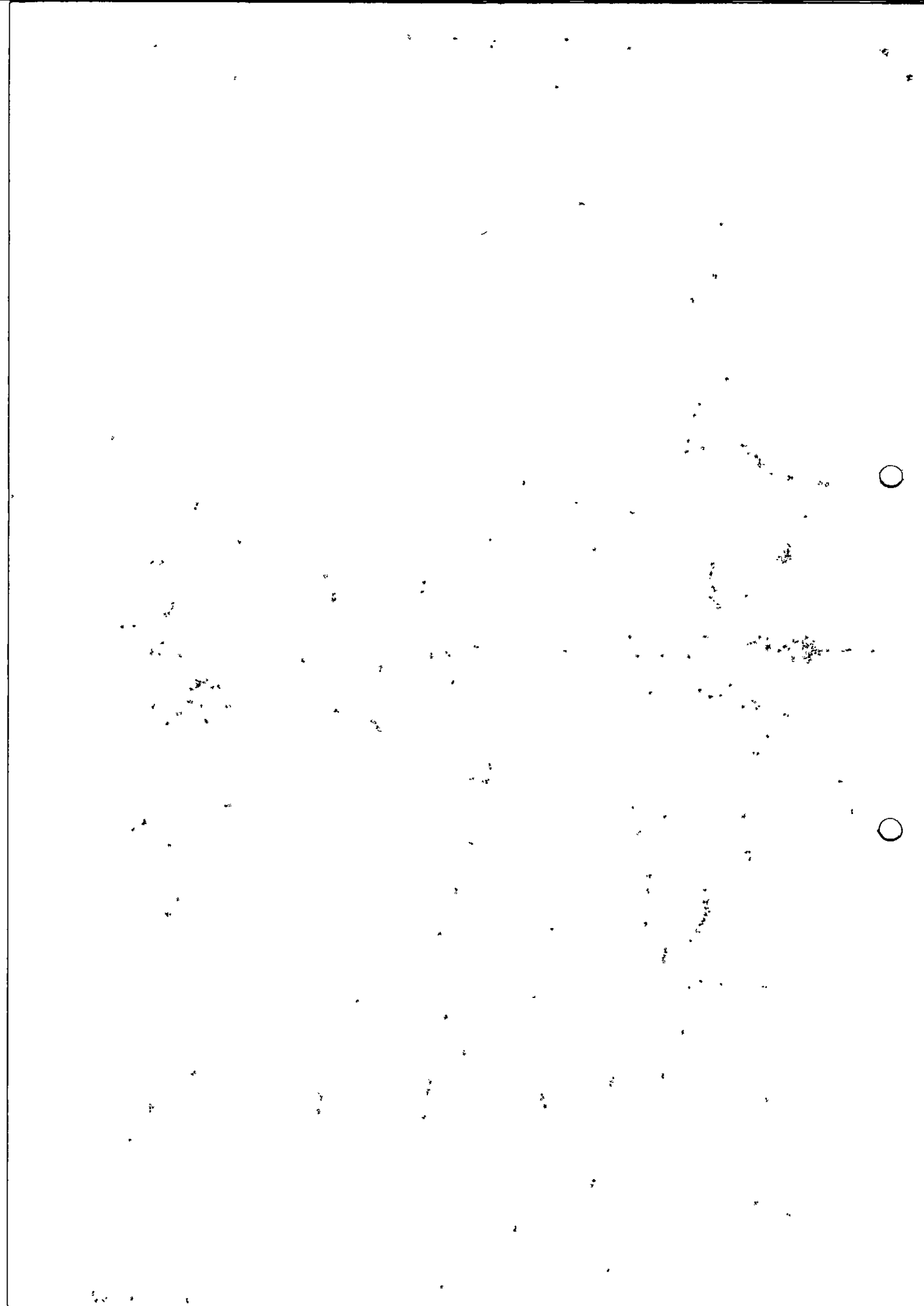
We are pleased to inform that you have been selected for **Trainee Biomedical Engineer** at **Karnataka** with effect from **19th October 2020** on following terms & conditions.

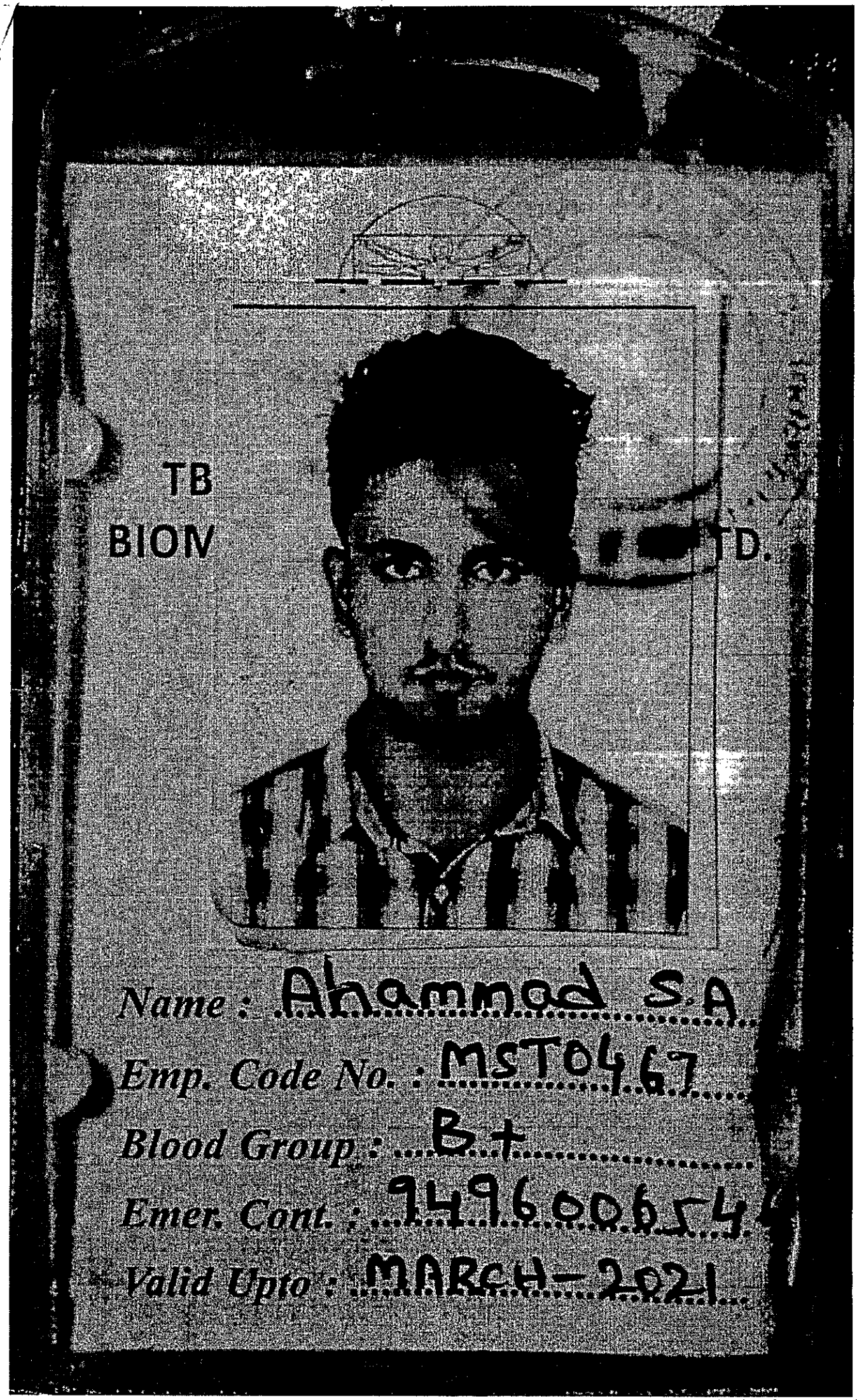
1) You are entitled to a monthly STIPEND **PAY** of **Rs.10,403/- (Rupees Ten Thousand Four Hundred and Three Only). Including, ESI Employer and Employee Contribution.**
2) The training period is **06 Months** with effect from **19th October 2020.**
3) During the Training Program, you should adhere to the rules and regulations of the office and the hospitals in order to maintain the good image of our company.
4) **TBS INDIA Telematic and Biomedical Services Private Limited.**, may at its sole discretion transfer trainee to any of its department and subsidiary from one location to another within the country.
5) You should take care of your safety. Company is not liable for any unforeseen incidents during the training period.
6) Either party may terminate the agreement with notice; the notice of termination will be 30 days during the training period.
7) To issue the service certificate minimum one year of service in TBS INDIA Telematic & Biomedical Services Pvt Ltd is mandatory.

If the above terms and conditions are acceptable, please report to **Operation Department** at **Bengaluru-HQ.**

For TBS INDIA Telematic and Biomedical Services Private Limited.

Nithyanandam Chelvadorai
Chief Executive Officer




TB
BION
TD.
Name : Ahamad S.A
Emp. Code No. : MST0467
Blood Group : B+
Emer. Cont. : 9496006254
Valid Upto : MARCH-2021

Infosys®
Navigate your next

HRD/3T/1000802599/20-21

January 29, 2021

Ms. Aishwarya Swaminathan
1, 2Nd Stage Health Layout,
Srigandadha Kavalu
Bengaluru-560091
India

Ph: +91-9945076482

Dear Aishwarya,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.29 12:04:49 IST
Reason: Digitally Signed
Location: Bangalore

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

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

Infosys®
Navigate your next

HRD/1000802599/20-21

January 29, 2021

Ms. Aishwarya Swaminathan
1, 2Nd Stage Health Layout,
Srigandadha Kavalu
Bengaluru-560091
India

Ph: +91-9945076482

Dear Aishwarya,

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 **17-May-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.

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027027

Dear Chandan S,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Computer and Information Research manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹4,00,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	33,333	4,00,000
EPF	1,200	14,400
Gratuity	481	5,769
Gross Salary	31,653	3,79,831
Calculating Taxable Income		
Gross Salary	31,653	3,79,831
HRA	5,000	60,000
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	21,686	2,60,231
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	31,653	3,79,831
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	30,000	3,70,224

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

design™

Biodesign Innovation Labs
IKP Eden, Bhuvanappa Layout
Tavarekere Main Road
Bengaluru 560029

Offer Letter

3/8/2020

Dear Angel Monica,

On behalf of **Biodesign Innovation Labs**, We pleased to offer you the position of **Biomedical and Quality Engineer Intern** at our office in IKP EDEN, Koramangala, Bangalore. Your start date shall be the first week of August 2020. **This is a six month internship** at our company Biodesign Innovation Labs Private Limited. Based on your performance, the role will be full-time after internship. The company is a medical device and healthcare technology company developing life support and respiratory support devices to provide affordable and accessible healthcare to all.

During the internship period you will be offered a stipend of INR.18,000/- per month contingency upon performance. During this period, you will be working on biomedical devices, quality control, regulatory work, public health, working with hospitals in demonstration, sales and marketing of medical devices and validation of late stage designs and prototyping for a medical device with hospitals. You will also be interacting with doctors, medical professionals and the users of the device.

The company will retain ownership of all intellectual properties generated during the course of your internship as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your internship and as part of your internship will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such work for the sole benefit of the Company as required by your internship.

You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non-Competition Agreement required to be signed by you during the term of your internship with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your internship.

This offer will be valid for 2 days from the date of this letter. If this offer of internship is acceptable to you, please let us know your acceptance of internship by confirming via email or telephone within 2 days of receiving this letter and providing a signed copy of this document in

For Biodesign Innovation Labs Pvt Ltd.

Director

Scanned by CamScanner

NN1,NN2, NN4 NN3

NARAYANA NETHRALAYA

01/01/2021

REF: NN4/ID-2538/HR/2021

Appointment Order

To,
Ms.Kavya Naik,
Biomedical Engineer
Narayana Nethralaya-4

Madam,

SUB: Appointment Order for the post of Biomedical Engineer

REF: Our letter No. NN4/TR1026/HR/2020 dated 28/09/2020.

With reference to the above, you will be completing your training period on **31/12/2020.** We have decided to place you on probation from **01.01.2021** for a period of six (6) months. During the period of probation your salary will be **Rs 15,000/-** (Rupees Fifteen Thousand Only) per month and you are eligible for one-day casual leave per month.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours faithfully,

ADMINISTRATOR
(Mr.Rajath Kumar Shetty)

NN1 : 121/C, Chord Road, Rajaji Nagar, 1st 'R' Block, Bangalore - 560 010 - INDIA. Tel : Retina / Glaucoma / Uvea : +91-80-66121455, Cataract / Neuro-ophthal : +91-80-66121639
General / Pediatric / Occuloplasty / Cornea : +91-80-66121466, Refractive : +91-80-66121417, Eye Emergency only : +91-9902546046 Fax : +91-80-23377329
Email : infonn1@narayananethralaya.com
NN2 : NH Health City, # 258/A, Bommasandra, Hosur Road, Bangalore - 560 099 - INDIA. Tel: +91-80-66660655-0658, Fax: +91-80-66660650 Mobile: 99026 21128 (Emergency only) Fax: +91-80-66660650
Email : infonn2@narayananethralaya.com
NN3 : No. 37, Castle Street, Opp. Sacred Heart Church, Ashok Nagar, Bangalore-560 025 - INDIA. Tel: +91-80-66974000-4002, Fax: +91-80-66974005 Email : infonn3@narayananethralaya.com
NN4 : No. 68, Next to Royal Mountain Mall, Bannerghatta Road, Hulimavu, Bangalore-560 078. INDIA. Tel: +91-80-66121618/19, +91-9513522400, +91-9538822400 Fax : +91-80-61222405
Email : infonn4@narayananethralaya.com
www.narayananethralaya.org

NN1,NN2, NN4 NN3

NARAYANA NETHRALAYA

01/01/2021

REF: NN4/ID-2538/HR/2021

Appointment Order

To,
Ms.Kavya Naik,
Biomedical Engineer
Narayana Nethralaya-4

Madam,

SUB: Appointment Order for the post of Biomedical Engineer

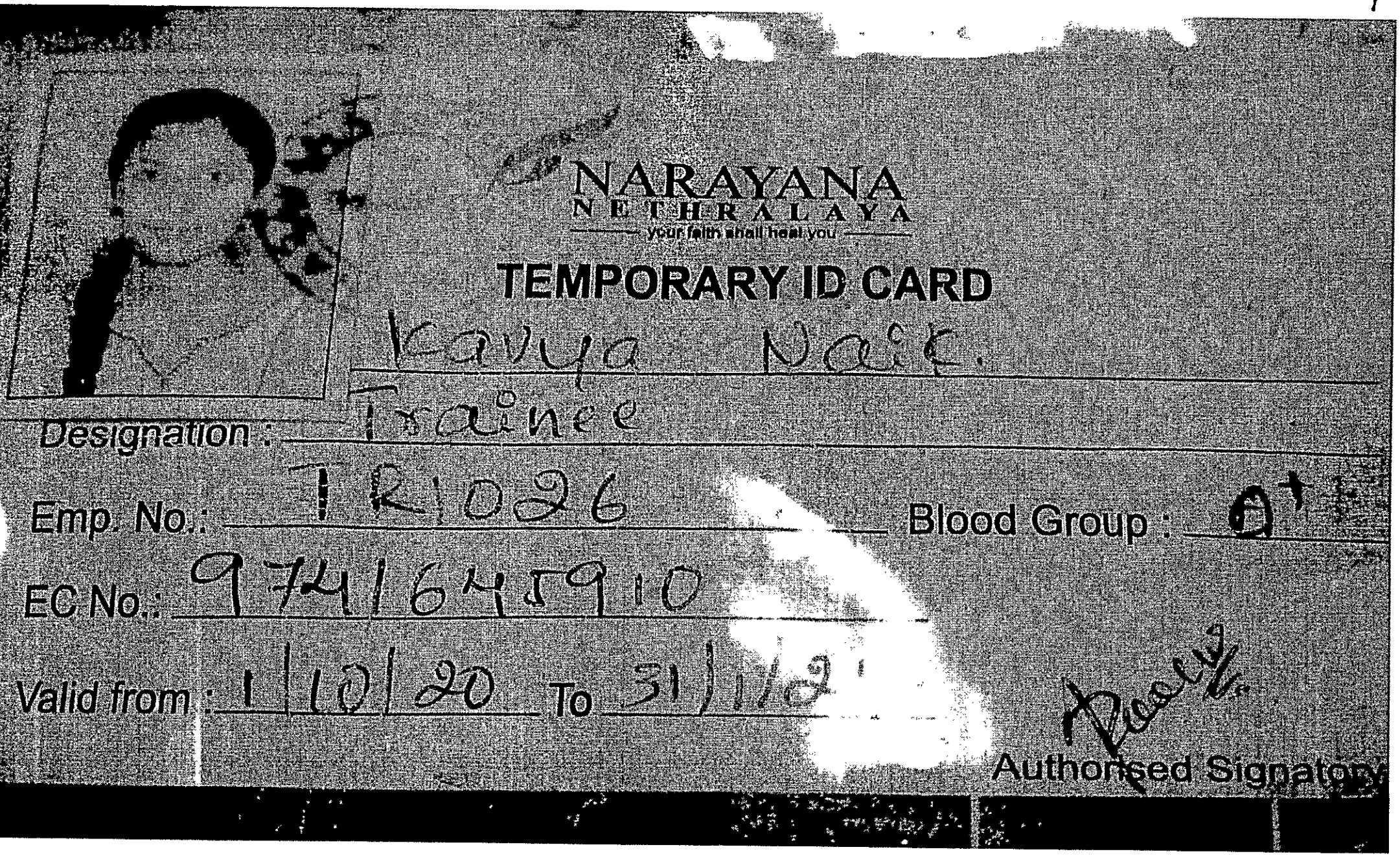
REF: Our letter No. NN4/TR1026/HR/2020 dated 28/09/2020.

With reference to the above, you will be completing your training period on **31/12/2020.** We have decided to place you on probation from **01.01.2021** for a period of six (6) months. During the period of probation your salary will be **Rs 15,000/-** (Rupees Fifteen Thousand Only) per month and you are eligible for one-day casual leave per month.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours faithfully,

ADMINISTRATOR
(Mr.Rajath Kumar Shetty)



NARAYANA
NETHRALAYA
your faith shall heal you

TEMPORARY ID CARD

Name : Kavya Naik.

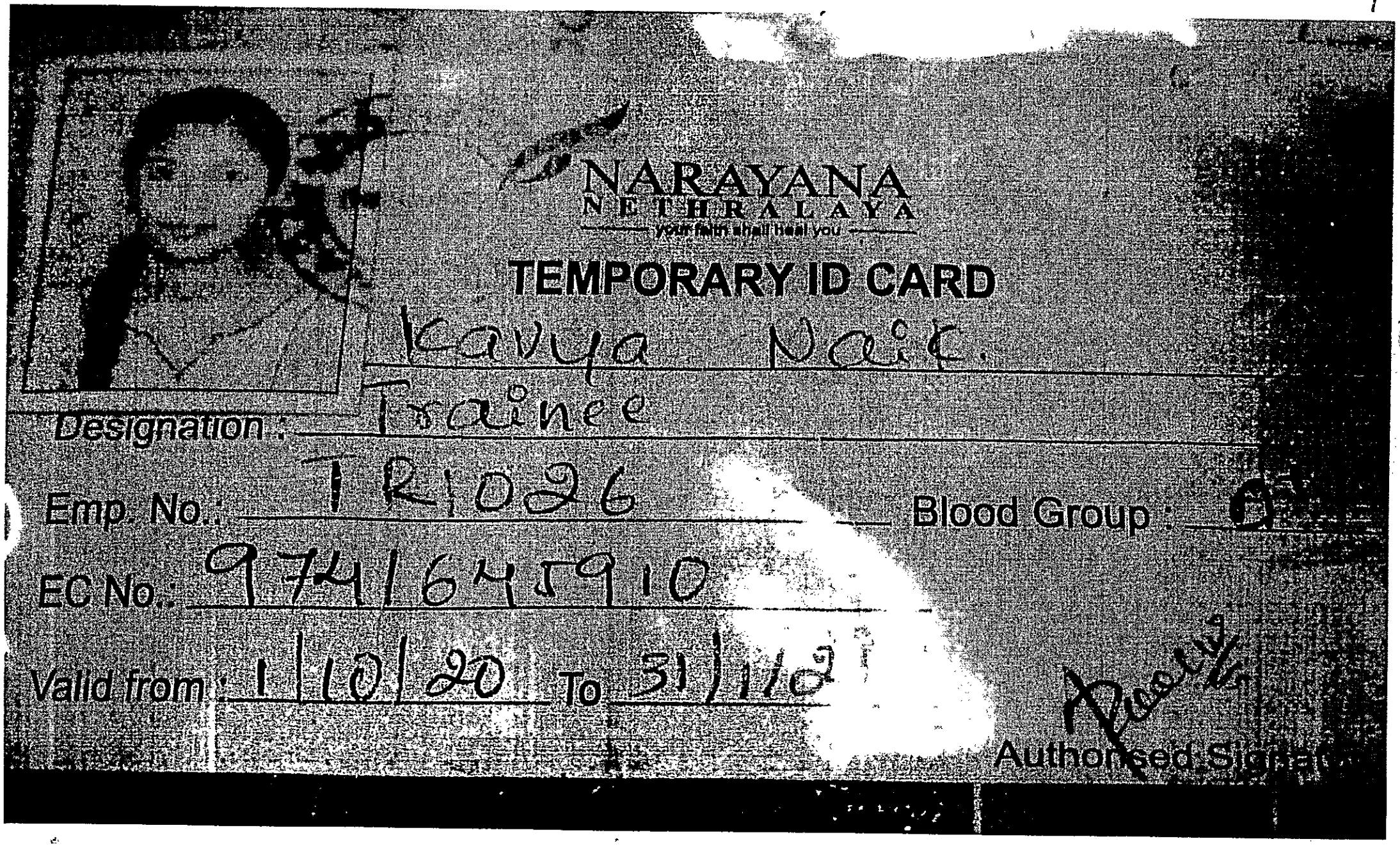
Designation : Trainee

Emp. No.: 1R1026 Blood Group : O+ve

EC No.: 9741645910

Valid from : 1/10/20 To 31/12/

Authorised Signatory


NARAYANA
NETHRALAYA
your faith shall heal you
TEMPORARY ID CARD
Kavya Naik.
Trainee
Designation :
Emp. No.: 1R1026
Blood Group :
EC No.: 9741645910
Valid from : 1/10/20 To 31/10/2
Authorised Signat

JK BIOMED

Committed to serve

Appointment Letter

Mr. MOHAMAD MUBASHIR

S/O .Mr.Sayed Kadar Abubacker
Chathankai Kaland, Kasaragod, Kerala-671317.

Dear Mr. MOHAMAD MUBASHIR,

With reference to your application and subsequent Interview with you, the Management is pleased to offer you employment in our company as **"Jr.Customer Support Engineer"** under U1 category of rank with effect from **23.09.2020** to be posted at our **Bangalore Office. Your monthly gross salary would be *Rs.10, 000/-P.m.* (Rs. Ten Thousand Only).**

***Additional* Attendance Bonus + Rs.2000 without Leave your monthly gross salary Rs.12000/-**

You will be on probation for a period of **12 Month** from the date of your joining our service, which period may be further extended at the discretion of the company.in probation period, you are not allowed to take any leave. Only Accommodation will be provided in multi sharing basis with company arranged.

At the end of the probation period, provided that your services have been found satisfactory, your appointment will be confirmed, in writing by the company. On confirmation of appointment, your salary shall be revised based on your performance.

You will be governed by the rules & regulations of employment of this company as enclosed. You will be entering two years bond with company to ensure that company training expenses will be recovered.

Please return the duplicate copy of this letter duly signed on each page in token of acceptance of the terms of your employment.

Once again, we take pleasure in welcoming you to our organization and wish you all success in your new assignment.

Thanking you,

Yours Sincerely,

For J.K.BIOMED

K.VARADHRAJAN
CEO

Accepted: MOHAMAD MUBASHIR

Communication : # 157, 1st Floor, 12th Main Nagendra Block, BSK 3rd Stage Bangalore - 560050. Ph. : 080 - 26725522
Corporate : # 55/1, 1st Floor, 2nd Main, 6th Cross Byatarayanapura, Bangalore - 560026. Ph. : 080 - 26758990
DL No. : 21B-KA-B21-171806, 21B-KA-B21-171805, E-Mail : info@jkbiomed.com, varadharajan@jkbiomed.com

Aster
RV HOSPITAL



Name : MOHAMMED ADIL

Designation : TRAINEE

Department : BIO-MEDICAL

Employee Id : 525537

Authorised Signature

Scanned with CamScanner

a member of ALTHEA Group

TBS/COR/HRD/LTD/0466/2020 **Date: 19th October 2020**

To,
Mr. Mohamed Hisham M
S/o Musthafa Khajah M
Mangilath Perumpadappu,
Ponnani, Malappuram,
Kerala-679580.

Dear Mr. Mohamed Hisham M,

We are pleased to inform that you have been selected for **Trainee Biomedical Engineer** at **Karnataka** with effect from **19th October 2020** on following terms & conditions.

1) You are entitled to a monthly STIPEND PAY of **Rs.10,403/- (Rupees Ten Thousand Four Hundred and Three Only). Including ESI Employer and Employee Contribution.**
2) The training period is **06 Months** with effect from **19th October 2020.**
3) During the Training Program, you should adhere to the rules and regulations of the office and the hospitals, in order to maintain the good image of our company.
4) **TBS INDIA Telematic and Biomedical Services Private Limited.**, may at its sole discretion transfer trainee to any of its department and subsidiary from one location to another within the country.
5) You should take care of your safety. Company is not liable for any unforeseen incidents during the training period.
6) Either party may terminate the agreement with notice; the notice of termination will be 30 days during the training period.
7) To issue the service certificate, minimum one year of service in TBS INDIA Telematic & Biomedical Services Pvt Ltd is mandatory.

If the above terms and conditions are acceptable, please report to **Operation Department** at **Bangalore-HQ.**

For TBS INDIA Telematic and Biomedical Services Private Limited.

Nithyanandam Chelvadorai
Chief Executive Officer

TBS INDIA Telematic and Biomedical Services Pvt. Ltd.
CIN : U72900KA2000PTC027337

Reg. & Corp. Office : 5th Floor, Arden Fair, Opp. Bennigana halli Ring Road Fly Over, Pai Layout, Near Tin Factory, Old Madras Road, Bangalore – 560 016, Karnataka, India
Tel. +91 80 40545050 | Fax +91 80 40545055 | Email in.info@althea-group.com | www.tbs-india.com

TBS

TBS [illegible] ND
BIOME [illegible] T. LTD.



Name : MOHAMED HISHAM

Emp. Code No. : MST0466

Blood Group : B+ve

Emer. Cont. : 7356111881

Valid Upto : April-2021

Dear Motasim Mohamed Sharief,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyTQ, our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition
Infosys

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Infosys®
Navigate your next

HRD/3T/1000803459/20-21

January 29, 2021

Mr. Motasim Mohamed Sharief
186, 5Th Cross Laxmi Layout
Arekere Bannerghtta Road
Bengaluru-560076
India

Ph: +91-9148250299

Dear Motasim,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.01.29 13:13:41 IST
Reason: Digitally Signed
Location: Bangalore

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

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

Gmail pradeep kulal <pradeepkulal279@gmail.com>

Congratulations!!! Offer from TATA ELXSI !!

1 message

Rekha Y <rekhay@tataelxsi.co.in> Wed, Dec 30, 2020 at 3:15 PM
To: pradeepkulal279@gmail.com" <pradeepkulal279@gmail.com>

TATA ELXSI
engineering creativity

TATA

Dear Pradeep Kulal,

This has reference to the interviews you had with us. We are pleased to inform you that you are provisionally selected subject to the terms and conditions mentioned below. The appointment letter will be handed over to you on the day of joining.

This offer is contingent upon the satisfactory completion of the following pre-employment requirements:

- Academic qualifications to meet the following scores:
- 60% or 6.0 CGPA and above in Bachelor's and Master's
- Should not have any active backlogs

- Verification of all your original documents / certificates.
- Execution of an employment / non-compete / confidentiality agreement and other documents, as applicable on your date of joining.

It may be noted submission of Provisional Degree Certificate (PDC) of the University is mandatory.

Your date of joining will be 4th January,2021 and the joining process will be facilitated virtually.

The details of the salary, base location and other required information are as below:

Your salary details are given below.

Name	Pradeep Kulal
Level	D
Location	Pune
Designation	Engineer
	Amount in INR
Basic	15,000
House Rent Allowance	7,500

04/01/2021

Flexible Benefit Plan*	2,746
Statutory Bonus	1,400
Monthly Salary	26,646
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	3,50,010

Medical Insurance (Hospitalization) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*Please refer the annexure for details of FBP

If you agree with the above conditions, please indicate your acceptance over e-mail to rekhay@tataelxsi.co.in

Should you have any questions concerning this job offer, please contact Rekha at 080-2297 9662.

Note : Due to current pandemic, onboarding process will be virtual.

04/01/2021

NARAYANA HRUDAYALAYA

Ref: NHH/TR1044/HR/2020 30/11/2020

To,
Mr. Sachin A
BANGALORE

Sub: Appointment order for the post of Trainee.

Ref: Your application dated nil.

With reference to the above and the subsequent interview you had with us, we are pleased to appoint you as 'Trainee' in the Biomedical department at our hospital Ashoknagar, Bangalore-25. You will be paid stipend of Rs.13000/- (Rupees Thirteen Thousand Only) per month w.e.f 02nd December 2020.

You will be on training for a period of three (3) months from the date of your joining for duties. During the period of training you will be eligible for one-day casual leave per month. The Management has the right to transfer you to our other units during the training period.

Regular appointment order will be issued after satisfactory completion of your training period.

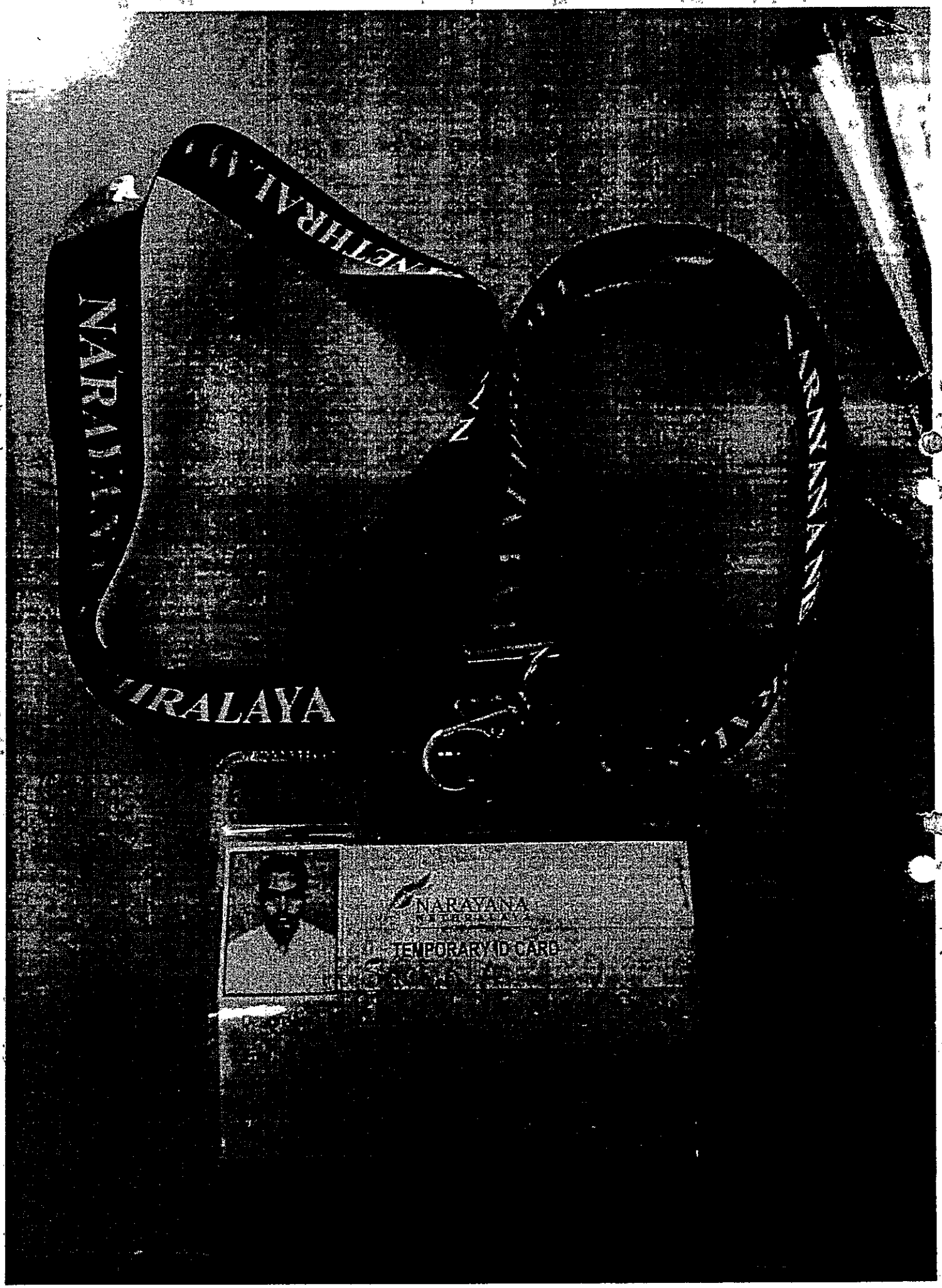
Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

Thanking you,

Yours faithfully,

30/11/2020

Mr. Praveen. I.M
Administrator
Narayana Nethralaya
Bangalore-560 025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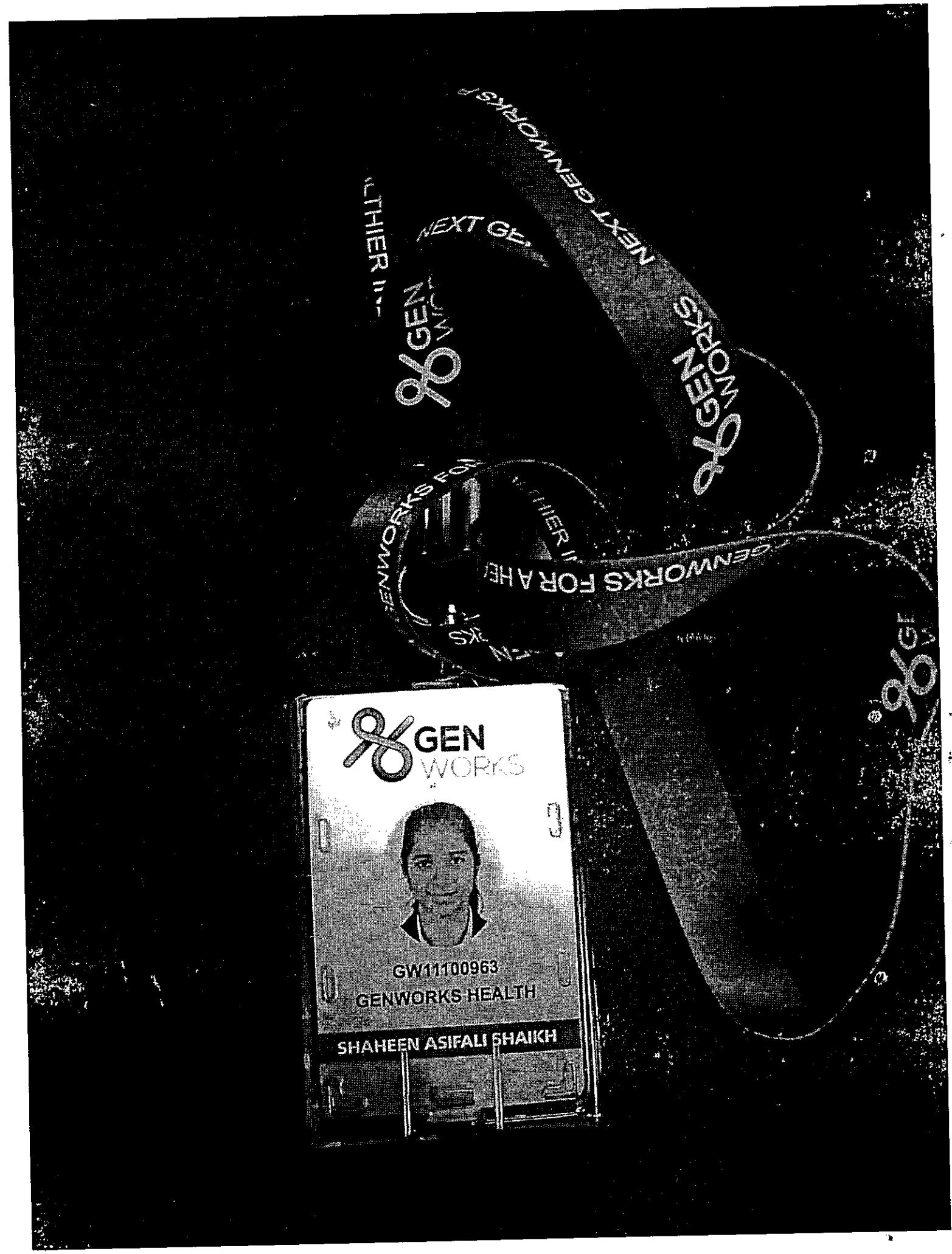
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GENWORKS HEALTH
SHAHEEN ASIFALI SHAIKH

Capgemini

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

Date: January 11, 2020

Ref No: HR/Campus/LO15499099/1

Shreyas Vadhula Sainath
A C S COLLEGE ENGINEERING

Letter of Intent ("LOI")

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

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

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

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

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

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.

2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.

3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring





ANNEXURE 1

Shreyas Vadhula Sainath

Analyst and **A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

Signature: _____

Candidate Name: Shreyas Vadhula Sainath

Date: _____

TRANSCAAL ENGINEERS

REGD. OFF. BLDG. No. 95/1-1, SHUBHASHREE (AT), FIRST FLOOR, NEAR P.O.
EAST PARK RD., NINTH CRS., BETWEEN SAMPIGE ROAD & MARGOSA RD., MALLESWARAM
BANGALORE CITY, PIN-560003
Web: www.tepl.info Tel: 080-23362266

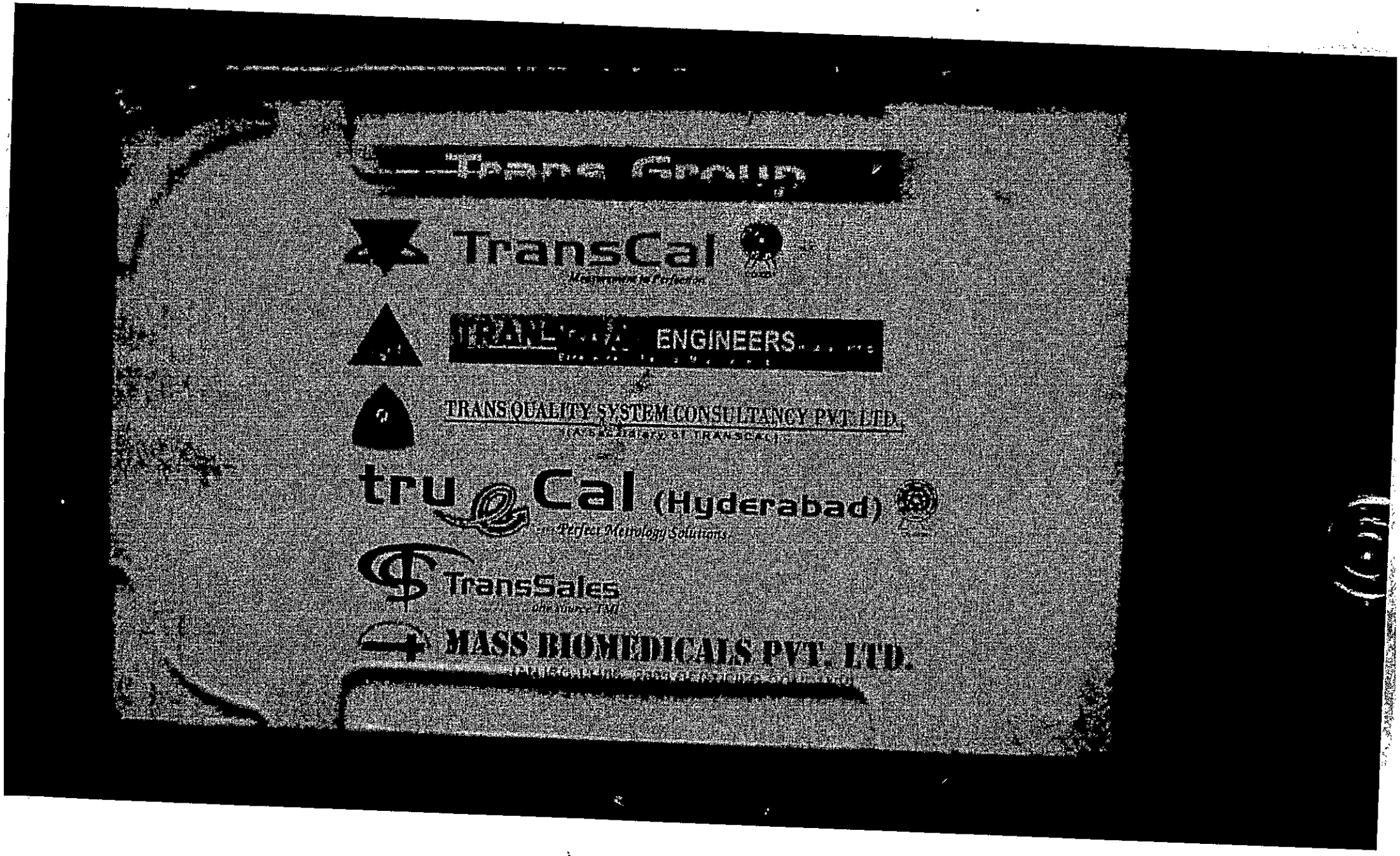


Name : **RAKIB HUSSAIN**

Desig. : **Bio Medical Engineer**

Staff No.: **TEPL-049** Blood : **A+ve**

Authorised Sign.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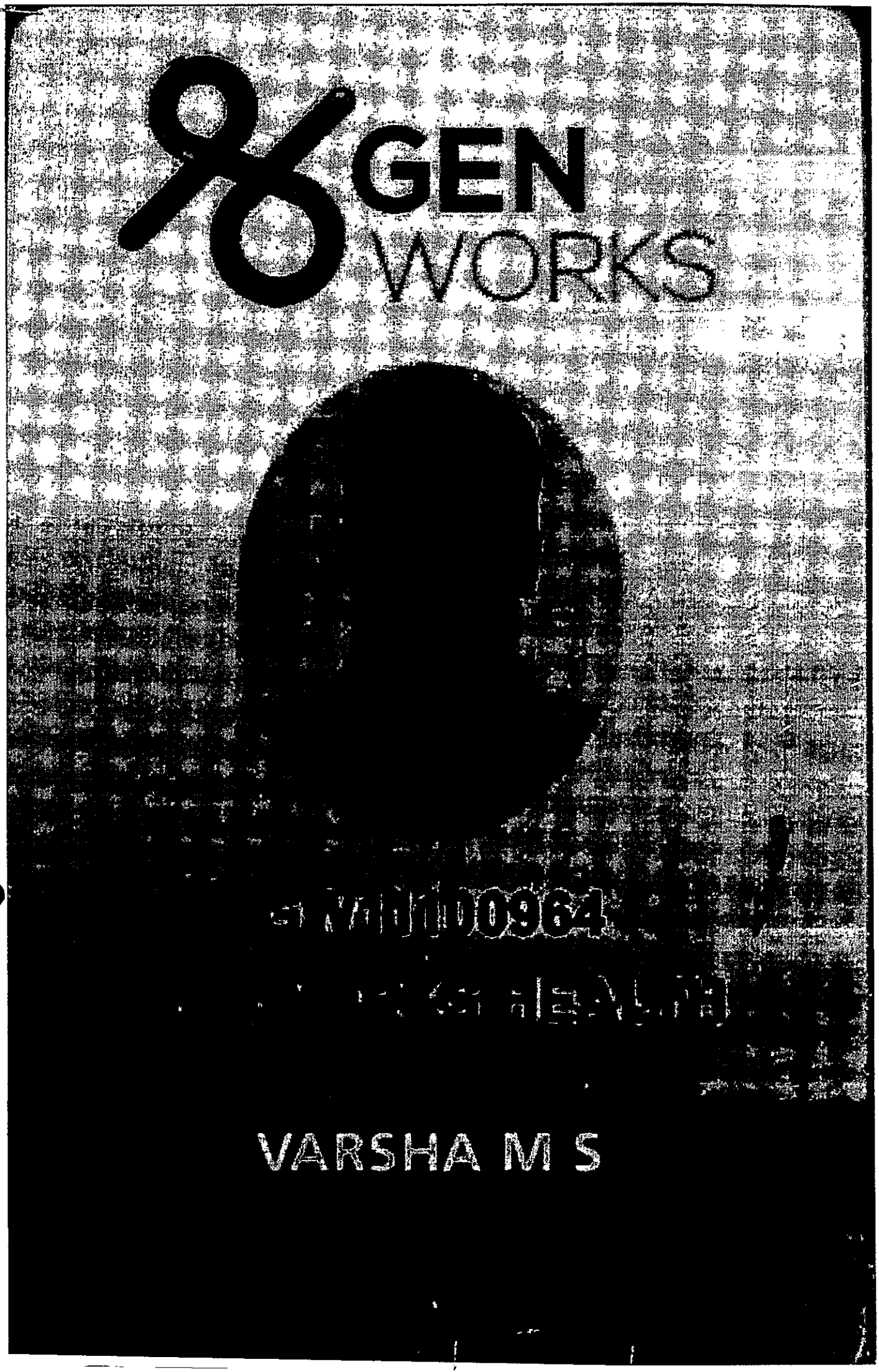
Perfect Metrology Solutions
TransSales
MASS BIOMEDICALS PVT. LTD.


8GEN
WORKS
VARSHA M S

GEN WORKS

A WIPRO GE HEALTHCARE INVESTED COMPANY

LETTER OF APPOINTMENT

September 01st, 2020

Varsha M S
#3/85, 2nd Main Road, Anjaneya Temple Road
Ittamadu, Banashankari 3rd Stage,
Bangalore – 560085

Dear **Varsha,**

Genworks Health Pvt. Ltd.'s purpose is the distribution, wholesale trading and selling, buying of all medical and healthcare related systems and devices including chemicals, synthetic products, pharma, consumables, bio-pharma, hardware and software that are used in the medical field, applications trainings relating to the medical field and providing related management, maintenance, turnkey activities and services, related to the healthcare sector. ("Business")

We are delighted to make an offer to you for the position of **Product Specialist - Cardiology** in Genworks Health Pvt. Ltd. You will be initially based at **Bangalore** location but will be assignable anywhere in India. Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement attached as Annexure B and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,
For Genworks Health Pvt. Ltd

Balaji RR
Chief Operating officer

Enclosures: **Annexure A - Compensation & Benefits, Annexure B - Terms and Conditions of Employment, Annexure C - Employee Innovation and Proprietary Information Agreement, Annexure D- Confidentiality & Non-Disclosure.**

GEN WORKS

NEXT GENWORKS FOR A HEALTHIER INDIA

PRE – PLACEMENT OFFER LETTER

February 26th, 2020

Varsha M S
Bangalore

Dear **Varsha,**

Genworks Health Pvt. Ltd.'s purpose is the distribution, wholesale trading and selling, buying of all medical and healthcare related systems and devices including chemicals, synthetic products, pharma, consumables, bio-pharma, hardware and software that are used in the medical field, applications trainings relating to the medical field and providing related management, maintenance, turnkey activities and services, related to the healthcare sector. ("Business")

This is with reference to your pre placement offer with us. It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Therefore, we are offering you an opportunity to work with Genworks. You will be designated as **Product specialist – Cardiology**. You will be initially based at **Bangalore** location but will be assignable anywhere in India. Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement attached as Annexure B and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,
For Genworks Health Pvt. Ltd

[illegible]
[illegible]

Enclosure – Annexure A: Compensation & Benefits.

Qspiders Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

Dated: 7th Sep 2020

Dear Subhi M

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Manual Testing, Java, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

Qspiders Campus Connect Team.

Mb: 9513684738

USN NO .....

SURABHI.M



Mobile:8861610594

Expiry Date:09/21

Branch:QSP-Basavanagudi

Contact immediately for classes and info

GW1100981

GENWORKS HEALTH

PREETHI C

Gmail

Soumya Bagojikoppa <soumyasbagojikoppa@gmail.com>

Fwd: Genworks Offer - Congratulations!!!

Shashidhar Joshi <shashidhar.acsce@gmail.com> Fri, Feb 12, 2021 at 11:54 AM
To: soumyasbagojikoppa@gmail.com

---------- Forwarded message ---------
From: **PREETHI.C GOWDA** <samiksha33work@gmail.com>
Date: Fri, 5 Feb, 2021, 4:58 pm
Subject: Fwd: Genworks Offer - Congratulations!!!
To: shashidhar.acsce@gmail.com <shashidhar.acsce@gmail.com>

---------- Forwarded message ---------
From: **Arun Kumar V** <Arun.kumar@genworkshealth.com>
Date: Fri, 23 Oct 2020 at 10:59 AM
Subject: Genworks Offer - Congratulations!!!
To: samiksha33work@gmail.com <samiksha33work@gmail.com>
Cc: Salma BN <Salma.BN@genworkshealth.com>, Kavya Balaji <Kavya.Balaji@genworkshealth.com>, Suresh K <Suresh.K@genworkshealth.com>, Satish Kumar Sengamalam <Satish.kumar@genworkshealth.com>

Dear Ms. Preethi,

We welcome you to Genworks Health.

Built on a strong foundation of Innovation, Expertise and Resourcefulness, Genworks Health is now recognized as a fast-growing medical equipment's brand across India. Our revenues have doubled

in three years and we are expanding towards being the most comprehensive solutions provider in the medical equipment's sector covering 400 districts with 400+ committed employees serving Tier 2/3 towns. We will be eyeing at an extensive future by expanding

our product portfolio in Radiology, Cardiology, Women's Health, Infant Care, Critical care, Cancer screening, Pathology and Telemedicine solutions. Our recent accomplishments can be viewed at http://www.genworkshealth.com/

and we were recently awarded 2019 Brand of the Year by the CEO Magazine in the healthcare sector.

We look forward to your acceptance and believe the opportunity to be one of the key integral team members in a high growth phase of a rising Medical Tech firm like Genworks with GE backing, will be invaluable

to your career. We are eager to support and work with you in fulfilling your career aspiration in Genworks where self-drive, agility, willingness to learn, team work and laser focus to grow our revenue each

month, are the secret ingredients for our success.

DOJ: **23rd October 2020**

Designation: **Product Specialist**

Band: **Professional Lead**

Level: **PL1**

Base Location: **Chennai**

Global Medical Systems

27, Model House, II Street,
Basavanagudi, Bangaluru - 560 004
Phone : 080-26617623, 26611679
Tele/Fax : 080-26611679
E-mail : globalmedicalsystem@gmail.com

APPOINTMENT LETTER

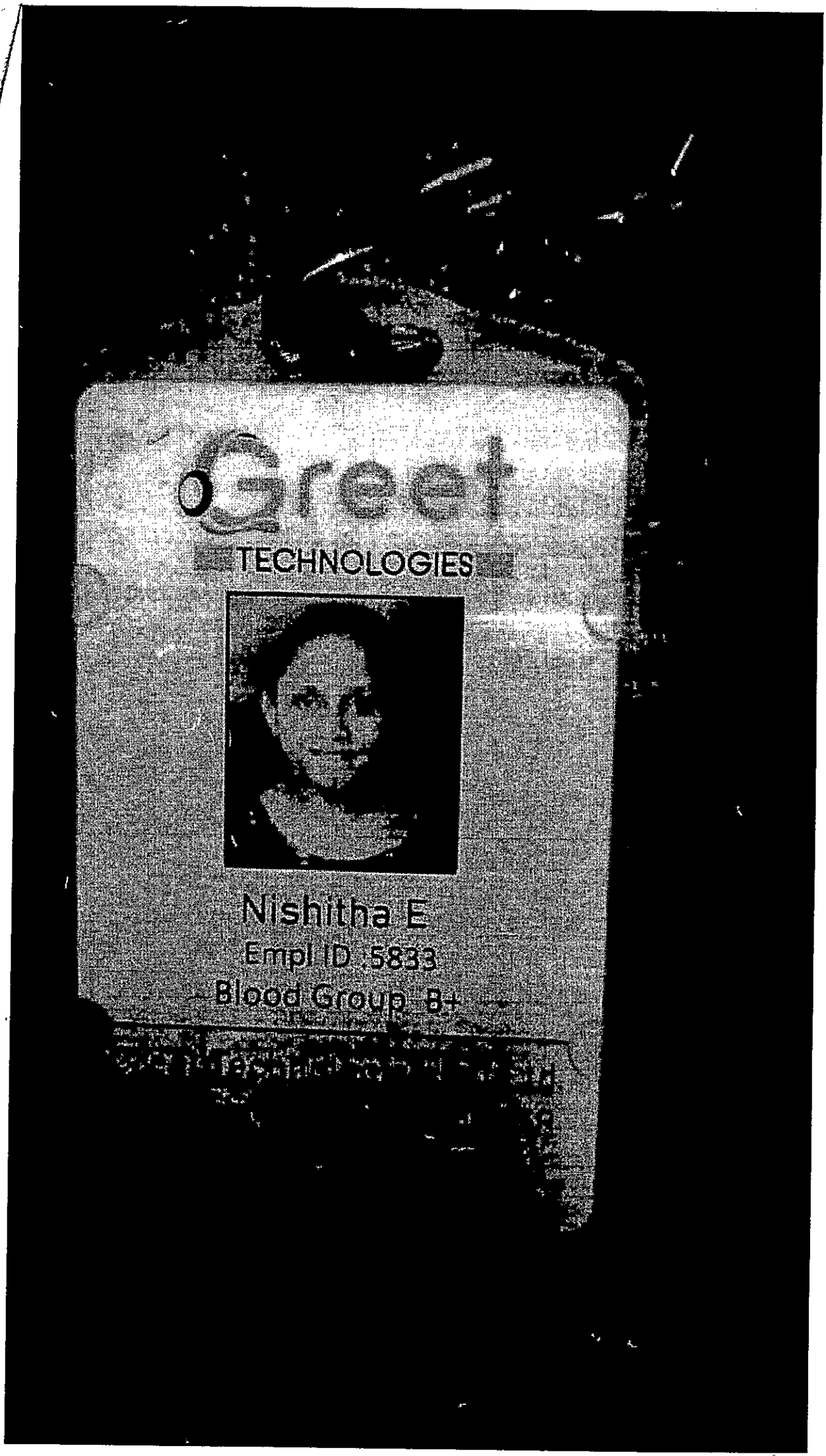
Ref: EMPSL/GMS/20-21/4940 ***Dated: 16/12/2020***

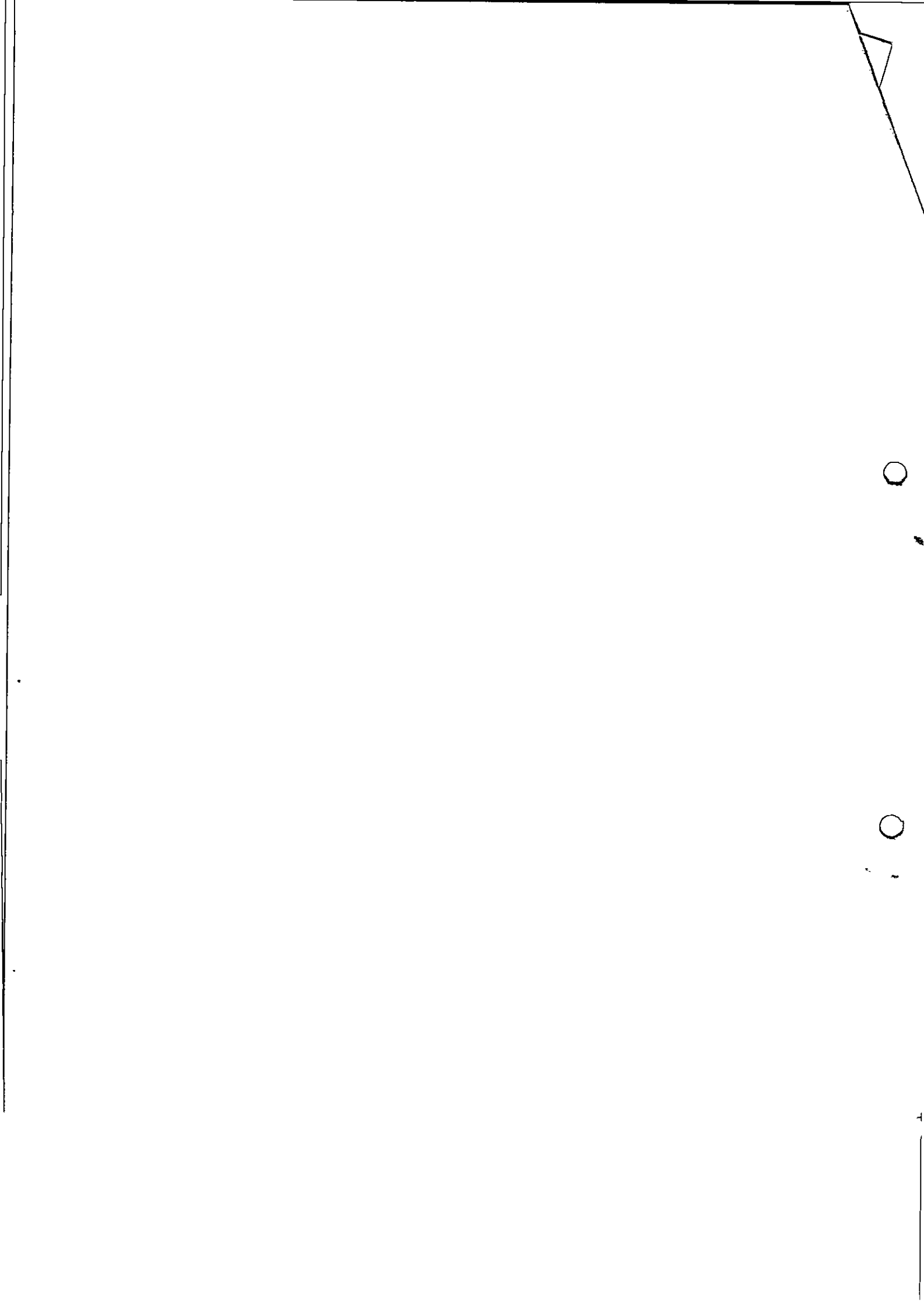
Dear Mr Nipun B Shetty

Mr Nipun B Shetty
Bengaluru
MOBILE: +91 9620179939
Email: nipunb2298@gmail.com

Ref: Your application for job & subsequent interview .

- *You are appointed and designated as **Trainee Service & sales engineer.** You will report to **Service manager.***
- *Your duties and responsibilities shall be as assigned to you by the company From time to time.*


TECHNOLOGIES
Nishitha E
Empl ID :5833
Blood Group B+



RajaRajeswari Group of Institutions

(RRCE & ACSCE - Approved by AICTE, New Delhi, Govt. of Karnataka, & Affiliated to VTU, Belgaum)
Kumbalgodu, Mysore Road, Bengaluru - 560074

Sponsored by: MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

DEPARTMENT OF TRAINING AND PLACEMENTS

19/12/2018

CONGRATULATIONS - TO ACSCE SELECTS

We are very happy to announce that, below mentioned students of ACSCE are selected from the company **M/s. Wipro Limited** Campus drive held on 16.11.2018 in different centres all over India and Final round held on 02.12.2018 at Wipro company office.

M/s. Wipro Limited has offered them a CTC of of **Rs. 3,50,004/- per annum.**

Sl. No.	Student Name	Branch
01	Mr. Lohith R	ECE
02	Ms. Raghavi A R	BME

All the best to the selected student for her future endeavours!

Regards

RAMYA NAYAK
Training & Placement Officer,
ACS College of Engineering,
Bangalore-560074

Principal, ACSCE

CC:

ECE	BME

Wipro Offer letter.

--------- Forwarded message ---------
From: <careers@wipro.com>
Date: Mon, Dec 10, 2018, 12:05 PM
Subject: Letter of Intent - Raghavi A R - Ref. No.: 8433261
To: <raghaviargowda15@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

December 10, 2018

Dear Raghavi A R,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain

oprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

software AG
Freedom as a Service
Software AG Bangalore Technologies Private Limited

5th & 6th Floor, 2A East Tower, Embassy Tech Village - SEZ
(Formerly known as Vrindavan Tech Village)
Marathahalli Outer Ring Road, Devarabisanahalli
Bengaluru - 560 103, India
Tel : +91 80 4640 5000 Fax : +91 80 4640 5010
www.softwareag.com
CIN#: U72200KA2004FTC034618

26th December, 2019

Ms. Raghavi AR
D/O Ramesh AM, Angadi,
Hanthur Post, Mudigere, Chikkamagalur,
Karnataka - 577132

Offer of Employment

Dear Raghavi AR,

Further to your interest shown in being associated with Software AG and subsequent discussion that we had with you, we are pleased to offer you the position of **Assistant Consultant** with Software AG Bangalore Technologies Pvt Ltd ("Software AG, Bangalore"), a subsidiary of Software AG, Germany.

Software AG Professional Services (PS) helps companies to address both today's needs and tomorrow's challenges. As part of the PS team you will be working with many of fortune 500 companies across the Globe, using the most current technologies and successfully resolving the complex technical challenges.

Please note that this offer is contingent upon satisfactory personal references and background check being obtained. We reserve the right to withdraw our offer of employment, if personal references and/or background check information are not provided or the results are deemed unsatisfactory. We also reserve the right to withdraw our offer of employment if you have not completed or cleared the final semester exam as of the joining date indicated herewith.

Position

As an **Assistant Consultant** in our Professional Services (PS) organization, you will be working with our customers and partners to create and implement successful and innovative business process integration solutions using webMethods market leading technologies.

Starting Date & Location

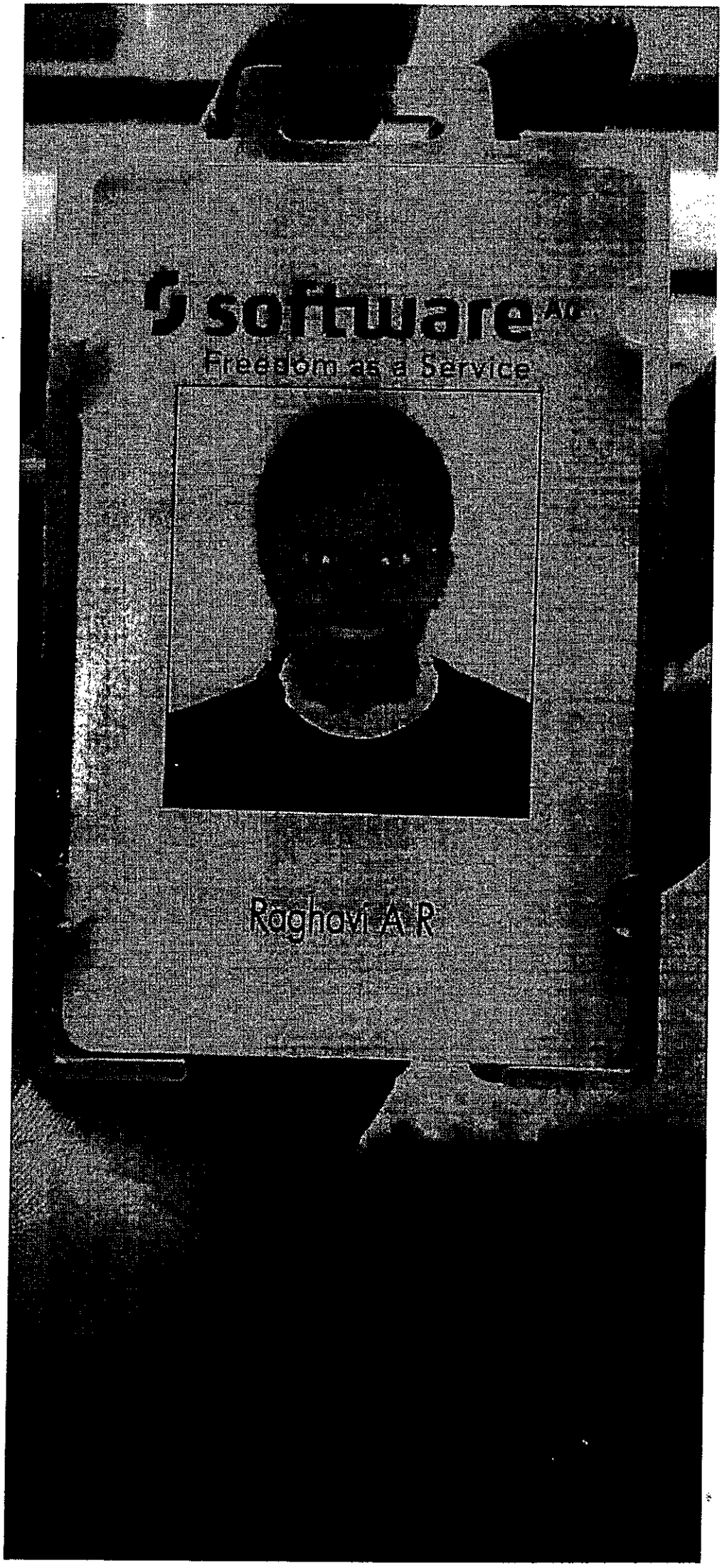
Your employment with Software AG, Bangalore will commence on Thursday, 2nd January, 2020.

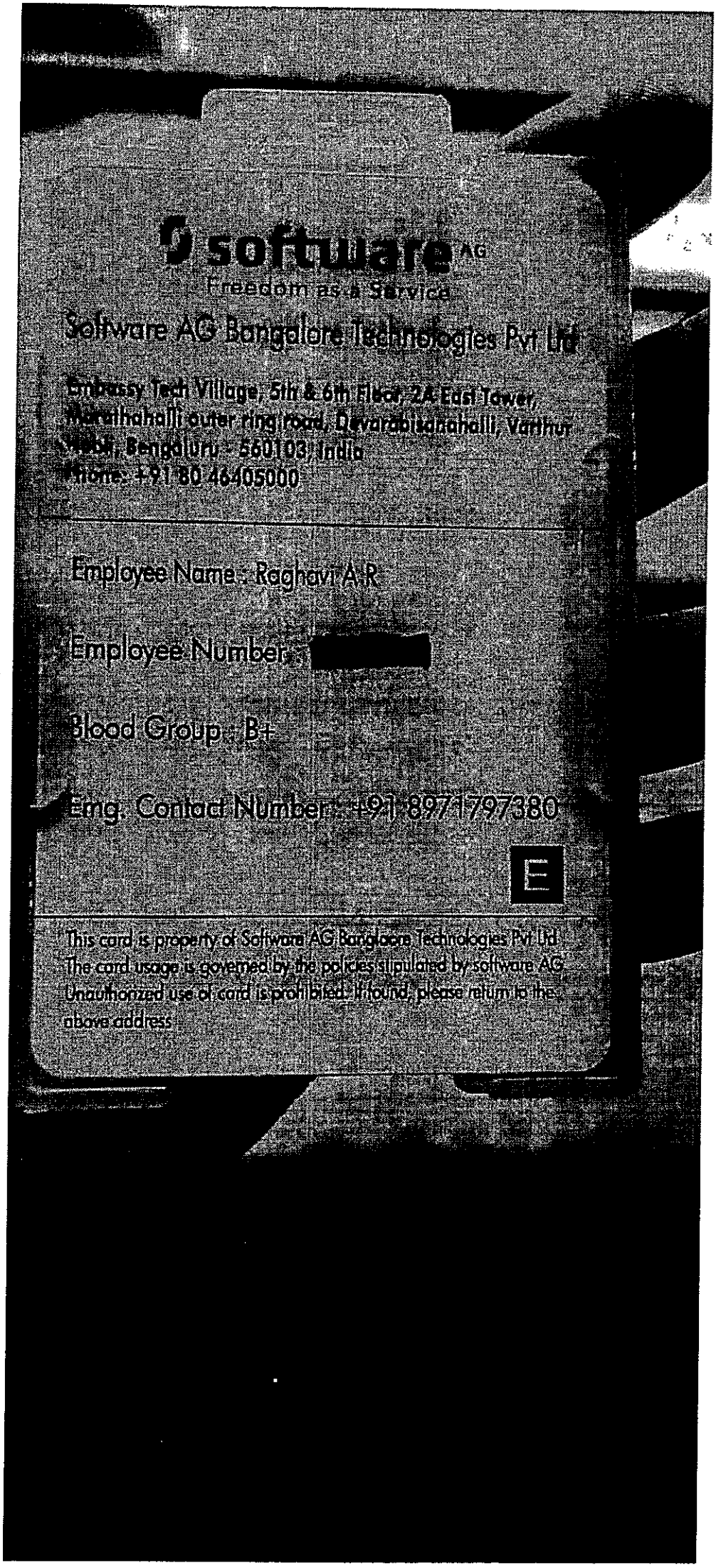
You shall be on six months training period effective from your date of joining. In the initial period of three months, you shall be based out of Bangalore office for attending classroom training. Post this, your actual base location shall be confirmed in writing. Company reserves the right to send you on transfer/deputation/training/secondment/assignments to any of its offices, work sites, or associated or affiliated companies in country, or outside country, on the terms and conditions as applicable to you at the time of such movement.

Remuneration Package

Your Fixed CTC will be **INR 4,50,000** per annum (**INR Four Lakh Fifty Thousand Only**). Please refer to Annexure - A for detailed break-up of compensation. On successful completion of one year, you will be paid one time completion Bonus of **INR 75,000 (INR Seventy Five Thousand Only)** and your remuneration will be re-structured as per the company's existing salary structure. This completion bonus will be fully recovered in case of your voluntary separation from the services of company up to 12 months from the time of payment of such bonus.

In case you decide to separate from the organization within twenty four months from the date of joining, you shall be liable to reimburse the expenses incurred by the organization towards your relocation and training costs.


software AG
Freedom as a Service
Raghavi A R


softwareAG
Freedom as a Service
Software AG Bangalore Technologies Pvt Ltd
Embassy Tech Village, 5th & 6th Floor, 2A East Tower,
Marathahalli outer ring road, Devarabisanahalli, Varthur
Hobli, Bengaluru - 560103, India
Phone: +91 80 46405000
Employee Name : Raghavi A R
Employee Number : [redacted]
Blood Group : B+
Emg. Contact Number : +91 897 1797380
E
This card is property of Software AG Bangalore Technologies Pvt Ltd.
The card usage is governed by the policies stipulated by software AG.
Unauthorized use of card is prohibited. If found, please return to the
above address

Gmail

SHASHIDHAR JOSHI <joshishashidhar61@gmail.com>

Fwd: Genworks Offer

Hemanth kumar G <hemumanju@gmail.com>
To: SHASHIDHAR JOSHI <joshishashidhar61@gmail.com>

Tue, Feb 2, 2021 at 9:29 AM

---------- Forwarded message ---------
From: ranjith rao <ranju1889@gmail.com>
Date: Sat, Jan 30, 2021 at 5:59 PM
Subject: Fwd: Genworks Offer
To: Hemanth kumar G <hemumanju@gmail.com>

Sir ,
FYI

Dear Ranjith,

It was a pleasure talking to you and all the people who you interacted with are feeling positive about their discussions with you about joining Genworks Health Pvt Ltd.

Genworks Built on a strong foundation of innovation, expertise and resourcefulness, Genworks is now recognized as a fast-growing medical equipment's brand across India. Our revenue has doubled in three years and we are expanding towards being the most comprehensive solutions provider in the medical equipment's sector over 400 districts in India. By 2020 we will be in the USD100M league by eyeing at an extensive future by expanding our product portfolio in Radiology, Women and Child care, Cardiology, Surgery, Cancer screening, Critical care, Path labs and Healthcare IT solutions.

Our recent accomplishments can be viewed at http://www.genworkshealth.com/

Based on our discussion, refer below for offer details. I would urge you to view our fitment and benefits from a holistic perspective. We are confident that Genworks' growing business will provide you with a wide range of opportunities to meet your career aspirations.

We look forward to your acceptance and believe the opportunity to be one of the key integral team members in a high growth phase of a rising Medical Tech firm like Genworks with GE backing, will be invaluable to your career.

D.O.J: 17th June 2019

Designation: Sales & Application Specialist

Band: Professional

Level: PL1

Base Location: Bangalore (Karnataka)

COMPENSATION AND BENEFITS

GW Proposed Offer	Annual	Monthly
Basic	1,80,000	15,000
Flexible (HRA, Car Reimbursement, Conveyance, Medical, LTA, Special Allowance)	1,48,400	12,367
Gross	3,28,400	27,367
Company PF	21,600	1,800
CTC	3,50,000	29,167

Flexible Components Guidelines

The Flexible Benefits component amount can be assigned by the employee as per the following norms –

Component Name	Annual Limit
House Rent Allowance	Upto 60% of Basic Salary
Self-Car Reimbursement	Upto INR28,800 (Fuel & Maintenance expenses for personal vehicle)
Leave Travel Allowance	On actuals, as per IT norms
Special Allowance	Balancing Figure

Please carry all the below mentioned documents along with you on the day of joining.

1. All (10th, 12th, Graduation, PG, if any) Educational Certificate (Photocopy)
2. 3 passport size colour photographs
3. 1 original cancelled cheque.
4. Aadhar and PAN card photocopy.
5. Relieving letter from all the previous employments
6. Last 3 months' payslips

Please send the offer acceptance and confirm your date of joining within 24 hrs of the receipt of this mail, failing which, the offer would stand withdrawn.

--

Thank you,

Arun Kumar V

Senior Manager Human Resources

GEN WORKS

A WHOLLY OWNED GE INVESTED COMPANY

Holistic Solution for a Healthier India

| Bringing Awareness, Accessibility, Affordability to All

Regards,

Hemanth Kumar G
Assistant Professor
Department of Biomedical engineering
ACS college of Engineering
Bangalore 74

Gmail Search mail

1 of 1,823

Subject: Fwd: Genworks Offer
To: Hemanth kumar G <[illegible]@gmail.com>

Sir,
FYI

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--

Thank you,

Arun Kumar V
Senior Manager Human Resources

GEN WORKS

Genworks with GE backing, will be invaluable to your career.

D.O.J: 17th June 2019
Designation: Sales & Application Specialist
Band: Professional
Level: PL1
Base Location: Bangalore (Karnataka)

COMPENSATION AND BENEFITS

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We look forward to your acceptance and believe the opportunity to be one of the key integral team members in a high growth phase of a rising Medical Tech firm like Genworks with GE backing, will be invaluable to your career.

D.O.J: 17th June 2019

Designation: Sales & Application Specialist

Band: Professional

Level: PL1

Base Location: Bangalore (Karnataka)

COMPENSATION AND BENEFITS

Reply



PRIVATE AND CONFIDENTIAL

18/11/2021
Shree Gowri M
Indiqube - Lexington tower- Bengaluru-OLA Care

Dear Shree Gowri,

YOUR EMPLOYMENT WITH THE COMPANY

This Offer Letter reflects an offer of employment as a member of the professional staff of **ANI TECHNOLOGIES PRIVATE LIMITED** .The details of this offer and the terms of your proposed employment are contained in this Offer Letter.

1. COMMENCEMENT OF EMPLOYMENT
Your employment will be effective on a date mutually agreed upon following your acceptance of this Offer Letter. As of the date of this Offer Letter, the Company is proposing a hire effective date of **22/11/2021** . Your employment is contingent on the results of a background check which may include a criminal records check and reference checks, and may include a review of education, work and medical history. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with the Company may be subject to immediate termination under Section 10 of this Offer Letter

2. JOB TITLE
Your job title will be **SRT Supervisor** as a part of **Operations** team.

3. COMPENSATION PACKAGE
The details of your annual compensation package including base salary, taxable and non-taxable allowances, certain benefits, perquisites, reimbursements and other statutory payments (the **"Compensation Package"**) are set forth in Annexure **"A"** to this Offer Letter.

4. TAXATION
The Compensation Package will be subject to all required deductions, including, without limitation, deductions for tax normally to be withheld by an employer under Indian tax law. You shall be responsible for filing of your personal returns and compliance with other requirements under India tax law.

5. HOURS OF WORK
You will be required to work, for such hours as are necessary to suit the Company's requirements, in a variety of locations and for proper discharge of your duties. You are expected to work not less as per the policy of the company rules and regulation and also as per the provisions of the legislation, and if necessary, additional days and hours, possibly including public holidays, as might be required for performing your duties competently and to meet the Company's requirements.As an employee in the full-time employment of the Company, you will be obligated to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself or devote your time or attention to any employment, business, or position of monetary interest, other than that of the Company.

6. PLACE OF WORK
Your assigned work location is the **Indiqube - Lexington tower- Bengaluru-OLA Care office** of the Company. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.The Company may also assign you to any work or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or agreement.

7. RULES AND REGULATIONS
You shall, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

8. CONFIDENTIALITY
You must maintain in confidence and will not disclose or use, either during or after the term of your employment, any proprietary or confidential information or know-how belonging to the Company (referred to herein as "Proprietary Information"), whether or not in written form, except to the extent required to perform your duties on behalf of the Company. Such proprietary information includes but not limited to any information obtained by you from the Company which relates to the Company or any third party in engagement with the company.You hereby acknowledge that any violation of this clause during your employment will subject you to dismissal based on gross misconduct as referred to under Section 10 below.In addition, the terms of this Offer Letter are strictly confidential and should be treated as privileged information between you and the Company.

9. PROBATION

Your initial employment status with the Company will be probationary for a period of three (3) months from the actual date your employment with the Company commences. Your employment status with the Company will remain probationary until you are expressly confirmed to have achieved regular employment status with the Company. The probation period may be curtailed or extended by the Company at its sole discretion without assigning any reasons.During your probationary period your employment with the Company may be terminated at any time, without notice or commission or assigning of any reasons thereof and at the sole discretion of the Company.During the probationary period your performance and work behaviour will be thoroughly assessed and evaluated by management and only on satisfactory completion of your initial or extended probationary period you will be confirmed in the regular service of the Company on such terms and conditions as decided by the Company. Your confirmation of regular employment status with the Company will be communicated to you in writing.

10. TERMINATION

Subject to applicable law, this Offer Letter may be terminated by either you or by the Company by providing Thirty (30) Days prior written notice to the other party, or by payment of basic salary in lieu of notice in case of termination of employment by the Company. By acceptance of this Offer Letter, you hereby waive and disclaim any express or implied covenants to the contrary and you agree that you have not relied on any statements or representations, whether oral or in writing, by any officers, employees or agents of Company concerning a proposed duration or term of employment, grounds and procedures for discharge or termination of employment, or any other terms and conditions of employment except those specifically stated in this Offer Letter. Your employment may be terminated by the Company without notice or payment in lieu of notice if the results of your background check reveal information that is inconsistent with the Company's standards, if it has reasonable grounds to believe that you are guilty of misconduct or negligence or you have committed any breach of this Offer Letter. Termination of your employment under this paragraph would be without prejudice to:

a)The Company's right to claim the actual damages it has suffered through this breach; and
b)Any other relief to which the Company may be entitled under contract, law or equity.

Misconduct will include without limitation:

a)Absence from service without prior notice in writing or without sufficient cause for seven days or more;
b)Going on or abetting a strike in contravention of any law;
c)Causing damage to the property of the Company;
d)Disclosure of any information that the Company may consider confidential or breach of the Non-disclosure agreement; or
e)Violation of any Company policy.

If your employment with the Company ceases for any reason, the provisions of this Offer Letter shall not have any further effect. On termination of your employment, the Company shall not have any further liability to you other than for remuneration, allowances and perquisites that have accrued prior to the employment termination effective date.Immediately upon any termination of your employment, you will return to the Company all property of the Company previously provided to you by the Company, or otherwise in your custody, possession or control. The Company reserves its right to recover any amount spent by the company in your relocation in case you choose to terminate your employment within a period of 1 year from the date of joining in line with applicable company policies. Notwithstanding any provision of this Offer Letter to the contrary, no termination of your employment for any reason whatsoever shall in any manner operate to terminate, limit or otherwise effect the Company's ownership of any of the rights, properties privileges granted to the Company under this Offer Letter.Upon termination of employment for any reason, the Employee hereby consents to notification by the Company to any subsequent employer about rights and obligations under this agreement survive termination of this Agreement.

11.Data Privacy Provisions

By accepting this Offer Letter, you consent to:

a)the procurement, maintenance and processing of sensitive personal data about you or relating to you by the Company; and
b)the transfer worldwide of personal data about you by the Company to other employees and offices of the Company's and its affiliates worldwide and to third parties where disclosure to such third parties is required in the normal course of business or by law.The reference to information "relating to you" or "about you" includes references to information about third parties such as the spouse and children (if any) of you which you provide to the Company on their behalf. The reference to "sensitive personal data" is to the various categories of personal data identified by applicable data privacy laws as requiring special treatment, including in some circumstances the need to obtain explicit consent. These categories include personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health or criminal record.You will treat any personal data to which you have access in the course of employment in accordance with Company policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment with the Company.

12. OBLIGATIONS OF EMPLOYEE

12.1 You will abide by all Company's rules, regulations, policies and procedures framed by the Company from time to time and applicable to your position, which rules, regulations, policies and procedures shall be deemed to be a part of this employment agreement as if they are specifically incorporated in this employment agreement, Such rules, regulations may include without limitation matters of attendance, conduct, behaviour, discipline, working hours, leave, holidays and other applicable benefits. You will take steps to be aware of the Company's rules, regulations, policies and procedures and ignorance of any of them shall not excuse any contravention of the terms of this employment agreement.

12.2 Conflict of Interest: During the period of your employment with the Company, you will exclusively serve the company. You will not engage or become interested, directly or indirectly, without prior written consent of the Company in that behalf, with or without remuneration, in any trade, business, occupation, employment, service or calling whatsoever nor will undertake any activities which are or will be contrary to or conflict with interests of the Company and/or your duties and obligations hereunder; and Shall perform your duties and responsibilities with diligence and devotion and shall direct your best efforts to promote the interests of the Company and its operations and all the activities to the extent permitted by law.

12.3 Non-solicit : During the term of your employment with the Company and thereafter for 12(Twelve) months, you shall not (a) solicit for a competitor of the Company or attempt to gain the business of the Company for a competitor of the Company, or for yourself or any other purpose or reason, any customer or partner of the Company that you solicited or served or about which you learned confidential information during your employment with the Company, or (b) solicit or encourage, or cause others to solicit or encourage, any employees or consultants, or collaborators of the Company to terminate their employment or engagement with the Company.

12.4 Non-Compete : During the period of your employment and for a further period of at least 12(Twelve) months thereafter, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company.

12.5 Works made for Hire. You acknowledge and agree that the Company shall be the sole owner of all copyrights, trademarks, patents, patent rights, trade secret rights, and all other intellectual property or other rights that may be in connection with or which may have arisen during course of your employment and that which may be relevant to the subject matter of your employment by the Company. You further acknowledge and agree that any algorithms, designs, know-how, processes, techniques, computer and software programs, programming documentation, and other works of authorship, are "works made for hire" for purposes of the rights, title and interest that you may have with regard to such work. To the extent that your waiver is deemed unenforceable, you grant to the Company the exclusive, perpetual, irrevocable, world-wide and royalty-free right to use, market and modify the work created during the course of your employment without identifying or seeking your prior consent.

12.6 Retirement Age. You shall retire from services of the Company on the last day of the month of your [57th] birthday.

12.7 Assignment of Rights. You acknowledge and agree that all proprietary information and all copyrights, trademarks, patents, patent rights, trade secret rights, and other rights (including without limitation, intellectual property rights) ("IP Rights") anywhere in the world in connection therewith arising from, or created, produced or developed by you, either jointly with others or alone at any time in the course of your employment and involvement with the Company, is and shall be the sole and exclusive property of the Company. You shall irrevocably and unconditionally assign to the Company, and waive in favour of the Company any and all rights, title and interest you may have or acquire in such proprietary information. It is clarified that, this clause would be deemed to include all IP Rights in relation to the business of the Company created by you prior to the date of this Employment agreement, unless you are bound by any other contract entered into prior to signing this agreement.

13. ACCEPTANCE OF OUR OFFER

Please confirm your acceptance of this offer by signing and returning the duplicate copy of this Offer Letter for my attention within two (2) business days of the date of this Offer Letter.On behalf of the Company, I sincerely hope you find the terms of this offer to be attractive. My colleagues and I have been greatly impressed by your calibre and special skills and we look forward to receiving your acceptance and to working with you in the development of the Company, and seeking ways for you to secure the necessary stimulation and advancement.

For ANI Technologies Private Limited



Rohit Munjal

Chief Human Resources Officer

ACCEPTANCE OF EMPLOYMENT

I, Shree Gowri M, have read and understood the above Offer Letter and Compensation Package relating to my services and employment with and the same is acceptable to me.

_____

Shree Gowri M

Place : _____
Date : _____

Shree Gowri M
Indiqube - Lexington tower- Bengaluru-OLA Care

Annexure A

CTC BREAK UP	ANNUAL	MONTHLY
Basic	163,637.00	13,636.00
HRA	81,818.00	6,818.00
PF contribution	19,636.00	1,636.00
Special Allowance	62,182.00	5,182.00
Total Fixed CTC	**327,273.00**	**27,273.00**
Variable Incentive	32,727.00	2,727.00
TOTAL COST TO COMPANY (CTC)	**360,000.00**	**30,000.00**

- Performance based Incentive will be paid onMonthly basis & is subject to parameters.
- Payment of all the components is subject to applicable tax and statutory deductions.

Infosys®
Navigate your next

HRD/3T/19-20/12830011

Ms. Sushma P
Candidate ID: 12830011
#36, Dhanojipalya,
Nelamangala
Bangalore Rd - 562123
Karnataka
India
Ph: (91) 94834 27727

November 5, 2019

Dear Sushma,

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: 2019.11.05 16:01:29 +05:30
Reason: Offer Letter
Location: Bangalore

Infosys Lex platform for Campus Recruits

Sushma nayana <sushmashubha@gmail.com>

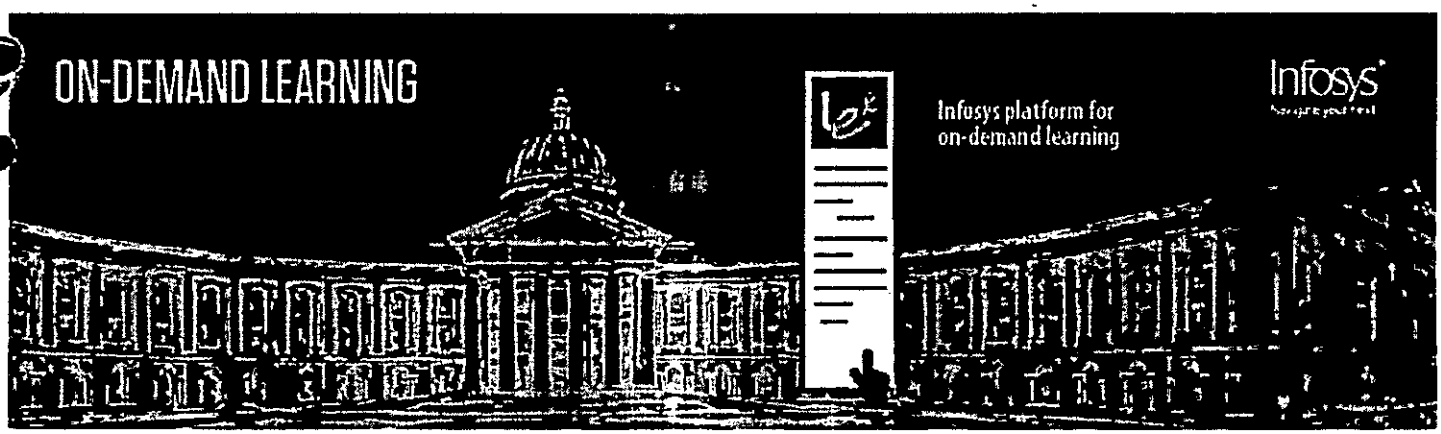
Thu 12/20/2018 7:16 PM

To:Ramya Nayak <ramyanayak@acsce.edu.in>;

Thanks and Regards

Sushma P

---------- Forwarded message ----------
From: "Varadharaj V" <TA_Vardha@infosys.com>
Date: Dec 20, 2018 5:45 PM
Subject: Infosys Lex platform for Campus Recruits
To: "sushmashubha@gmail.com" <sushmashubha@gmail.com>, "sushmanayana131997@gmail.com" <sushmanayana131997@gmail.com>
Cc:



Dear Sushma P ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. Lex is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex.** Upon **Clearing the assessment,** you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of Rs. 25,000 along with the first month's payroll

you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID: sushmashubha@gmail.com**
- **Password: OQMu4ZTR**

Keep learning! Keep winning!

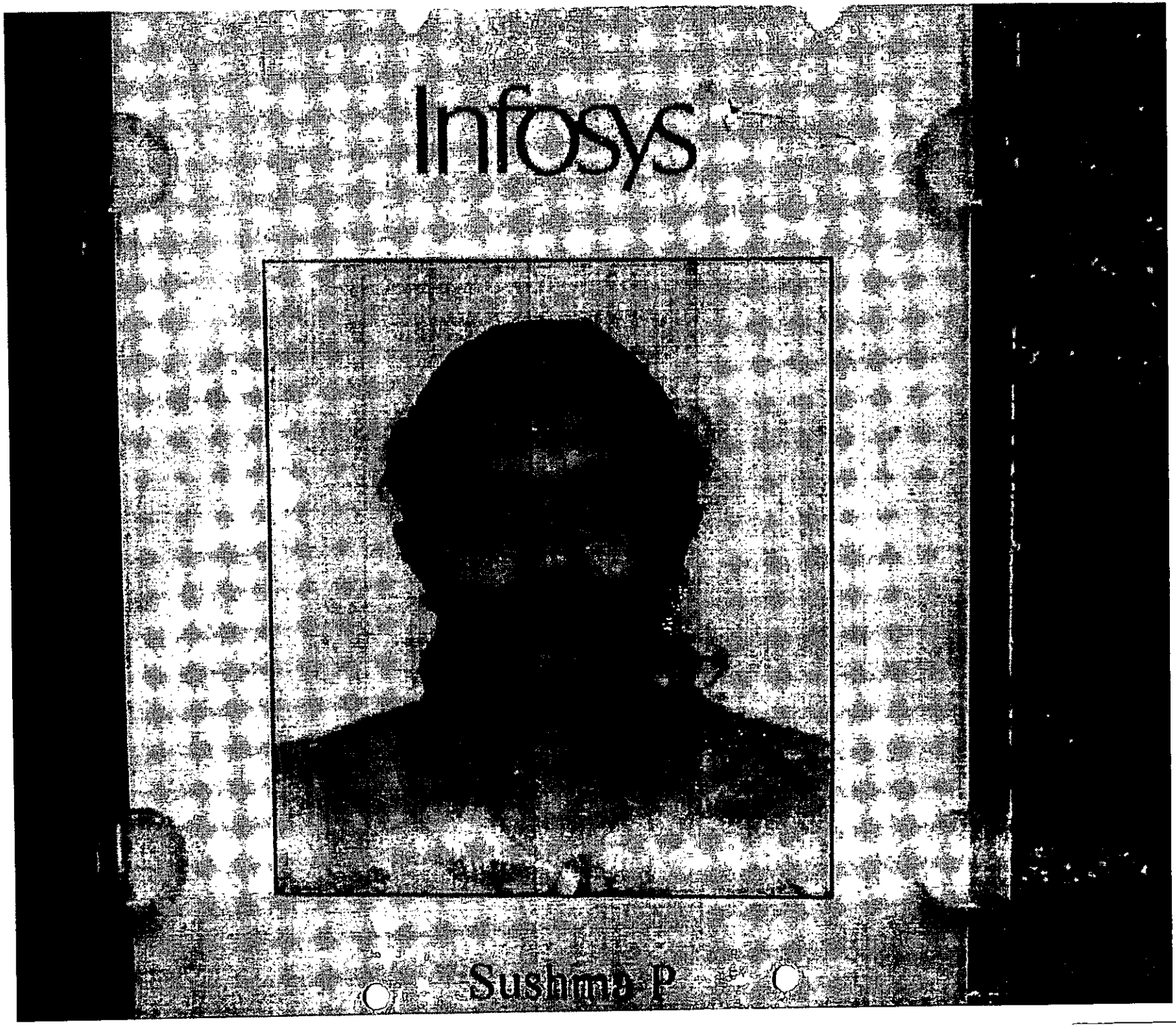
Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

Copyright © 2018 Infosys Limited


Infosys
Sushma P

eTeam InfoServices Private Limited

Nayana HP
No.106,3rd cross,
Sapthagiri Residency,
Mutturaya Nagar,
Mysore road,
Bangalore,
KA 560059

Date: August 23, 2019

Dear Nayana,

Subsequent to our discussion, we are pleased to appoint you in eTeam Infoservices Pvt. Ltd as "Customer Service Associate I". You are expected to join on or before "August 26, 2019", failing which, eTeam reserves the right to rescind this letter.

You will work out of our Client office and your Annual Cost to Company (CTC)will be Rs. 2,52,000 (Rupees Two- Lakhs Fifty -Two Thousand Only) as detailed in Annexure "A".

During your period of employment, you would be governed by the terms and conditions as per the appointment letter and HR Handbook which is subject to amendment from time to time at Company's sole discretion.

I) DOCUMENTS
You shall furnish at the time of starting employment (or within one week thereafter), the documents to the Company as mentioned below. Any delays in submitting the requested documents, may affect your joining or processing your first pay.

This appointment is offered to you, based on your having furnished the Company, correct information regarding your past service and other records. If at any time it is revealed that employment has been obtained by furnishing false/inappropriate information or withholding pertinent information, the Company in its sole discretion may terminate your service at any time without notice and Company shall be free to pursue any action against you as provided under the local law.

- Self Attested Copies in support of your educational qualification(s) (marksheets and degree certificates)
- Self Attested Copies in support of your work experience (Offer/appointment and experience/relieving letters)
- Copy of your resignation acceptance or release communication from current employer
- 2 passport size photographs
- Form 16/salary certificate/Bank Statement
- Address proof (Aadhar Card, PAN, Passport etc.)
- Compliance Documents (Form F, Form 2, Form 11, etc)

eTeam InfoServices Private Limited

Nayana HP
No.106,3rd cross,
Sapthagiri Residency,
Mutturaya Nagar,
Mysore road,
Bangalore,
KA 560059

Date: August 23, 2019

Dear Nayana,

Subsequent to our discussion, we are pleased to appoint you in eTeam Infoservices Pvt. Ltd as "Customer Service Associate I". You are expected to join on or before "August 26, 2019", failing which, eTeam reserves the right to rescind this letter.

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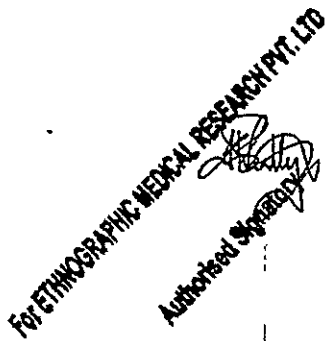
- Self Attested Copies in support of your educational qualification(s) (marksheets and degree certificates)
- Self Attested Copies in support of your work experience (Offer/appointment and experience/relieving letters)
- Copy of your resignation acceptance or release communication from current employer
- 2 passport size photographs
- Form 16/salary certificate/Bank Statement
- Address proof (Aadhar Card, PAN, Passport etc.)
- Compliance Documents (Form F, Form 2, Form 11, etc)

B-16, Green Orchard, Nayanappanahalli,
Bangalore- 560076, India
www.emerg-inc.com
Ethnographic Medical Research Pvt. Ltd.
CIN: U72200KA2014PTC074567

We are pleased in welcoming you to Ethnographic Medical Research Pvt. Ltd. (EMeRG) and sincerely hope that your period of service and collaboration with us will be long, pleasant and of mutual benefit.

Sincerely,
For Ethnographic Medical Research Group

Authorized Signatory
Krishanu Bhattacharjee
Founding Director



Ethnographic Medical Research Pvt. Ltd.

Agreed and accepted:

I have read, understood and agree with the terms stated in this letter. My signature below constitutes an acceptance of this offer of employment

Signature (Ananya Pavitra)

FORM Q

[illegible]

APPOINTMENT ORDER

[illegible] address of the Establishment	TRANSCAL ENGINEERS INDIA PVT LTD No. [illegible], Shubhashree(A), First Floor, Near P.O. East park Road, Ninth Cr, [illegible] Sampige Road & Margosa Road, Malleswaram, Bangalore - [illegible]
[illegible] address of the Employer	Same as above
[illegible] of the Employee	Akshay Das M
[illegible] His / Her Postal Address	
[illegible] His / Her Permanent Address	Nandanam, Manghat House, Near Vishal English School Anchapalya Bangalore - 560073
[illegible] Husband's name	M.P.Dass
[illegible] Date of Birth	14-06-1996
[illegible] Date of His / Her entry into employment	06-05-2019
[illegible]	Calibration engineer
[illegible]	Calibration of Medical Equipment's
[illegible]	TEPL-034
[illegible] payable to him/her	Rupees
Basic	11623/-
VDA	877/-
Other allowances if any	
Total	12500/-

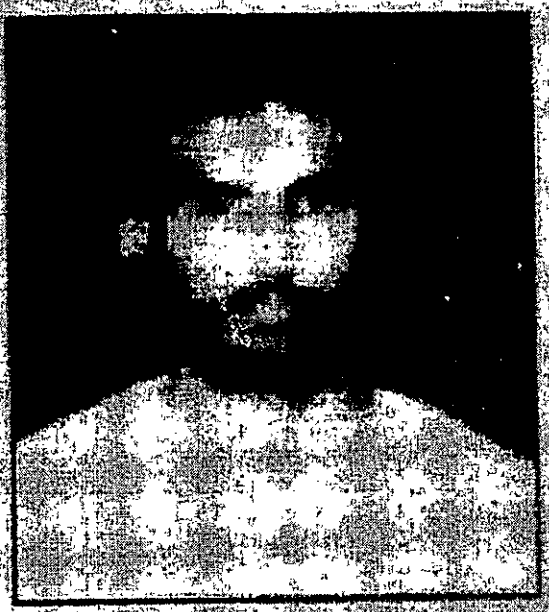
[illegible]

[illegible]

[illegible]

ENGINEERS

Regd. Off. Bldg No.96/1, Shubhashree
(at First Floor), Near Po East Park Rd,
Ninth Crs, Between Sampige Road & Margosa
Rd, Malleswaram, Bangalore - 560 003



Name : Akshay Das M

Dept : Biomedical Calibration

Staff No. : TEPL - 034

Blood : O+

Authorised Sign.

GENWORKS HEALTH PVT LTD
Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
www.genworkshealth.com

Date: 11-May-18

Raveena B Prashanth
Bangalore

SUBJECT: LETTER OF APPOINTMENT

Dear **Raveena,**

Genworks Health Pvt. Ltd.'s purpose is the distribution, wholesale trading and selling, buying of all medical and healthcare related systems and devices including chemicals, synthetic products, pharma, consumables, bio-pharma, hardware and software that are used in the medical field, applications trainings relating to the medical field and providing related management, maintenance, turnkey activities and services, related to the healthcare sector. (**"Business"**)

This is an aggressive goal, which can only be attained by recruiting and developing a talented workforce.

We are delighted to make an offer to you for the position of **Sales and Application Specialist** in **Genworks Health Pvt. Ltd.** You will be initially based at **Mumbai** location but will be assignable anywhere in India.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement attached as Annexure B and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,
For **Genworks Health Pvt. Ltd**

Balaji RR
Senior Director – Commercial Operations

Enclosures: Annexure A - Compensation & Benefits, Annexure B - Terms and Conditions of Employment, Annexure C - Employee Innovation and Proprietary Information Agreement

GENWORKS HEALTH PVT LTD
Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
www.genworkshealth.com

Annexure A

COMPENSATION AND BENEFITS

Name: Raveena B Prashanth

Designation: Sales and Application Specialist **Date of Joining: 11-Jun-18**

Band: Professional **Level: PL1**

Component	Amount per annum (INR)	Remarks
Basic Salary	1,80,000	
Provident Fund	21,600	12% of basic salary
Flexible Components*	1,48,400	Components to be determined by employee basis FBP guidelines*
Total Fixed Compensation	3,50,000	

Benefits:
Health Insurance for Self and Family.
Life and Accident Insurance Cover.
Gratuity as per norms of the Organization.

***Guidelines**
The amount mentioned above in the Flexible Benefits component can be assigned by the employee as per the following norms:

Flexible Components	Maximum Amount Per Annum (INR)
House Rent Allowance	Upto 60% of Basic Salary
Self-Car Reimbursement	Upto Rs 28,800 (Fuel & Maintenance expenses for personal vehicle)
Conveyance	Rs 19,200 per annum (applicable only if there are no claims for self-car)
Medical Reimbursement	Upto Rs 15,000 per annum
Leave Travel Allowance	On actuals
Special Allowance	Balancing Figure

Variable Compensation: As per norms of the Organization

Cargill Business Services India Private Limited
(Formerly known as Cargill Global Trade Solutions India Pvt. Ltd.)

Reference No. - 5854404

03-Jan-2020

Ms. Anusha S R
#97, Guddahatti Village, Near Bus Stop,
Anekal Taluk Neralurbengaluru,
Karnataka-562107.

CONFIDENTIAL

Dear Anusha,

OFFER OF APPOINTMENT

With reference to your application and our subsequent meeting, we are pleased to offer you employment with Cargill Business Services India Pvt. Ltd. (hereinafter referred to as "Company") for the position of:

Designation/Title	:	**Procurement Coordinator**
Reporting to	:	**Senior Team Lead**
Salary Band/Sub – Band	:	**Senior Support Staff**
Location	:	**Bangalore**
Salary Details	:	**Please refer to Annexure 1**

The detailed terms and conditions of your offer of appointment are detailed in the enclosure. We would like you to join our team not later than **06-Jan-2020**. In the event, there is any change in the DOJ, written approval of the Company will be required, which shall be granted at the sole discretion of the Company. Should you accept this offer, please sign and return a duplicate copy of this offer of Appointment.

With best wishes for a successful career with Cargill

Yours sincerely,
For **Cargill Business Services India Pvt. Ltd.**

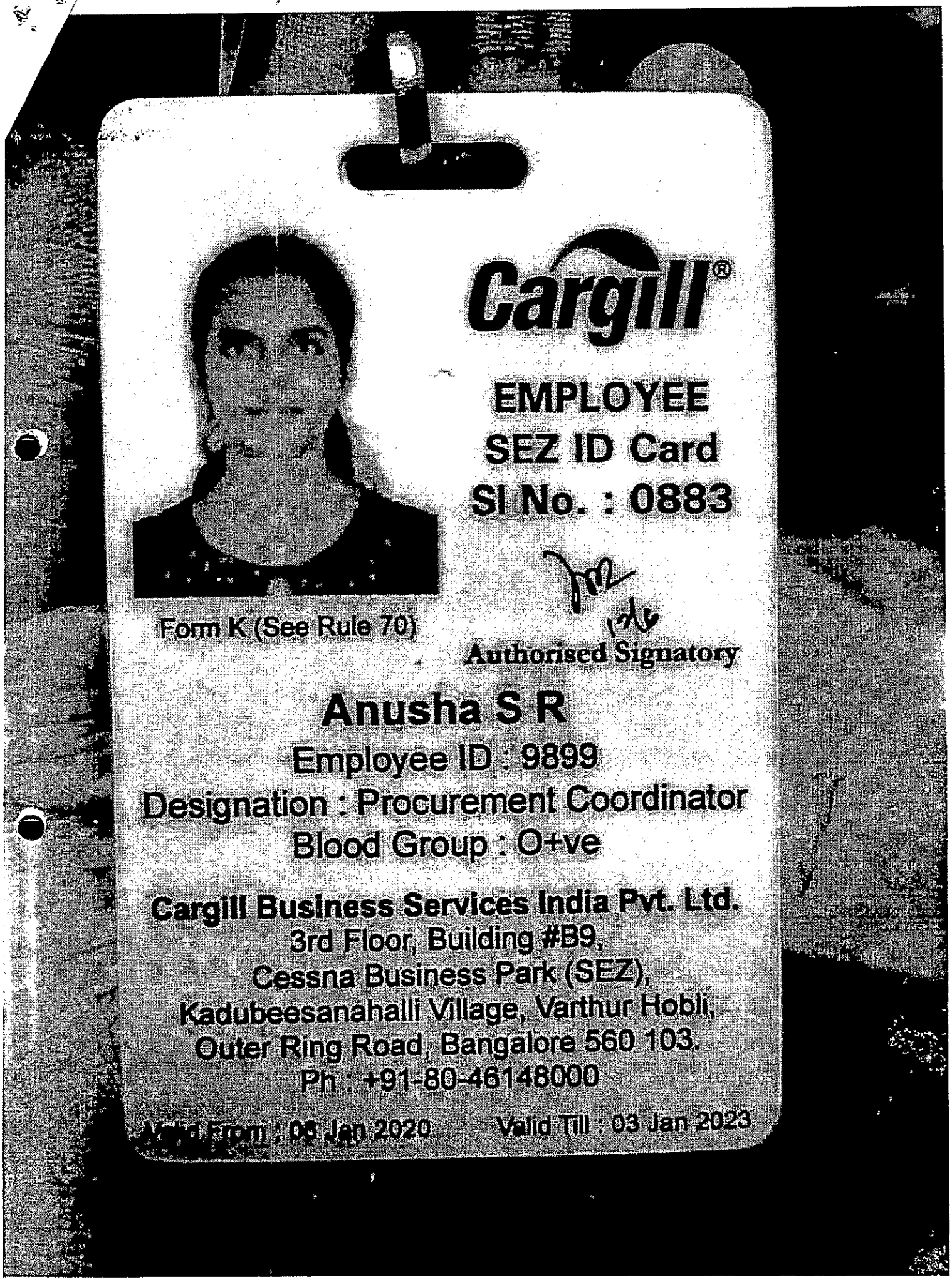
Shiv Shankar Bose
HR Operations Lead

Encl.: as above

SEZ-CESSNA Business Park,
3rd Floor, Building B9, Kadubeesanahalli,
Bangalore - 560 103, (Karnataka), India

Tel: +91-080-4614 8000 / 080-4946 3400
+91-124-4090 450
Fax: +91-124-235 5972 / 73

Registered Office: Y-65, Ground Floor, Hauz Khas, New Delhi - 110 016, India
CIN No: U74140HR2010PTC040251


Cargill®
EMPLOYEE
SEZ ID Card
Sl No. : 0883
Form K (See Rule 70)
Authorised Signatory
Anusha S R
Employee ID : 9899
Designation : Procurement Coordinator
Blood Group : O+ve
Cargill Business Services India Pvt. Ltd.
3rd Floor, Building #B9,
Cessna Business Park (SEZ),
Kadubeesanahalli Village, Varthur Hobli,
Outer Ring Road, Bangalore 560 103.
Ph : +91-80-46148000
Valid From : 06 Jan 2020
Valid Till : 03 Jan 2023


Cargill®
EMPLOYEE
SEZ ID Card
Sl No. : 0883
Form K (See Rule 70)
Authorised Signatory
Anusha S R
Employee ID : 9899
Designation : Procurement Coordinator
Blood Group : O+ve
Cargill Business Services India Pvt. Ltd.
3rd Floor, Building #B9,
Cessna Business Park (SEZ),
Kadubeesanahalli Village, Varthur Hobli,
Outer Ring Road, Bangalore 560 103.
Ph : +91-80-46148000
Valid From : 06 Jan 2020
Valid Till : 03 Jan 2023

GENWORKS HEALTH PVT LTD
Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
www.genworkshealth.com

Date: 11-May-18

Archa P S
Bangalore

SUBJECT: LETTER OF APPOINTMENT

Dear **Archa,**

Genworks Health Pvt. Ltd.'s purpose is the distribution, wholesale trading and selling, buying of all medical and healthcare related systems and devices including chemicals, synthetic products, pharma, consumables, bio-pharma, hardware and software that are used in the medical field, applications trainings relating to the medical field and providing related management, maintenance, turnkey activities and services, related to the healthcare sector. (**"Business"**)

This is an aggressive goal, which can only be attained by recruiting and developing a talented workforce.

We are delighted to make an offer to you for the position of **Application Specialist** in **Genworks Health Pvt. Ltd.** You will be initially based at **Bangalore** location but will be assignable anywhere in India.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement attached as Annexure B and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,
For **Genworks Health Pvt. Ltd**

Balaji RR
Senior Director – Commercial Operations

Enclosures: Annexure A - Compensation & Benefits, Annexure B - Terms and Conditions of Employment, Annexure C - Employee Innovation and Proprietary Information Agreement

GENWORKS HEALTH PVT LTD
Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
www.genworkshealth.com

Annexure A

COMPENSATION AND BENEFITS

Name: Archa P S

Designation: Application Specialist **Date of Joining: 11-Jun-18**

Band: Professional **Level: PL1**

Component	Amount per annum (INR)	Remarks
Basic Salary	180000	
Provident Fund	21600	12% of basic salary
Flexible Components*	148400	Components to be determined by employee basis FBP guidelines*
Total Fixed Compensation	350000	

Benefits:
Health Insurance for Self and Family.
Life and Accident Insurance Cover.
Gratuity as per norms of the Organization.

***Guidelines**
The amount mentioned above in the Flexible Benefits component can be assigned by the employee as per the following norms:

Flexible Components	Maximum Amount Per Annum (INR)
House Rent Allowance	Upto 60% of Basic Salary
Self-Car Reimbursement	Upto Rs 28,800 (Fuel & Maintenance expenses for personal vehicle)
Conveyance	Rs 19,200 per annum (applicable only if there are no claims for self-car)
Medical Reimbursement	Upto Rs 15,000 per annum
Leave Travel Allowance	On actuals
Special Allowance	Balancing Figure

Variable Compensation: As per norms of the Organization

azuga™ 1132289



Archa P S

Employee ID - ATPL1397

Azuga Telematics Pvt Ltd

Unit No A2, 7th Floor,
Building No 4, 77 Town Center
Off HAL Airport Road, Yemalur
Bangalore - 560 037
Emergency Contact No
080 - 67087777

HEALTH WARE

23rd July, 2018

Ms. Bindusmitha . C,
#342,
4th Floor,2nd Cross,
8th Main,
Mico Layout,
BTM 2nd stage,
Bengaluru,
Karnataka - 560076

Dear **Ms. Bindusmitha,**

Sub: Offer Letter

With reference to your application and the subsequent interview you had with us, we are pleased to offer you a position with our Company as under:

Designation: Engineer – Sales

Department: Sales

Grade: M4B

Location: Healthware Private Limited,
Morning Star Apartments,
No 18, Flat No 102,
Rathan Singh Road, Fraser Town,
Bengaluru – 560005

You are requested to join us on any working day on or before **26th July, 2018.**

A detailed Letter of Appointment, including all terms and conditions, as agreed, would be issued upon your joining, which is subject to the receipt of your Medical Fitness Certificate and Background Verification Report.

Please indicate your acceptance of this offer by returning a signed copy of this letter on or before **25th July, 2018** and confirm your date of reporting.

We look forward to having you on board soon.

Yours sincerely,

K Tarun Narayan
Director

HEALTH WARE

25+ YEARS OF DEDICATED SERVICE



BINDUSMITHA. C
Emp.I.D. HW/391
Blood Group : O+

Emp. Signature

Issuing Authority

OFFICE OF THE PRINCIPAL
CHRISTIAN MEDICAL COLLEGE
VELLORE – 632 002 INDIA

Telephone : 0416-2284708
Telefax : 0416-2262788
Email : princi.hr@cmcvellore.ac.in

PROJECT APPOINTMENT / PROMOTION /EXTENSION ORDER

Date: 14.09.2020

NAME: Ms. Chris Sheila Leonore		DATE OF BIRTH: 18.08.1996	
EMP.No. 37055	HOSPITAL No. 89791911	T.N.Reg.No.	
QUALIFICATIONS:	B.E. (Bio-Medical Engineering)	Visvesvaraya Technological University, Karnataka	March 2019
DEPARTMENT	DESIGNATION	DATE EFFECTIVE	
P.M.R	Junior Research Fellow	09.09.2020 TO 08.09.2021	

SALARY SCALE: STARTING AT: D.A. AS PER RULES:

CONSOLIDATED SALARY: Rs.31,000/-

ACCOMMODATION : NOT PROVIDED

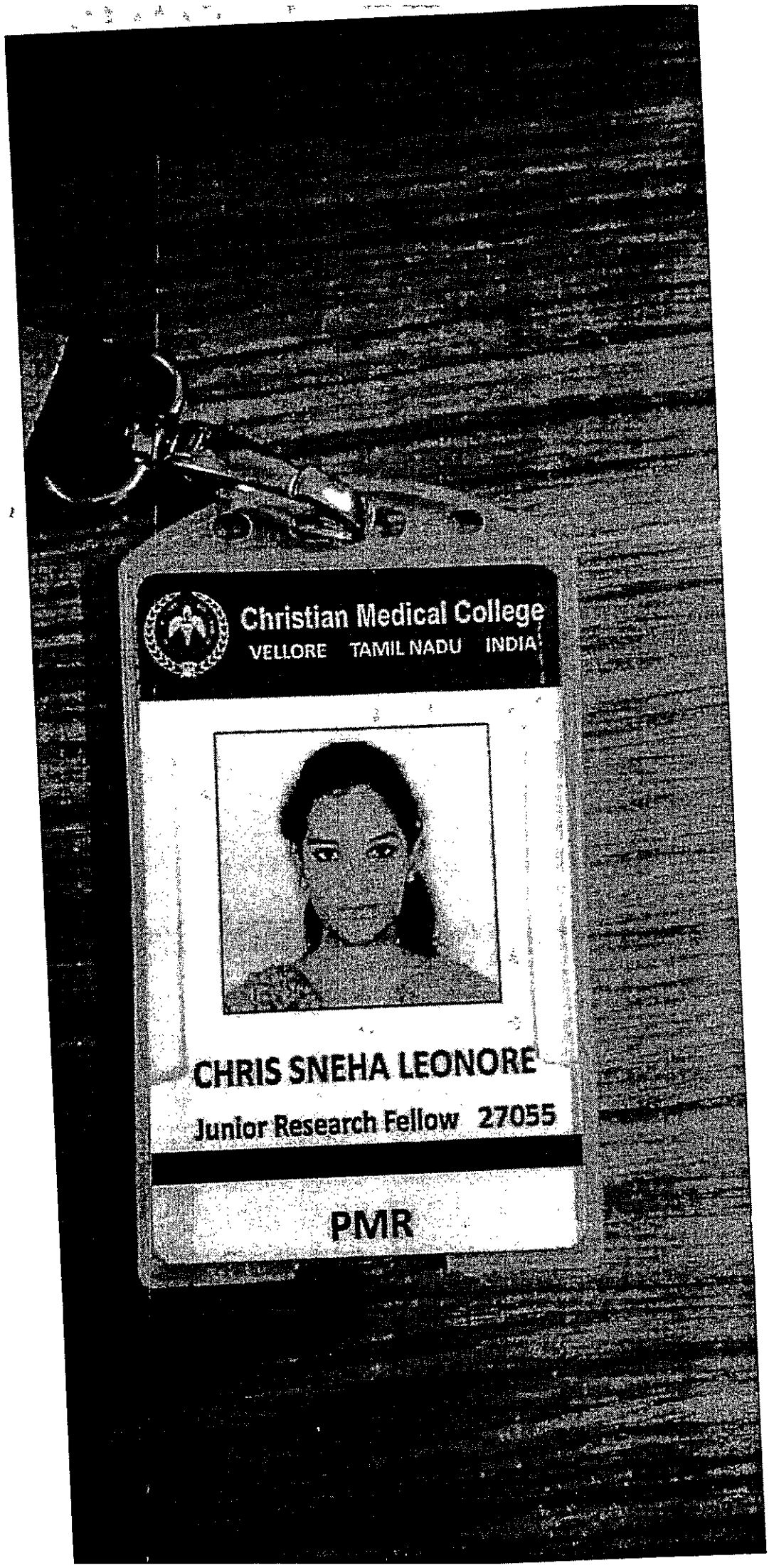
PROJECT ACCOUNT NO: 22 D 541

A.C. APPROVAL : A.C. Min. No. 22-a(16):6-20 dt:11.06.2020

SIGNATURE OF APPOINTEE	PRINCIPAL

REMARKS: 1. Please avail all your leave before 08.09.2021
2. Please report to S.S.H.S. for Hepatitis B Vaccination
3. This appointment is a temporary project appointment

Individual
C.O.D.
Treasurer
S.S.H.S.
etc.


Christian Medical College
VELLORE TAMIL NADU INDIA
CHRIS SNEHA LEONORE
Junior Research Fellow 27055
PMR

GENWORKS HEALTH PVT LTD
Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
www.genworkshealth.com

Date: 11-May-18

Divya Shree R
Bangalore

SUBJECT: LETTER OF APPOINTMENT

Dear **Divya Shree,**

Genworks Health Pvt. Ltd.'s purpose is the distribution, wholesale trading and selling, buying of all medical and healthcare related systems and devices including chemicals, synthetic products, pharma, consumables, bio-pharma, hardware and software that are used in the medical field, applications trainings relating to the medical field and providing related management, maintenance, turnkey activities and services, related to the healthcare sector. (**"Business"**)

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We are delighted to make an offer to you for the position of **Application Specialist** in **Genworks Health Pvt. Ltd.** You will be initially based at **Bangalore** location but will be assignable anywhere in India.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement attached as Annexure B and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,
For **Genworks Health Pvt. Ltd**

Balaji RR
Senior Director – Commercial Operations

Enclosures: Annexure A - Compensation & Benefits, Annexure B - Terms and Conditions of Employment, Annexure C - Employee Innovation and Proprietary Information Agreement

GENWORKS HEALTH PVT LTD
Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
www.genworkshealth.com

GEN WORKS

Annexure A

COMPENSATION AND BENEFITS

Name: Divya Shree R

Designation: Application Specialist **Date of Joining: 11-Jun-18**

Band: Professional **Level: PL1**

Component	Amount per annum (INR)	Remarks
Basic Salary	180000	
Provident Fund	21600	12% of basic salary
Flexible Components*	148400	Components to be determined by employee basis FBP guidelines*
Total Fixed Compensation	350000	

Benefits:
Health Insurance for Self and Family.
Life and Accident Insurance Cover.
Gratuity as per norms of the Organization.

***Guidelines**
The amount mentioned above in the Flexible Benefits component can be assigned by the employee as per the following norms:

Flexible Components	Maximum Amount Per Annum (INR)
House Rent Allowance	Upto 60% of Basic Salary
Self-Car Reimbursement	Upto Rs 28,800 (Fuel & Maintenance expenses for personal vehicle)
Conveyance	Rs 19,200 per annum (applicable only if there are no claims for self-car)
Medical Reimbursement	Upto Rs 15,000 per annum
Leave Travel Allowance	On actuals
Special Allowance	Balancing Figure

Variable Compensation: As per norms of the Organization

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Computacenter
COMPUTACENTER INDIA PRIVATE LIMITED
Cowkrs No. 135/1, Purva Premiere
Residency Road, Ward no 76
Bangalore, Bengaluru (Bangalore) Urban
Karnataka, 560025

18th November 2021

Divya Susheel
Bengaluru

Dear Divya,

We are pleased to extend you the offer to join Computacenter India Pvt Ltd (hereinafter referred to as the 'Company or 'Computacenter') in our delivery centre in India. This letter will officially confirm your annual earning potential and terms of employment.

Designation	Associate Technical Analyst which is aligned to Job Family Technology
Business function	Group Service Delivery

Total Cash Compensation - Your annual total cash compensation will be INR 284,258 (two lakhs eighty-four thousand two hundred and fifty-eight) and will be structured as per the attached Salary Annexure -1. This will continue to be applicable until further communication on the same. Your total earning potential includes:

Annual Gross Compensation – INR 254,000 (two lakhs and fifty-four thousand) includes allowances and statutory benefits and will be structured in accordance with the company's compensation guidelines. The said amount includes employer's contribution Provident Fund as applicable. This is your Total Earning Potential annually.

Monthly Performance Bonus - In addition to your annual fixed compensation, you will be eligible to receive a discretionary 7.5% performance related bonus as a part of your monthly salary. This is an element of total cash compensation which is linked to your performance achievement and will always be subject to the terms of Rewards and Remuneration, Clause 7, in your Standard Terms of Employment.

Acceptance of the Offer clause:
To indicate your acceptance of this offer and employment with Computacenter please return the following documents, signed on each page to MB.GRP_HR_Helpdesk@computacenter.com

- A copy of this letter,
- Annexure 1 – Salary Structure
- Annexure 2 – Standard Terms of employment
- Annexure 3 - Declaration
- Annexure 4 - All required documents as detailed.

This offer of employment is subject to the following conditions:

(i) You should be free from any contractual obligations or restrictions that may prevent you from accepting this offer or from joining on the date specified below.

(ii) You should provide the Company, either on or before the date of joining, a release letter from your previous employer confirming that all dues have been fully and finally settled between you and your previous employer if requested by the Company.

DocuSign Envelope ID: 4FE1FC85-20BA-4C55-82EC-0222FC190357

Computacenter
COMPUTACENTER INDIA PRIVATE LIMITED
Cowkrs No. 135/1, Purva Premiere
Residency Road, Ward no 76
Bangalore, Bengaluru (Bangalore) Urban
Karnataka, 560025

(iii) Your employment is based on the accuracy and correctness of testimonials and information provided by you. Your employment will be subject to no adverse information being received by the Company in relation to any background verification checks, reference checks with previous employers and/or validation of educational qualifications the Company undertakes.

iv) This offer is contingent on us working together to determine an appropriate start date of your employment and remains valid for 7 days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this or after receiving your acceptance of this offer or if you do not join the company on the mutually agreed date of joining and we are unable to set an alternative date the terms of this letter an offer will be deemed you have been rejected by you unless otherwise communicated to you by the Company in writing.

v) The Company retains the right to revoke the offer made to you hereunder at any point of time, without assigning any reason for the same, and notwithstanding the fact whether you are notified by the Company in this regard or not.

Employment Termination Clause:

a) If the Employee wishes to terminate this Agreement and employment with the Company, the Employee will need to provide prior written notice of 60 (sixty) days to the Company. In the event the Employee requests to be relieved from services with the Company at an earlier date, the Company may relieve the Employee earlier solely at its discretion.
b) If the Company wishes to terminate the services of the Employee, it may do so by providing a notice of at least 60 (sixty) days or payment in lieu thereof.
c) The Employee recognizes that given the Employee's responsibilities within the Company and the need for a transition, should the Employee wish to terminate the employment with the Company, the above notice period to be provided by the Employee is necessary and reasonable.
d) The Company shall be entitled to terminate employment "for cause" forthwith, without notice or compensation in the event the Employee:

(i) has been found guilty of any misconduct or indiscipline;
(ii) has violated any of the Standard Employment Terms;
(iii) has been persistently unpunctual, or neglected the duties and functions or performed the duties and functions in a manner unacceptable to the Company;
(iv) becomes insolvent;
(v) is convicted for any offence under any law for the time being in force in any jurisdiction.
(vi) does not have the mental or physical capacity to carry out their official functions, responsibilities or duties;
(vii) commits any act detrimental to the interests of the Company
(viii) has committed any act recognized as "misconduct" under Indian employment laws.

The aforementioned list is only for reference and not exhaustive in nature.
e) The Employee agrees that in case of retrenchment, the principle of "last in first out" shall not be applicable.

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Computacenter
COMPUTACENTER INDIA PRIVATE LIMITED
Cowkra No. 135/1, Purva Premiere
Residency Road, Ward no 76
Bangalore, Bengaluru (Bangalore) Urban
Karnataka, 560025

We look forward to hearing from you regarding your decision to join us. In the meantime, please do not hesitate to call your line manager should you have anything you would like to discuss further.

We wish you a successful career and look forward to your journey starting with us.

POC details: MB.GRP_HR_Helpdesk@computacenter.com

Yours's sincerely,

DocuSigned by:
E933BF2CC4444E6...
Sambit Chandan Dash
Authorized Signatory

Acknowledged and Agreed
Divya Susheel Signature
Date:

DocuSign Envelope ID: 4FE1FC85-20BA-4C55-82EC-0222FC190357

Computacenter
COMPUTACENTER INDIA PRIVATE LIMITED
Cowkrs No. 135/1, Purva Premiere
Residency Road, Ward no 76
Bangalore, Bengaluru (Bangalore) Urban
Karnataka, 560025

Computacenter India Private Limited
Salary Structure

Name	**Divya Susheel**	**CTC**	**305,577**
Designation	**Associate Technical Analyst**		
DOJ	**23 Nov 2021**		
Financial year	**2021-22**	**Gross Salary**	**254,000**

Compensation structure

Particulars of Salary components	**Amount (Rs.)**	
Basic	15,000	180,000
House Rent Allowance	6,000	72,000
Reimb. of Telephone Exps.	-	-
Leave Travel Allowance	-	-
Special Allowance	167	2,000
Gross Salary (A):	**21,167**	**254,000**
PF (Employee Contribution)	1,800	21,600
PT	200	2,400
Net Salary : (A) - (B)	**19,167**	**230,000**
PF (Employer Contribution)	1,800	21,600
Gratuity (Employer)	722	8,658
Cost to Company (CTC) without Bonus	**23,688**	**284,258**
Monthly Bonus	1,777	21,319
CTC with Bonus	**25,465**	**305,577**

Benefits:		
Insurance		
Group Medical Insurance Coverage	INR 500,000	*T&C* applied
Group Personal Accident Coverage	INR 500,000	
Group Term Insurance Coverage (Life)	INR 30,00,000	
Others		
Shift Allowance	As per company policy*	
Shift Transport	As applicable*	
Bonus		
Performance bonus	Monthly performance bonus as applicable*	

GENWORKS HEALTH PVT LTD
Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
www.genworkshealth.com

Date: 11-May-18

Shravya L
Bangalore

SUBJECT: LETTER OF APPOINTMENT

Dear **Shravya,**

Genworks Health Pvt. Ltd.'s purpose is the distribution, wholesale trading and selling, buying of all medical and healthcare related systems and devices including chemicals, synthetic products, pharma, consumables, bio-pharma, hardware and software that are used in the medical field, applications trainings relating to the medical field and providing related management, maintenance, turnkey activities and services, related to the healthcare sector. **("Business")**

This is an aggressive goal, which can only be attained by recruiting and developing a talented workforce.

We are delighted to make an offer to you for the position of **Sales Specialist** in **Genworks Health Pvt. Ltd.** You will be initially based at **Trichy** location but will be assignable anywhere in India.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement attached as Annexure B and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,
For **Genworks Health Pvt. Ltd**

Balaji RR
Senior Director – Commercial Operations

Enclosures: Annexure A - Compensation & Benefits, Annexure B - Terms and Conditions of Employment, Annexure C - Employee Innovation and Proprietary Information Agreement

GENWORKS HEALTH PVT LTD
Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
www.genworkshealth.com

Annexure A

COMPENSATION AND BENEFITS

Name: Shravya L

Designation: Sales Specialist **Date of Joining: 14-Jun-18**

Band: Professional **Level: PL1**

Component	Amount per annum (INR)	Remarks
Basic Salary	180000	
Provident Fund	21600	12% of basic salary
Flexible Components*	148400	Components to be determined by employee basis FBP guidelines*
Total Fixed Compensation	350000	

Benefits:
Health Insurance for Self and Family.
Life and Accident Insurance Cover.
Gratuity as per norms of the Organization.

***Guidelines**
The amount mentioned above in the Flexible Benefits component can be assigned by the employee as per the following norms:

Flexible Components	Maximum Amount Per Annum (INR)
House Rent Allowance	Upto 60% of Basic Salary
Self-Car Reimbursement	Upto Rs 28,800 (Fuel & Maintenance expenses for personal vehicle)
Conveyance	Rs 19,200 per annum (applicable only if there are no claims for self-car)
Medical Reimbursement	Upto Rs 15,000 per annum
Leave Travel Allowance	On actuals
Special Allowance	Balancing Figure

Variable Compensation: As per norms of the Organization

GEN
WORKS



GW11100621

WORKS HEALTH

SRAVYA L

AKASH INSTITUTE OF MEDICAL SCIENCES & RESEARCH CENTRE

Prasannahalli Main Road,Near Kempegowda International Airport ,Devanahalli, Bangalore - 562110,Ph:080-71159900/01
Web:www.aimsrc.com E-Mail: info@aimsrc.com.



Designation : JR.BIOMEDICAL ENGINEER
Department : BIOMEDICAL
EMP ID : AH/1763
Date of Join : 23.11.2020
Address : KODIHALLI GARDEN HOUSE, EACHNUR POST, TIPTUR TALUK, TUMKUR DIST, 572201
Mobile No.: 8310852815
Blood:- NA

Lavanya G Dev

Principal

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AKASH INSTITUTE

OF MEDICAL SCIENCES AND RESEARCH CENTRE

Prasannahalli Road, Devanahalli Near Korriperiowda International Airport,Bengaluu-562110
Ph.:+491-080-2768 1555/56, Telefax : +91-080-27681557, email: info.aimsrc@gmail.com

AIMS&RC/DOC/2020/05

Appointment Letter

MS.LAVANYA *G* DEV

Subject: Letter of Appointment

Dear MS.LAVANYA G DEV

This has reference to your application and subsequent interviews you have had with **AKASH HOSPITAL .We** are pleased to appoint you as **JR.BIO MEDICAL ENGINEER in** the Department of **BIO MEDICAL.** Your employment will be governed by the following terms and conditions

1. Working Hours

Your working hours will be **9AMto 5PM** as per the current company policy or according to the roster by the HOD. The company observes a 6 day work week.

2. Date of Appointment

Your date of appointment as per company record is **23.11.2020**

3. Salary Increase

Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.

4. Probation Period

You will be on probation for a period of **One year** from the date of appointment. On satisfactory completion of the probation period, you will be confirmed in service.

If not confirmed after one year, this order will continue to be in operation, and the probation period will stan extended automatically till further notice.

5. Leave

You will be governed by the current Leave Policy of the company for permanent employees.

6. Travel

Whenever you are required to undertake travel on company work, you will be reimbursed travel expenses as per company rules.

7. Responsibilities

In view of your office, you must be effectively performed to ensure results. Your performance would l reviewed a per the Company's Performance Management System.

8. Retirement

The normal retirement age for all employees is **60 years**

9. Notice Period

While on probation, this appointment may be terminated by either side by giving, One **month,** or or **month salary in lieu of notice period.**

On confirmation, this appointment may be terminated by either side by giving **Three months** notice Three **months** salary in lieu of notice period.

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2,'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel:+91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 3/16/2018

Ref No: HR/Campus/201860020

Ms. M R Ramya
ACS college of Engineering

Letter of Intent ("LOI")

Dear Ramya,

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

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

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

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

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

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. You will be required to undergo classroom training for a duration not exceeding 15 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.

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The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Regd. OFF.:No.14, Rajiv Gandhi InFotech Park, Hinjawadi Phase II,
MIDC - SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India.
Tel: +91.20.60091000 | Fax:+91.20.6898 5050 | CIN: U8511 OPN1002PLC140860

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12

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2,'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel:+91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 3/16/2018

Ref No: HR/Campus/201860020

Ms. M R Ramya
ACS college of Engineering

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We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

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ANNEXURE 1

M R Ramya

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,40,000/- (Rupees Two Lakhs Forty Thousand only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,15,000/- (Rupees Three Lakhs Fifteen Thousand only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: Ramya
Candidate Name: M R Ramya
Date: 25/03/18

Regd. OFF.:No.14, Rajiv Gandhi InFotech Park, Hinjawadi Phase III,
MIDC - SEZ, Village Mari, Taluka Mulshi, Pune - 411057, Maharashtra, India.
Tel: +91.20.66891000 | Fax: +91.20.0096 00001 CIN: U6511 OPN1993PLC148950

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ANNEXURE 1

M R Ramya

Analyst and A4

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Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: _____
Candidate Name: M R Ramya
Date: 25/03/18

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KIMS AL SHIFA
KIMS SUPER SPECIALITY HOSPITAL
ITI Nagar, Perinthalmanna - 679322, Malappuram Dist., Kerala, India, Ph: 04933 227616, Fax: 04933 229838
E-mail: info@kimsalshifa.com, Web: www.kimsalshifa.com

KAS/HRD/429/19 18/04/2019

Mr. Mohammed Swalih P
Pattuppurath House
Cherukadangad Post
Palakkad Dist.

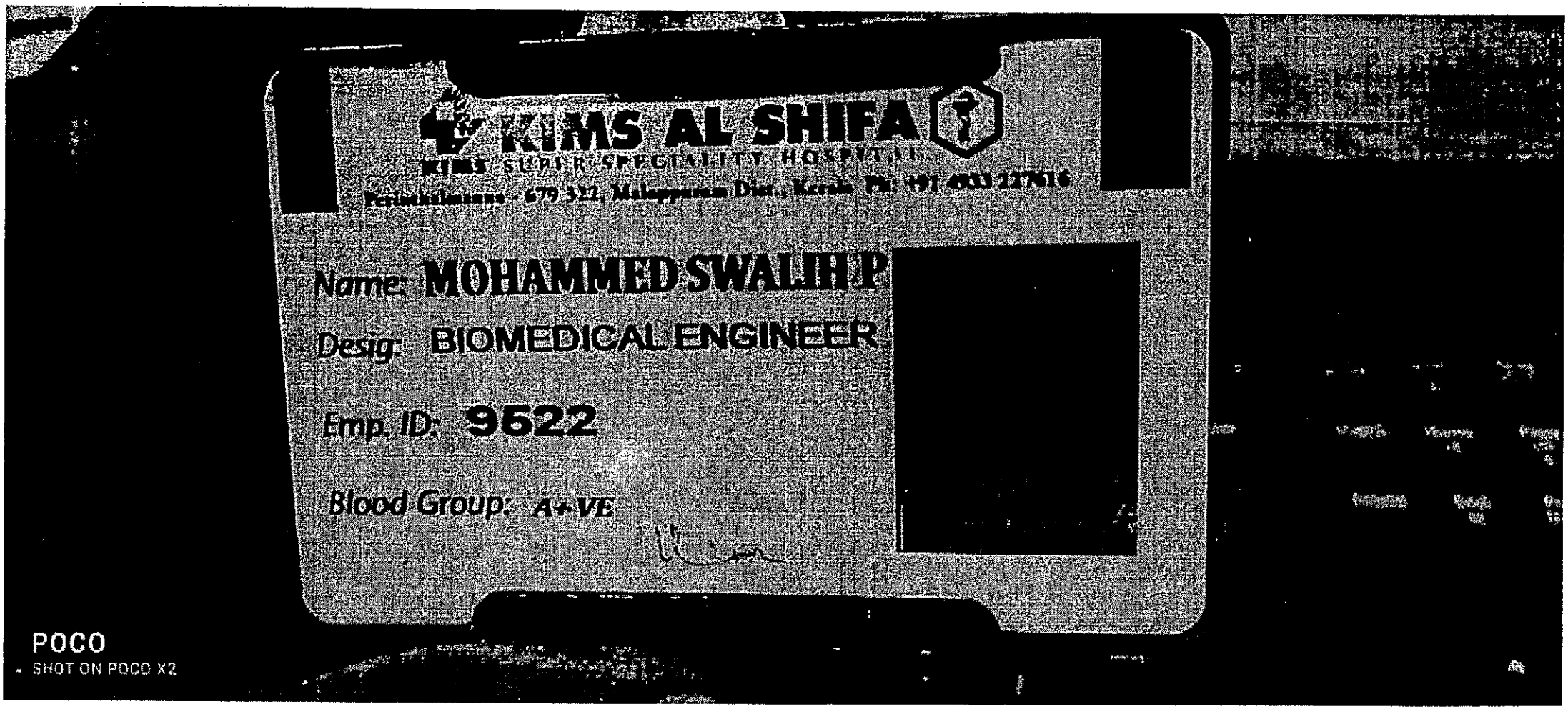
TRAINING ORDER

Dear Mr. Mohammed Swalih,

Considering your application we are pleased to allow you to undergo training as Biomedical Technician in the Clinical Engineering Department of KIMS Alshifa Healthcare Pvt. Ltd. on the following terms and conditions.

1. **Training period:** Your training period is exclusively for a period of **12 Months**. Unless a specific written order extending your training is issued to you, your training will stand terminated automatically on the expiry of the period fixed.
2. **Health Check Up:** Upon joining, you have to undergo a health check-up in our hospital and produce necessary certification before you start your training. You may also be required to undergo periodical / annual medical examination, if necessary, as may be stipulated by the Company. Your continuation in the training is always subject to your remaining medically fit and alert.
3. **Reporting:** You will be reporting to **Biomedical Incharge.**
4. **Credentials and Misrepresentation:** This offer will come into effect only after verification of your credentials. If during the course of your training, any information furnished by you in your application regarding your qualification, age etc. is found to be incorrect or not true, you will be liable for termination of training and for such action as is deemed fit.
5. **Attendance:** Since the Attendance system is linked with payroll, it is mandatory that all persons should swipe on arrival and departure, everyday as per the rules of this institution. For this purpose you will be provided with an identity card and which should be surrendered on completion of training period or on the direction issued by the management. Trainees are expected to be at their department 15 minutes prior to their training time.
6. **Stipend package:** You will be paid a stipend package of Rs. 6,500/- (Rupees Six Thousand Five Hundred only) per month from the date of your joining for training.
7. **Secrecy As To The Affairs Of The Company:** You will not disclose during you services with us or any time thereafter disclose to any person, firm or compan patient Confidentiality, information regarding the hospital and its Management, t disclosure of which may damage the interest of the Hospital

Contd... Page 2


KIMS AL SHIFA
KIMS SUPER SPECIALITY HOSPITAL
Name: MOHAMMED SWALIH P
Desig: BIOMEDICAL ENGINEER
Emp. ID: 9522
Blood Group: A+VE
POCO
SHOT ON POCO X2

Tech Mahindra

Ref: [illegible] Permit

Date: 10-Nov-2020

Ms. Rakshitha C.M.
[illegible] pg, hengasandra main road
near [illegible] home, ghravedahavinaiya
Bengaluru (KAR) - 560068
Phone No. [illegible]

Subject - Offer of Appointment

Dear Ms. Rakshitha C.M.

[illegible] to welcome you to Tech Mahindra Limited.

1. [illegible] discussions, we are pleased to offer you appointment in our Organization as **Software Engineer on U2 band** [illegible] **BENGALURU** [illegible]

2. Your [illegible] Cash Compensation will be **Rs. 300,000 (Indian Rupees Three Lakh)**. Please refer **Annexure-A** for details on [illegible] and statutory deductions.

3. Your [illegible] is strictly confidential between you and here after referred as The Company and should not be [illegible] divulged to anyone in any manner whatsoever.

4. [illegible] be governed by terms and conditions as specified in **Annexure-B**.

5. [illegible] **11-Nov-2020** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is [illegible] you in writing.

6. [illegible] requested to report to **Novya Thandaveshwara** at 9:30 AM to complete the joining formalities at [illegible] **(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU-560100**. [illegible] expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same [illegible]

7. Please note [illegible] subject to your being given a clear background check either at the time of reporting/joining or thereafter. Depending [illegible] background check report from the agency.

8. Kindly [illegible] this Offer of Appointment by signing and returning the acceptance copy to **Veparala Shanthi Kumar** [illegible]

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YENEPOYA
(DEEMED TO BE UNIVERSITY)
Recognised under Sec. 3(A) of the UGC Act 1956
Accredited by NAAC with 'A' Grade

YU/REG/HRD/0688/APT/2018 Date: 18.08.2018

OFFER OF APPOINTMENT

Sub: Revised -Offer of Appointment for the post of Biomedical Engineer in the department of Biomedical in Yenepoya Medical College at Yenepoya (Deemed to be University).

Ref: Offer of Appointment order dated 17.08.2018

****

In partial modification to the Offer of Appointment dated 17.08.2018, we are pleased to offer Ms. Reshma, appointment as Biomedical Engineer in the department of Biomedical in Yenepoya Medical College at Yenepoya (Deemed to be University) on Contract for a period of Six months, initially. She will be governed by the rules and regulations of the Yenepoya (Deemed to be University). Her consolidated salary is fixed as Rs.20,000/- per month as per the University norms.

She is requested to intimate her willingness so that a formal appointment order can be issued.

DR.G.SHREEKUMAR MENON
REGISTRAR

To,
Ms. Reshma
D/o. Suresh Kumar K.K
S.K Nivas, Maneet,
Darbe P.O., Puttur -574202

C.c.to:
Finance Officer
Principal YMC
PA to Hon'ble Vice Chancellor
HRD/Personal file

BMC & RI SUPER SPECIALITY HOSPITAL (PMSSY)

Victoria Hospital Campus, K.R. Road
Bengaluru - 560 002. Phone/Fax : 080-26705833



Vishnupriya S.
Bio Medical Engineer

Sign of Staff

Special Officer

BMC & RI SUPER SPECIALITY HOSPITAL (PMSSY)

Victoria Hospital Campus, K.R. Road
Bengaluru - 560 002. Phone/Fax : 080-26705883



Vishnupriya S.
Bio Medical Engineer

Sign of Staff

Special Officer





Ref: PMT/2017-18/HR/283 Date: 27-Dec-17

APPOINTMENT LETTER

To,
Mr. Rohith N Reddy,
S/o Nanjareddy,
Sri Rama Nilaya, Subbaiah Gardens,
Balagere Road, Varthur,
Bengaluru- 560087
Karnataka

Mobile no: + 91- 7259 890 888
E-mail: rohithnreddy12345@gmail.com

Dear Mr. Rohith N Reddy,

With reference to your application for employment in our Company & the subsequent interview & discussions you had with us, we are pleased to appoint you as **"Graduate Engineer Trainee"** in our Company with effect from **18-Dec-2017.**

PANACEA MEDICAL TECHNOLOGIES PVT LTD considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

PANACEA MEDICAL TECHNOLOGIES PVT LTD considers your employment as a matter of pride and reposes trust and confidence on you. Your exemplary behavior and performance not only in your official capacity but also personal, in upholding the dignity and image of the Company would be a befitting reciprocal.

We welcome you into the family of PANACEA MEDICAL TECHNOLOGIES and offer you a congenial atmosphere to work and look for a long association which will mutually benefit.

With best wishes

FOR PANACEA MEDICAL TECHNOLOGIES PVT. LTD.

GIRISHA .K
ASSISTANT MANAGER-HR

Doc. Version :05
PMT/HR/F/02

Confidential

Manufacturing Unit:
Plot # 87/A,Phase 2, 1st cross, 3rd Main,
Malur Industrial Area, Malur - 563 130
Kolar District Karnataka, India.
CIN NO. U33112KA1999PTC079963

Tel: +91 80 42428700 | Fax: +91 80 42428710
e-mail: contact@panaceamedical.com
www.panaceamedical.com
Registered Office: Plot #116,Shailendra Techno Park Pvt. Ltd,4th Floor, Road No. 3, EPIP Area,Phase-I, Whitefield, Bangalore - 560 066

OFFER LETTER

Date: 27-Dec-17

To,
Mr. Rohith N Reddy,
S/o Nanjareddy,
Sri Rama Nilaya, Subbaiah Gardens,
Balagere Road, Varthur,
Bengaluru- 560087
Karnataka

Email: rohithnreddy12345@gmail.com
Contact (M): +91- 7259 890 888

Dear Mr. Rohith N Reddy,

Sub: Letter of Offer cum Employment Terms & Conditions

Congratulations on your selection and choosing Panacea as your career choice.

Welcome to the Panacea family. We are pleased to offer you a new culture & assignment to facilitate your career aspirations and to be part of company's vision to build world class medical equipment. Work life at panacea is about a journey with excitement, innovation, exploration and meeting new challenges. We invite you to this fun filled journey and build your career with Panacea.

We are pleased to offer you the position of "Graduate Engineer Trainee". You are required to join on or before the 18-Dec-2017. You will be required to work from our Head office Bangalore and on need basis you will be required to work from factory Malur (Kolar Dist). Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – A.

Your gross remuneration (Base Salary) will be as detailed in Annexure – B.

This offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return a duplicate copy of this letter in token of your acceptance within 2days from the date if issue of this letter.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leader in medical devices. We assure you of our support for your professional development and growth.

Yours Truly,

FOR PANACEA MEDICAL TECHNOLOGIES PVT. LTD.

GIRISHA S
ASSISTANT MANAGER HR

Ref: PMT/2017-18/HR/123 Date: 19/07/17

To,
Mr. Rohith N Reddy,
S/o Nanjareddy,
Sri Rama Nilaya, Subbaiah Gardens,
Balagere Road, Varthur,
Bengaluru- 560087
Karnataka

Email ID: rohithnreddy12345@gmail.com
Contact (M): + 91- 7259 890 888

OFFER OF APPRENTICESHIP

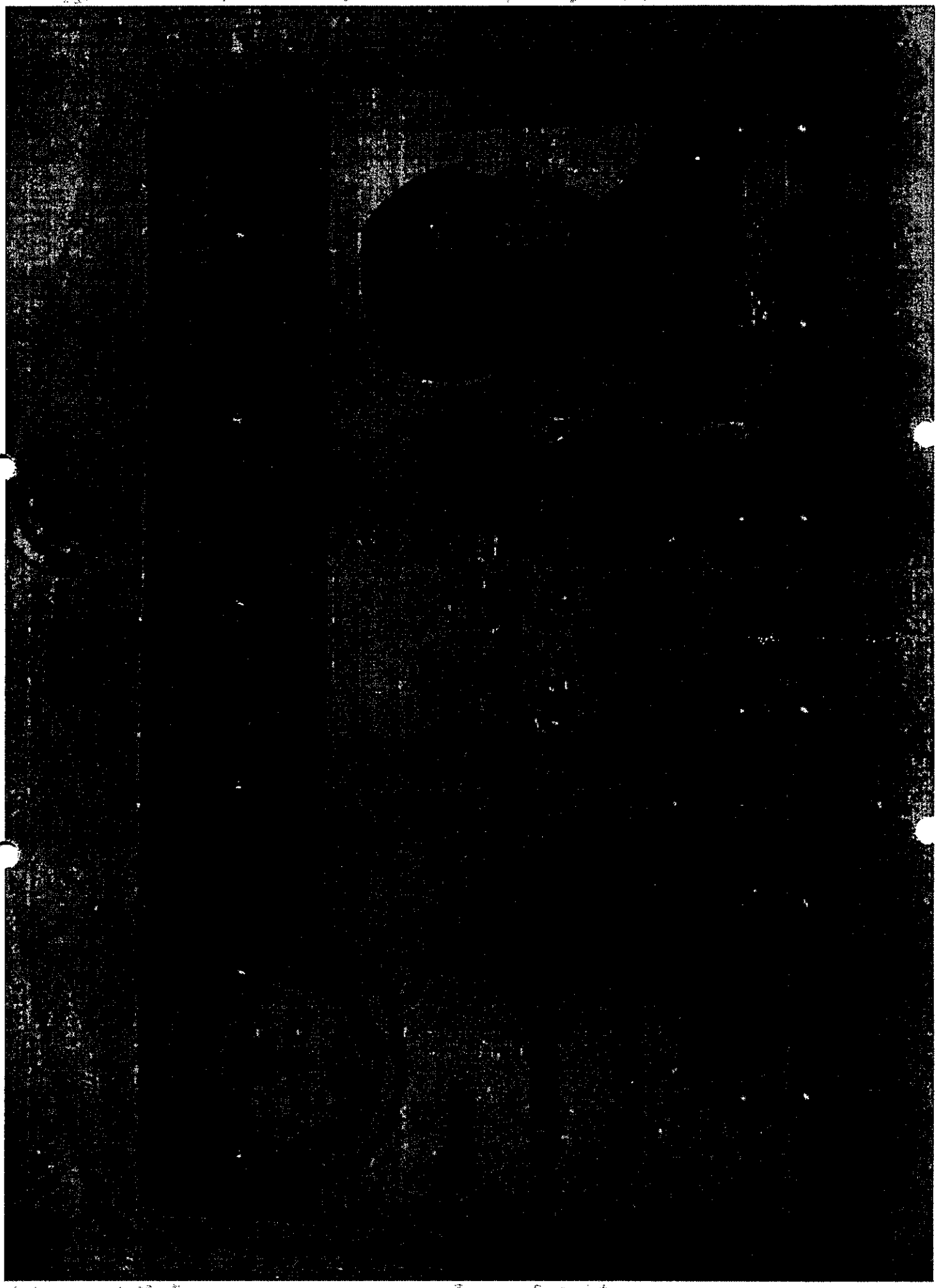
Dear Mr. Rohith N Reddy

With reference to your application dated 18-July-2017 seeking opportunity of training as apprentice in our organization and your subsequent interview, we are pleased to take you as an apprentice in our organization on the following:

1. Your apprenticeship period shall be for Six (06) Months which commence from 01st August 2017 and expired on 28th February 2018 in the first instance which can be extended further or terminated earlier without giving any notice or assigning any reason thereof.
2. You will be paid stipend of Rs.13000/- (Rupees Thirteen Thousand Only) per month. No other allowance/allowances, as admissible to regular employees, will be paid to you.
3. You shall abide by the instruction of your superiors in matters pertaining to the training as well as the code of conduct, rules of discipline either existing or extended from time to time.
4. While there is no guarantee of regular employment to be offered to you on completion of apprenticeship period, the management might consider your candidature for regular absorption after successful completion of training on any vacancy on such terms and conditions as may be agreed upon.

gistered Office:
ot #116,Shallendra Techno Park Pvt. Ltd,4th Floor,
ad No. 3,EPIP Area,Phase-I, Whitefield,
ngalore - 560 066, Karnataka, India.
I NO. U33112KA1999PTC079953

Tel: +91 80 42428700 | Fax: +91 80 42428710
e-mail: contact@panaceamedical.com
www.panaceamedical.com



GENWORKS HEALTH PVT LTD
Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
www.genworkshealth.com

Date: 25.07 2017

Harsha Singh
Bangalore

SUBJECT: LETTER OF APPOINTMENT

Dear **Harsha,**

Genworks Health Pvt. Ltd. 's purpose is the distribution, wholesale trading and selling, buying of all medical and healthcare related systems and devices including chemicals, synthetic products, pharma, consumables, bio-pharma, hardware and software that are used in the medical field, applications trainings relating to the medical field and providing related management, maintenance, turnkey activities and services, related to the healthcare sector. **("Business")**

This is an aggressive goal, which can only be attained by recruiting and developing a talented workforce.

We are delighted to make an offer to you for the position of **Application Specialist** in **Genworks Health Pvt. Ltd.** You will be initially based at **Bangalore** location but will be assignable anywhere in India.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement attached as Annexure B and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,
For **Genworks Health Pvt. Ltd**

Sheetal Nagalia
Strategic Human Resource - Manager

Enclosures: Annexure A - Compensation & Benefits, Annexure B - Terms and Conditions of Employment, Annexure C - Employee Innovation and Proprietary Information Agreement

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Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
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Annexure A

COMPENSATION AND BENEFITS

Name: Harsha Singh

Designation: Application Specialist **Date of Joining: 7th Aug 2017**

Band: Professional **Level: PL1**

Component	Amount per annum (INR)	Remarks
Basic Salary	180000	
Provident Fund	21600	12% of basic salary
Flexible Components*	148400	Components to be determined by employee basis FBP guidelines
Total Fixed Compensation	350000	

Benefits:
Health Insurance for Self and Family.
Life and Accident Insurance Cover.
Gratuity as per norms of the Organization.

***Guidelines**
The amount mentioned above in the Flexible Benefits component can be assigned by the employee as per the following norms:

Flexible Components	Maximum Amount Per Annum (INR)
House Rent Allowance	Upto 60% of Basic Salary
Self-Car Reimbursement	Upto Rs 28,800 (Fuel & Maintenance expenses for personal vehicle)
Conveyance	Rs 9600 per annum (applicable only if there are no claims for self-car)
Medical Reimbursement	Upto Rs 15,000 per annum
Leave Travel Allowance	On actuals
Special Allowance	Balancing Figure

Variable Compensation: As per norms of the Organization

Kshema Medical Technologies Pvt. Ltd.

Empowering healthcare through innovative solutions

TIN:29111395442 CIN No:U74999KA2016PTC097428

Channel partner for BPL health care business group

[illegible] present commission or any sort of [illegible] from any person, party or firm or [illegible] with the company and if you are offered [illegible] immediately report the same to the Management.

[illegible] being issued to you on the basis of the [illegible] furnished by you in your application [illegible] at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Please sign and return to the undersigned the duplicate copy of this [illegible]

[illegible] Company Name family and look forward to [illegible]

[illegible]

[illegible]

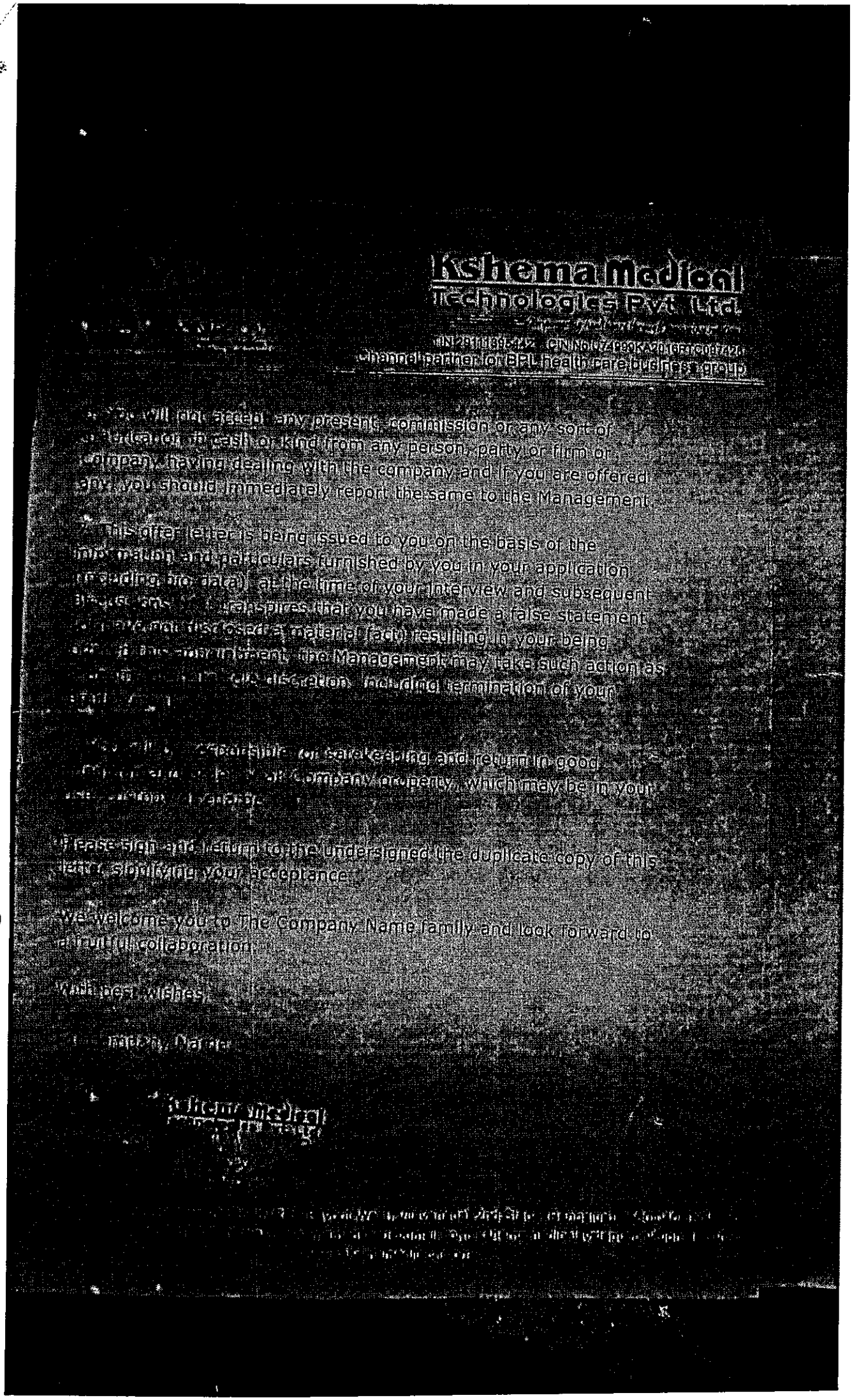
Name

Signature

For Kshema Medical Technologies Pvt. Ltd.

Authorised Signatory

[illegible] Layout (West), Vijayanagar, 2nd Stage, Bengaluru - 560 [illegible]



Kshema Medical Technologies Pvt. Ltd.

[illegible]

TIN 29111395442 CIN No.U74990KA2016PTC097426

Channel partner for BPL health care business group

[illegible] You will not accept any present, commission or any sort of [illegible] in cash or kind from any person, party or firm or company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

[illegible] This offer letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio data), at the time of your interview and subsequent [illegible] transpires that you have made a false statement [illegible] disclosed a material fact) resulting in your being [illegible] the Management may take such action as [illegible] discretion, including termination of your [illegible]

[illegible] responsible for safekeeping and return in good [illegible] Company property, which may be in your [illegible]

Please sign and return to the undersigned the duplicate copy of this letter, signifying your acceptance.

We welcome you to The Company Name family and look forward to a fruitful collaboration.

With best wishes,

[illegible] Company Name

[illegible]

Letter of Appointment

06th Jun 2017

Dear Mr. Deepak Samanta

We are pleased to offer you an appointment in our organization for the position of **Sales Engineer** in our Company.

You will be on training for an initial period of three months an d on probation for a period of six months following successful completion of training. Your transition from train ee to probationer will be based on your appraisal at the end of the period of training.

You are required to agree to the special terms and conditions as described in Annexure – A1.You will be paid gross emoluments as detailed in Annexure – A. Your employment with us will be governed by the Terms & Conditions as detailed in Annexur e – B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit. Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming wor ld leaders. We assure you of our support for your professional development and growth.

Yours truly,

For **AB ABIL Healthcare Pvt Ltd**

Shaik Yasar Ali
Human Resource Manager
Encl.: As above

Abhi Healthcare

Annexure – A1

You will be required to give at least two month notice of resignation to the company or pay to the company one month's salary in lieu of the notice. You will also forfeit the amount in holding with the company.

The company will provide you extensive training during the first three months of your employment with us and expects you to return the investment made on this training in the form of personal value addition to the company.

The training materials provided to you are property of the company and confidential information. Carrying the materials outside the company or disclosing them to anyone other than employees of the company is a breach of trust and will result in immediate forfeiture of the holding amount and termination of employment without notice.

Spreading , soliciting employees of the company for outside employment or coercing co workers to leave the company is strictly prohibited and frowned upon. Such actions will result in immediate termination of employment without notice and forfeiture of your holding amount.

Please indicate your understanding and acceptance of the above terms and conditions by signing in the space provided below and as well revert us back on the joining date of yours. The joining date of yours will be **on 21st June 2017** Kindly report to the job along with the documents mentioned to submit. I accept.

(Signature, name & date)

Ababil healthcare

Annexure – A

Salary structures

Break salary Breakup		
Salary Component	Amount PM	Amount PA
Basic	5000	60000
HRA	2000	24000
CCA	1440	17280
Transport	2873	34476
Special Allowance	2437	29244
Medical Reimbursement	1250	15000
Total Salary (CTC)	15000	180000

Annexure – B Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the You would also let us know the name and address of your legal heir/nominee.

Nature of Work:

You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your senior from time to time.

Working Hours:

The regular working hours of the company are from 9. 15AM to 6:45 PM including 45 minutes for lunch break and 15 minutes for tea break.,

Assignment, Transfer and Deputation:

Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company 's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

Training:

You will hold yourself in readiness for any training at any plac e whenever required. Such trainin g would be imparted to you at the company's expense. Kindly note that refusal to participate in a training program without any extraneous circumstances would lead to automatic termination of your employment.

Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the Company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose.

The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to computer system, disabling all working stations, floppy disk drives and Companywide awareness about the need for protection of intellectual property and sensitive custom er information.

Restrain:

Acce ss to Information:

Information is available on need to know basis for specific groups and the network file server of the company is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.

Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any pers onal us e.

Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you w ill during the course of your employment hereunder also use your best Endeavour to prevent any other person from doing so.

Leave:

You will be entitled to leave as per law in forc e and as laid down in the Standing Orders of the company. Three days advance intimation is required to be given for availing leave. In the event of a sick leave you will be required to furnish a doctor's certific ate for the period of leave. The company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

Abadi healthcare

Termination of Service:

Either party can terminate this employment by serving a notice of one month on the other, save and accept that the company may at its option pay salary in lieu of the notice period to terminate employment with immediate effect.

Unauthorized absence or absenc e without permission from duty for a continuous period of 7 days would make you loose you lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.

You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

Standing Orders:

You will abide by the Standing Orders, rules & regulations and ser vice conditions that may be in force or application to the organization or are framed from time to time by the company.

Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a latter date any of your statements/particulars furnished are found to be false or misleading or your performanc e is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving an y notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

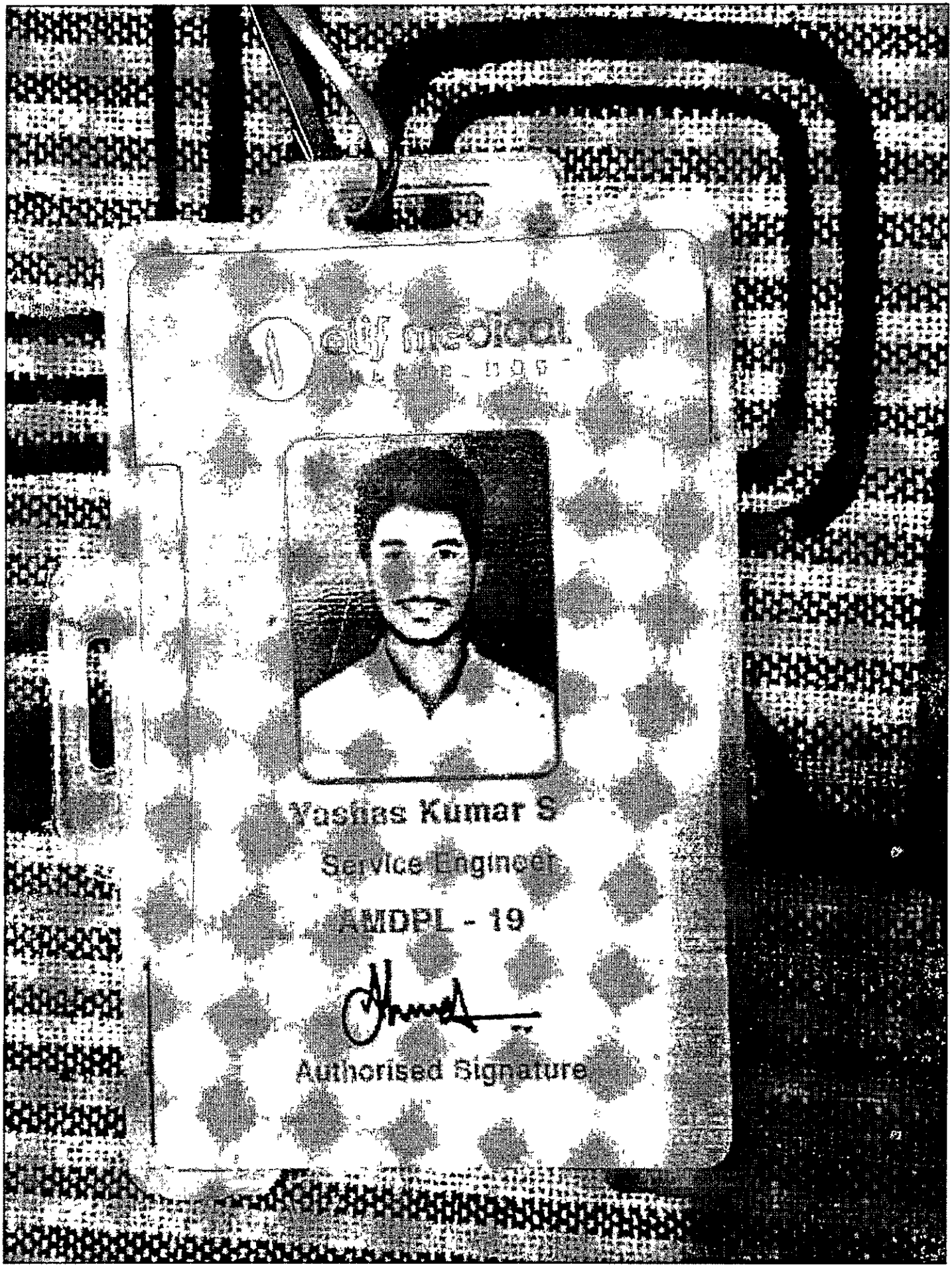
I accept.

(Signature, name & date)

Ababil Healthcare

2016-17	Maruthi.R(7411216966)	UG(CSE)
	Nandini.L.N.Gowda(9880494277)	UG(CSE)
	Naveen.K(9740055262)	UG(CSE)
	Pavithra.T.N(9986838566)	UG(CSE)
	Rakesh Kumar (TPO)(9611306003)	UG(CSE)
	Rakshitha.S(9591705599)	UG(CSE)
	Sharmila.S	UG(CSE)
	Sonika SubbuKumar	UG(CSE)
	Thanush.B.N	UG(CSE)
	Varsha.K(7259512534)	UG(CSE)
	Vani S(8123812765)	UG(CSE)
	Veena.S(9740473636)	UG(CSE)
	Yashaswini N G	UG(CSE)
2016-17	Rohith 7259890888	UG(BME)
	Harsha P S 8123868962	UG(BME)
	Harsha L Singh 8553212633	UG(BME)
	Ashwini 9738994717	UG(BME)
	Deepak Samantha 8971072158	UG(BME)
2016-17	Pruthiviraj U 9845860400	UG(CIVIL)
	Susmitha .S 9663787868	UG(CIVIL)
	Rajshekhar P R 9886634170	UG(CIVIL)
	Prasad R 9741235117	UG(CIVIL)
	Harish V 9448850410	UG(CIVIL)
	Khiyalness Kharbhani 9844567891	UG(CIVIL)
	Shawoor Ahammed T 9164789965	UG(CIVIL)
	Mahadeva Reddy 9877559154	UG(CIVIL)
	Soniya T 9164554499	UG(CIVIL)
	Anushree T 9844622334	UG(CIVIL)
	Nayana R 9880711953	UG(CIVIL)
	Rituraj shah 8710931683	UG(CIVIL)
	Kavya U 9341466856	UG(CIVIL)
	Prakruti N 9964655297	UG(CIVIL)
	Chethan R R 8710931683	UG(CIVIL)
	Mamtha S 8944566321	UG(CIVIL)
	Acharya Kashyap MK(8292780972)	UG(AE)
	Dhanush S(7204250146)	UG(AE)
	K.Kaivallya(9916646752)	UG(AE)
	Indushree K M(8105942259)	UG(AE)
	Meena N R(9598483610)	UG(AE)
	Neril Lester Lobo(9916757127)	UG(AE)
	Nisarga N(8123684942)	UG(AE)


C.Y.AISHWARYA
CUSTOMER SUPPORT ENGINEER
DOB: 11/2/1999
Blood Group: AB+


Vashas Kumar S
Service Engineer
AMDPL - 19
Authorised Signature

360 REALTORS
Commitment | Honesty | Reliability

360 REALTORS LLP,
201A-201C, Global Foyer, Golf Course Road, Sector-43,
Gurugram-122002, Haryana | T: +91-124-4260360
E: info@360realtors.com | W: www.360realtors.com

OFFER LETTER

18th September 2021

Dear Kamya M,

Further to our discussion with you, we are pleased to invite you to work with us as **Associate -Sales** on the mutually agreed compensation. Please refer to Annexure-A for your compensation & benefits (shall be read as part and parcel of this offer letter).

Your base location will be our Bangalore office; however, the company shall have the right, at its sole discretion, to transfer at any time, your services to any of its affiliates/associate companies or to post you at any other place in India or International.

Validity of this offer is subject to your joining us on 20th September 2021.

Please send us your acceptance by 19th September 2021. Non acceptance till the stipulated date shall make this offer redundant automatically.

This offer and employment is subject to successful verification of your documents and employment records any time before and after your joining.

We look forward to having you as part of our team!

From 360 Realtors LLP

Sanjay Kumar
Global Head – Human Resources

Terms of Employment

For Sales Employees Only

(I) **Performance Incentive**

In the course of your employment, you may be eligible for a variable component in the form of incentive payments made to you in consideration of the successful closure of a transaction involving the lease, purchase and sale of a property. In such an event, the incentive would be paid to you only if you are an existing employee at the time of disbursement and at the time when the brokerage of the said unit has been received from the developer/client.

(II) **Performance Improvement Plan (PIP) & Performance-Pay**

Organization has performance benchmarks for the sales employees, you will be informed and communicated on your sales targets and performance benchmarks at the time of joining. In case you do not achieve your sales targets and deliver below expectations on performance benchmarks, management reserves the right to activate the "Performance Improvement Plan" (PIP) for a specified period. During PIP period, you will get extra support from your manager to deliver the expected performance benchmarks. During PIP period your entire fixed pay will be automatically converted into "Performance-Pay". You will be entitled to salary only in case of successfully achieving the performance benchmarks. You will have right to accept and decline the PIP, in case of decline, your services will be terminated with immediate effect on account of non-performance and your will be relieved from services without any notice or notice pay in lieu.

PROBATION

A. This arrangement will be under review for an initial probation period of Six (6) months. During this period your performance will be under review and based on your performance, a decision will be made with respect to continuing your services under this Agreement for the aforesaid position. During this period, your services can be terminated by the Company without notice and without citing any reason, if your work is found unsatisfactory or there is any negligence, misconduct or unauthorized absenteeism on your part or non-performance. However, you would be liable to give one month's notice before terminating this Agreement during the Probation Period.

B. Upon confirmation under Clause 1(A) above, you will become a permanent employee of the Company and continue to be subject to its discipline, instructions, guidelines and rules as prescribed by the Company from time to time.

TERMINATION AND SEPARATION

Your services under this arrangement, after the Probation Period, will be terminated:

If either party gives the other party a written notice of termination, for 1 (one) month, in advance, in the manner prescribed herein; or

By the Company by giving a notice of immediate termination without cause with payment of remuneration in lieu of notice; or

In the event you make yourself absence from your duties without prior permission and authorization (including when you overstay the period of your sanctioned leave) for a continuous period of Five (5) days or more and do not return within this period and show sufficient cause for your absence to the satisfaction of the management, then you will be deemed to have lost lien on your employment which will amount to abandonment of your services on your own accord; or

By the Company forthwith and with immediate effect, without any notice or salary in lieu of notice or any other benefits that might have accrued to you, if you shall be guilty of: material breach of this Agreement, any gross default or misconduct on behalf of non-observance of any of the stipulations herein set forth; corrupt practices; violating any intellectual property rights; disclosing of the confidential information of the Company; harassing Company's employees, vendors or customers; undergoing trial, imprisonment or are convicted of a criminal offence; violating any of the non-disclosure, non-compete obligation and non-solicitation obligations; engage in insubordination; moral turpitude; conflict of interest; or When any information or documents or particulars as given by you, in the application submitted by you for the appointment or otherwise is found to be false or incorrect at any stage, in case of not meeting the KRAs/performance standards as stated in Annexure-B (which shall be read as part and parcel of this offer letter); or

Upon retirement from the service of the establishment/Company after attaining the age of 60 years, unless the management, in its sole discretion, permits you to continue thereafter. For this purpose, your date of birth will be the same as provided by you in the Date of Birth proof submitted at the time of joining.

In the event of your death or insanity or if you become medically unfit (as per the opinion of the management) during the term of your employment.

Upon termination of your employment, you shall forthwith:

Provide details of your future employer (if you have received and accepted any such offer letter) and disclose any possibility of conflict of interest.

Sign all documents and perform all such acts as may be required by the Company in order to assign and transfer to the Company any asset, property or other rights in your position or under your control belonging to the Company.

Deliver or assign to the Company, any property / assets, moveable or immovable, are provided to you by the Company during your employment with us, it is specifically agreed by you that all of these will be promptly returned / deposited with the company prior to full & final settlement of your accounts. In the event, you refuse to return such property / assets of the company, for any reason whatsoever, it will be treated as misconduct and violation of the terms of your employment and all benefits to you such as gratuity, bonus, leave encashment, salary dues etc. will be forfeited. Further, without prejudice to the legal rights of the Company to recover such property / assets, you shall also be liable for payment of such damages as assessed by the Company for the unauthorized use / occupation of such property / assets.

If termination occurs prior to the completion of your duties, co-operate fully with the Company to ensure smooth and complete transitions to another Company advisor, employee or associate as directed in writing by the Company.

Upon termination of your employment in accordance with the terms of Agreement, the Company shall forthwith pay to you all arrears of your remuneration up to and including the intended termination date after necessary deductions and adjustment, which, you shall accept in full discharge of all claims whatsoever. You will not be entitled to any incentive, bonuses or sales related scheme after separation. To claim such benefits, you should be a bona fide employee of company at the time of disbursement of incentives, bonuses.

At the time of leaving the Job you are not allowed to take with you any data, data backup, information, client's/fabricator's/vender's phone numbers/addresses/emails/ agreements etc. If the same is done then it will constitute to Criminal Breach of Trust and be deemed as Criminal Conspiracy against the Company and we shall initiate appropriate legal proceedings including civil and Criminal proceedings against you, which needless to say shall be at your own cost and peril.

You agree that in the event of your leaving the Company and you are not completing the agreed notice period for any reason whatsoever, you shall be liable to pay to the Company compensation/damages and/or reimburse all costs and expenses incurred in or connected with your employment as calculated and described in the following manner:

(i) One [1] months' salary in lieu of not serving the notice period.
(ii) Any amounts spent by the Company towards reimbursement of committed training costs and expenses incurred by the Company on your training
(iii) Loss incurred by the company due to unethical practice
(iv) Any damage or loss of company assets
(v) Any joining bonus, relocation expenses incurred by company
(vi) Any over charged communication/telephone bills

(vii) Visa and flight cost incurred by company
(viii) Any amounts spent by the Company towards the cost of recruitment.
(ix) Any amount of loss that the Company would have to reasonably incur due to your resignation which would include cost of re-recruitment, advertising, travel, loss of man hours, etc.

In case you do not serve the required notice period (unless waived off by your reporting manager), you will not be entitled for:

(i) Pending salary, profit share, incentive, reimbursements, business expense, variable salary & claims of travel and mobile; and
(ii) Relieving letter; and
(iii) Full and final settlement letter; and
(iv) No dues certificate; and

You and Company agree that the categories as described in this Clause 2(E) and as reasonably established are a genuine, fair, reasonable estimate of the damages or loss and expenses that would accrue to the Company or have been expended by the Company in respect to your engagement with the Company.

I have read understood, and agree to all of the above and hereby accept the offer of employment on the above terms and conditions. I understand that my employment is contingent upon execution of the Non-competition, Confidentiality and Non-Solicitation Agreement and the Agreement to Review and Comply with company's Human Resources Policies. I hereby authorise the company and any vendor assigned by the company to verify and background check the disclosures submitted by me.



Name & Signature

Date ١٩\٩\٢٠٢١

Private & Confidential

Date : 10/10/2020

P Y PALLAVI

26/6, 6TH MAIN ROAD, SK GARDEN, BENSON TOWN POST

KARNATAKA -560046

APPOINTMENT LETTER

Dear P Y PALLAVI ,

Subsequent to the meetings between Convergys India Services Private Limited (hereinafter, 'Convergys'/ '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, Customer Service . 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 09/10/2020 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 09/10/2020 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 angel.animon1@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

1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Terms and Conditions:

2.1 Valid Passport:

(A) Comp Grade 12 & 11: Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

In the event that you fail to submit a copy of your passport within 180 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company. You will be required to bear the cost for such background check (such cost can be upto INR 1500). You expressly agree by signing this agreement that this amount will be deducted/ recovered from your salary. The Company may deduct this cost from your salary in a series of monthly installments or as a single deduction, at its sole discretion.

(B) Comp Grade 10: Clause 2.1.2

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

However, in the event that you fail to submit the copy of passport within 90 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company. You will be required to bear the cost for such background check (such cost can be upto INR 1500). You expressly agree by signing this agreement that this amount will be deducted/ recovered from your salary. The Company may deduct this cost from your salary in a series of monthly installments or as a single deduction, at its sole discretion.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

a) Require you to undergo another training program; or
b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option, may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.

2.5 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the Company reserves the right to take suitable action against you, including but not limited to termination of your services.

2.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions. Performance incentive will be applicable to you only after you commence regular working in operations.

2.7 The initial period of probation is 365 days from your date of joining. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, through normal and accepted modes of employee communication within the company.

2.8 During the period of probation, your services may be terminated by either party giving the other **15 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, no such notice or notice pay shall be payable in case your services are terminated on account of failing the background check, for misconduct or if you are unable to provide sufficient documentary evidence to establish your employment history credentials.

2.9 After confirmation and thereafter, your services may be terminated at any time by either party giving the other a **30 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, due to exigencies of business, the Company at its sole discretion may not agree to take the **gross** salary in lieu of notice and ask you to serve the entire or part of the notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.

2.10 In the event that you are transferred by the Company to another position (which may include transfer to a new role, competency, or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation and benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

2.11 You will automatically retire on attaining the age of 58 years. The age as declared in your application shall be binding on you. An extension, however, may be given at the discretion of the Company. You may be retired earlier if found medically unfit.

2.12 While in the employment of the Company, you are in no way allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

2.13 You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.

2.14 You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.

2.15 You are expected to maintain an acceptable level of performance during your tenure with the organization. Failure to meet expected standards may lead to initiation of Performance Improvement Plan and/ or termination in case of no improvement in performance.

2.16 The company will work 7 days a week, 24 hours a day. You will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your business duties. Your weekly off may not necessarily be for 2 days and not necessarily be on Sunday.

3. Confidentiality

3.1 The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the Company, any information about the interest or business of the Company or any affiliated Companies or any information pertaining to their clients and/or with the end consumers of our clients – the information you may have acquired while in the employment of the Company.

3.2 You shall not communicate to public papers, journals, pamphlets or leaflets, any information or documents, official or otherwise relating to the Company except with the prior approval of the Company.

3.3 Upon separation from the Company, you shall return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control.

3.4 You will abide by the information security policy of the company and all the rules and regulations contained therein.

3.5 Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

3.6 Information pertaining to the Company's operations shall remain confidential and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you.

3.7 During the course of your employment you may come across a lot of information related to the clients that the Company deals with and/or with the end consumers of our clients; any such information is strictly confidential and you shall not disclose it to any unauthorized person.

4. The Company expects you to respect all matters, which are Intellectual Property Rights of your current employer, and strongly discourages you to bring in to the organization, manuals, documents, papers, memos, and files etc., which are classified.

5. All communication between the employee and the Company shall deemed to have been effectively served if delivered to you personally or sent to the current residential address already mentioned here in the letter. You shall inform the Company about any change in the residential address in writing within 3 working days and get the acknowledgement. In the event of failure on the employee's part to discharge this obligation, the service of any communication shall be deemed to be complete and effective on the address mentioned herein.

6. This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if a material error, in the Company's opinion is discovered and/or due to non-disclosure of relevant information about you to the company.

7. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

8. Your continuance in employment is subject to your maintaining clean criminal and financial records.

9. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

10. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.

11. "Female employee will be eligible for all the benefits, as applicable under the provisions of the Maternity Benefit Act, 1961, and the Rules made there-under, as amended from time to time.

12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

Signature of Candidate

It is highly recommended that before you begin your journey with Convergys, please visit the website www.concentrix.com The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Convergys, we're changing the world every day and we will be delighted to have you as part of our team.

Please sign the copy of this offer letter and return it to us as an indication of your interest in joining us on the given date. Please note that your employment stands confirmed only after you complete your joining formalities on the reporting date. This offer is liable to be withdrawn based on business requirements at any time prior thereto.

The terms of this offer are strictly confidential between you and the Company.

Yours sincerely,

Signature Not Verified
Digitally signed by DS Convergys India Services Private Limited 1
Date: 2020.10.10 14:37:33 +05:30
Reason: Concentrix Hiring
Location: Bangalore

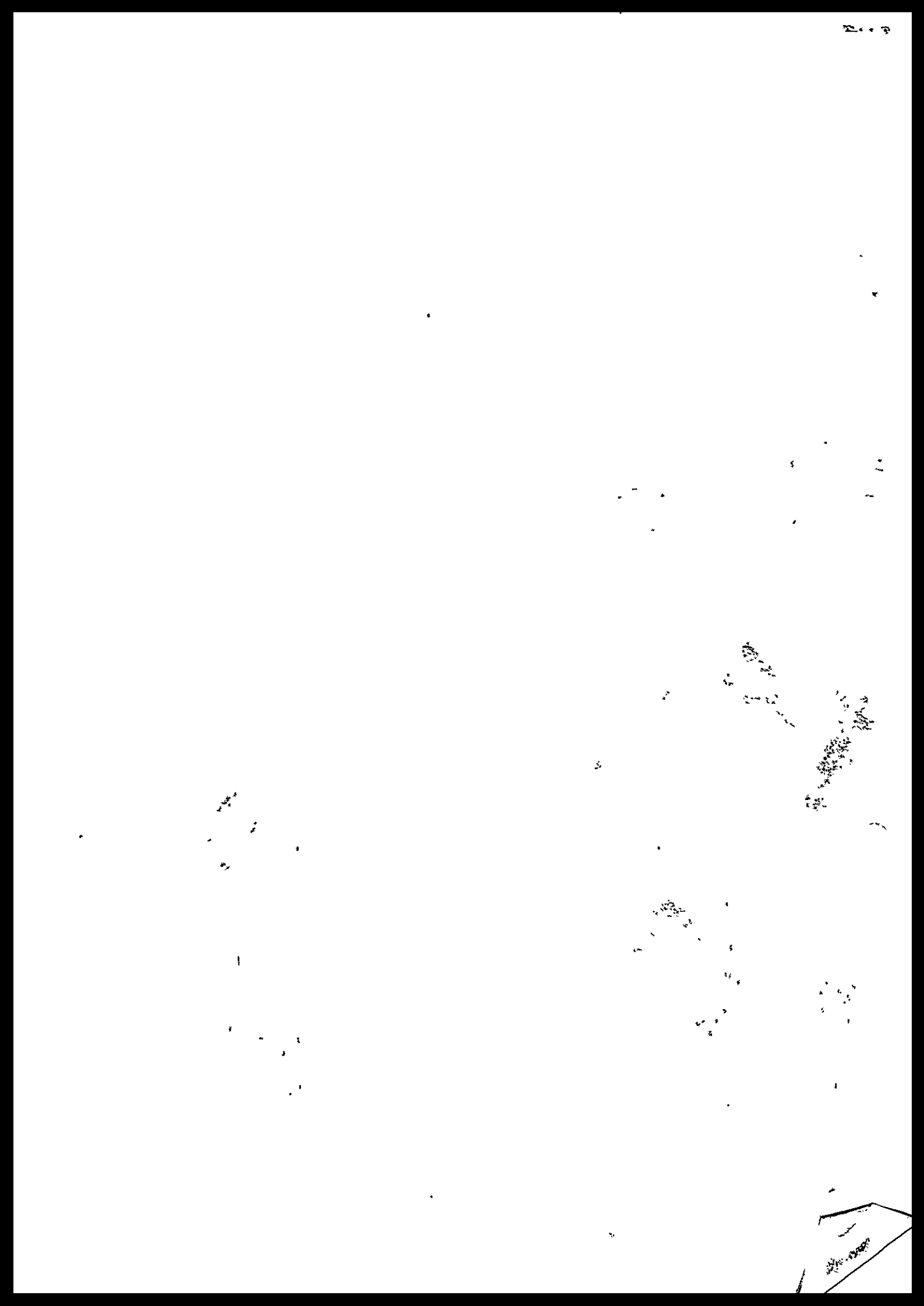
Authorized Signatory (Please Sign above)

I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on 09/10/2020.

Candidate Name : P Y PALLAVI

Candidate's Signature : _____

Date : _____



ENTRY PASS
Name: sreetag p
Valid upto: 15.11.2022

Eleanor Technologies Pvt. Ltd.

Date :28/03/2018

Ms.Divya Shalini

No:11,4th cross 1st Main
Balaji Layout Begur Road
Honga Sandra Bommanahalli
Bangalore 560068

Subject: Appointment Letter

Dear Ms.Divya Shalini

Congratulations! Welcome to Eleanor Technologies Pvt Ltd.

With reference to your application for employment and subsequent interview you had with us, the company is pleased to appoint you as "Customer Relation Officer" in our Bengalore establishment.

You are expected to join us on Wednesday, 28th March 2018 with the following terms and conditions agreed upon.

1. PROBATION:

A. Initially, you will be on Probation for a period of 6 months from the date of joining. The period of probation may be extended at the discretion of the company for such period or periods as may be deemed fit. You will continue to be on probation until confirmed in writing otherwise.

B. During the period of probation or the extended period of probation, as the case may be, the management will have the right to terminate your services without any notice or without assigning any reasons whatsoever.

C. During the period of probation should you desire to terminate the services, you may do so by giving one month notice. There will be no adjustment of leave or salary in lieu of notice.

451, 4th Floor, 17th Cross, 4th Sector,
HSR Layout, Bengaluru - 560 102. Karnataka. INDIA
Tel.: 080 - 4979 9977
E-mail : info@eleanortechnolo

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Date: 16-June-2021

To,

Ananya Pavitra
Bangalore, Karnataka, India

Dear Ananya,

With reference to your application and the interview you had with us, we are pleased to offer you appointment on the following terms and conditions:

1. Your appointment will be with effect from **17-June-2021.**

2. DESIGNATION: You will be designated as **"Market Research Executive"**

3. PLACE OF POSTING: You will be initially posted in **Bangalore, Karnataka, India**. However, your appointment will be subject to the condition that you will be posted and transferred anywhere in India or in any department, office or establishment owned or managed by the department or any group Company depending upon the exigencies of the Company's work.

4. GROSS SALARY: As and from the joining date, you will be paid annually a Gross Salary of **INR. 4,29,128** /- on a Cost-To-Company basis. Please refer the attached Break Up sheet for details.

5. PROBATION and CONFIRMATION: You will be on probation for a period of three (3) months from the date of joining. During your probation, the appointment is terminable by giving one month notice on either side. At the end of the probation period, if your overall performance is found satisfactory, your appointment is treated as confirmed unless otherwise stated. Once the probation period is completed, either party will be entitled to terminate the contract as per the "At Will Employment" clause.

6. AT WILL EMPLOYMENT: Your appointment shall be 'at will' and is terminable on either side by giving three months' notice or pay in lieu thereof. In case your performance is unsatisfactory, the management reserves the right to terminate the contract of employment by giving two month's notice or pay in lieu thereof. The Salary for this clause means only 'Basic Pay'.

7. REVIEW PERIOD: Your Salary will be reviewed as per the Company Policy after appropriate performance evaluation at the management's discretion.

8. You will be entitled to other statutory benefits as applicable to your category from time to time.

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9. Relocation Allowances/Bonus, Notice Period buyout pay & Joining Bonus if any will be recoverable if you fail to complete 24 months of un-resigned tenure at EKA.

10. Our appointment will be subject to the understanding that you will not engage yourself in any other work except with the prior permission of the Company and you will not disclose any information regarding the affairs of the Company which may come to your knowledge during the period of your service, the disclosure of which will be prejudicial to the interest of the Company.

11. This appointment is subject to your being declared medically fit by our medical advisors. At the time of joining, you may be asked to give a declaration of medical status in lieu of medical examination and no relevant information should be left out in this declaration.

12. You will be responsible for the safekeeping and return in good condition and order of all the property of the Company, which may be in your use, custody, care or charge. In the event of loss of any property of the Company in your possession, the Company will have the right to assess on its own basis and recover the damages of all such material from you and take such other action as it deems proper in the event of your failure to account for any such material or property towards Company's satisfaction.

13. You will be bound by the rules and regulations of the Company as existing from time to time in regard to conduct discipline, retirement, medical and any other matter as though these rules and regulations were part of your terms of appointment. The company reserves the right to amend or change the company policies, employment & compensation terms and conditions from time to time.

14. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your appointment without giving any notice unless you return to work within 8 days of the commencement of such absence, and give an explanation to the satisfaction of the Management regarding such absence.

15. Employment with Eka is contingent upon successful completion of background verification and positive reference checks(as maybe applicable).

16. Upon termination of your employment, you will return to the Company, all papers, documents, cassettes and any other Company property that might have come into your possession during the course of your employment with the Company and you will not retain any copies or extracts thereof.

17. The Copyright, as per the Copyright Act of any nature whatsoever, in any work carried out by you including idea or concept visualized, artistic or otherwise creative/intellectual work/project undertaking, during the service period shall be the sole property of the Company and you will specifically give up rights, if any, to the same.

18. A non-disclosure Agreement as per the policy of the Company shall be executed with you from the day you join the company.

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On the date of your joining, please bring the following documents for our records:

1) Copies of your Educational Documents (Starting from 10th std. to Highest Education)
2) Experience letter from your previous employers & Relieving Letter from your Previous Employer
3) Photocopy of Pan Card
4) Form 16 (or) 3 Months Pay slip of your Previous Employer
5) 3 Passport Size Photographs
6) ID Proof & Address Proof.
7) Aadhar Card

This letter is being issued in duplicate. If the terms and conditions are acceptable to you, please return the duplicate copy duly signed by you as a confirmation of you having accepted the terms and conditions contained therein.

We look forward to your joining our team for a long, successful and pleasant assignment.

Thanking you,

Yours sincerely
For Eka Software Solutions Pvt. Ltd.,

Sumarani Sarkar

Director- Global Human Resources

I hereby accept the appointment on the terms and conditions mentioned in the above-referred letter of appointment.

Signature: _____

Date : _____

Place : _____

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Salary break up of CTC

Fixed Pay	INR	33,333	**4,00,000**
Other Pay & Benefits	INR		**29,128**
TCTC	INR		**4,29,128**
Monthly Salary		**INR**	
		PM	PA
Basic Salary		16,667	2,00,000
HRA		6,667	80,000
LTA		2,083	25,000
Flexible Benefit Plan		6,117	73,400
Company contribution to PF ^^		1,800	21,600
Total Fixed Pay(I)		33,333	4,00,000
Other Pay(II) Performance Bonus*		-	-
Benefits(III)			
Medical Insurance, GPA			8,706
Group Term Life Insurance		-	3,411
Parental Insurance*			7,391
Gratuity**		-	9,620
TOTAL CTC(I+II+III)			**4,29,128**
* Will be governed by respective company policy.			
** Will be governed by respective statutory policy.			

^^ - *We have considered the minimum contribution for PF. You can increase it to 12 % of your Basic Salary.*

Note: Please maintain strict confidentiality in dealing with your salary information.
Employer reserves the right to change the salary structure anytime, which could be pursuant to changes in local laws or otherwise. However, pursuant to this change, the overall salary of the Employee will remain same"

Sumarani Sarkar
Director - Global Human Resources

Bhagwan Mahaveer
JAIN HOSPITAL
A Unit of Bhagwan Mahaveer Memorial Jain Trust
080 4087 5555 | 080 4110 0550 - 52
No. 17, Millers Road, Vasanthnagar
Bengaluru 560052
website - www.bmjh.org

HUMAN RESOURCES

caring
with
compassion

BMJH /HR/147/2021

5th APRIL, 2021

To,
Mr. Shriram. S
#118, 70th Cross,
Rajajinagar, 5th Block,
Bengaluru – 560 010

TRAINEE APPOINTMENT LETTER

1) Further to the interview you had with us, we are pleased to inform you that you have been selected as a Trainee department of Bio Medical Engineering with effect from 5th April 2021 and you will be paid stipend of Rs.7000/- (Rupees Seven thousand only) per month.

2) The *terms and conditions* of your employment are as follows:

You shall register your attendance on the Hospital's Biometric system.

a) You shall report to the Head of the Department (HOD). Your duties will be assigned or entrusted to you by your HOD.

b) During Training period, your services could be terminated forthwith, without assigning any reason.

c) You will be working within the framework of organizational structure, policies, protocols and direction as may be given to you by the Management from time to time.

d) Rules and Regulations: You will be required to abide by, and strictly adhere to rules and regulations and by laws of the Hospital in force or which may be introduced or endorsed from time to time thereafter.

e) You shall adhere to timings of the Hospital and you shall not report late for duty. You will also be expected to make extra efforts to achieve results whenever the job so requires.

f) This hospital belongs to the Jain community and therefore consumption of non-vegetarian food within the campus of this hospital is strictly forbidden.

g) We welcome you to the Jain Hospital family and look forward to a long and mutually beneficial association with you.

h) If the above terms and conditions are acceptable to you, kindly sign and return to us the duplicate of this letter as token of acceptance.

Yours sincerely,

For BHAGWAN MAHAVEER JAIN HOSPITAL BANGALORE

SATISH B
Sr. MANAGER - HR

Sr. Manager - HR
BHAGWAN MAHAVEER JAIN HOSPITAL
17, Millers Road, Vasanthnagar
BENGALURU - 560 052

amazon | Development Centre
India

OFFER CUM APPOINTMENT LETTER

Manasa D N
Sri Tirumala PG for girls, 5th cross, tulasi theatre road, marathahalli village marathahalli , Bangalore ,Pincode:, jog road, sagar,shimogga district

560037
IN

Dear Manasa,

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 **Content Test 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 **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 **19-Oct-2020**.

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

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

nmnas



View Custom Photo

Manasa
D N

Manasa D N

Content Test Associate, Alexa COPS - Operations (5244)

nmnas@amazon.com Contact card

LOCATION: BLR14 - Corp Office, Bangalore
(UTC +05:30)
BLR14.05.000.O0

LINKS

Manasa's Wiki
contributions
Manasa's Crier profile
Manasa's Contacts

S
V
C
-

"It's not about ideas, it's about making ideas happen!

-Scott Belsky

Hey Divija,

We're extremely pumped to have you join us at Ava! We're onto a mission to change the women's health paradigm globally and we're stoked to have you join us on this journey!

While each one of us is going to be donning multiple hats at Ava, you're going to spearhead all the efforts leading to sales of the MyAva Program plans. While at it, You will also ensure that the MyAva community keeps growing.

We're not a fan of titles but here's one: : Business Development Associate

We believe know, that you're going to be a go-getter and hustler at Ava to realise the vision we have.
You will be on a mandatory probation of 2 months and will be moved to a permanent position on successfully accomplishment of your KPI's.

If you do choose to join us, please respond with your acceptance to this offer. Apart from great conversations and high-adrenaline work, we'll also offer you a salary as below ;)

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2021

Dear **Pushpa P,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on **"Software Testing"** at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

1.500hrs of Software Testing Course worth INR 30,000/- offered for free inclusive of study materials.

2. Guaranteed 100 Placement opportunities.

3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,

PENTAGONSPACE PRIVATE LIMITED BENGALURU

Madhusudhan H

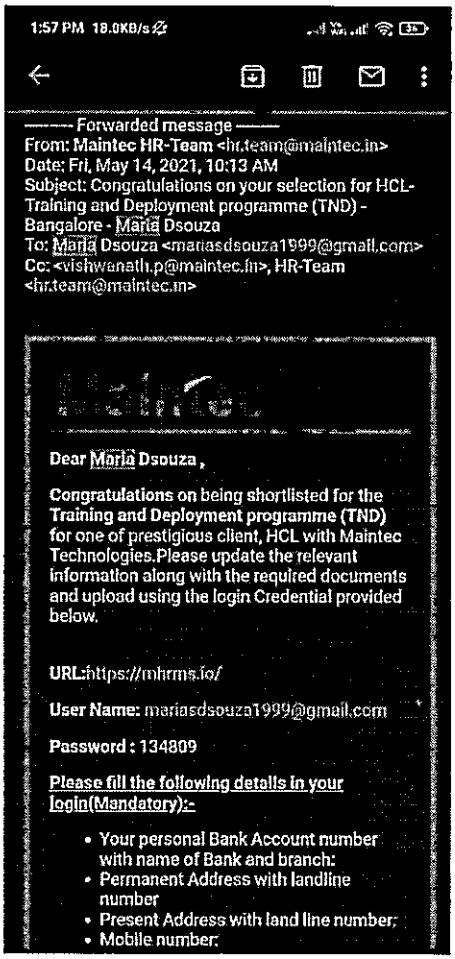
Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

Pallavi Mdm Civil
yesterday at 11:35 am



1:57 PM 18.0KB/s

---------- Forwarded message ----------
From: **Maintec HR-Team** <hr.team@maintec.in>
Date: Fri, May 14, 2021, 10:13 AM
Subject: Congratulations on your selection for HCL-Training and Deployment programme (TND) - Bangalore - Maria Dsouza
To: Maria Dsouza <mariasdsouza1999@gmail.com>
Cc: <vishwanath.p@maintec.in>, HR-Team <hr.team@maintec.in>

Maintec

Dear Maria Dsouza ,

Congratulations on being shortlisted for the Training and Deployment programme (TND) for one of prestigious client, HCL with Maintec Technologies.Please update the relevant information along with the required documents and upload using the login Credential provided below.

URL:https://mhrms.io/

User Name: mariasdsouza1999@gmail.com

Password : 134809

Please fill the following details in your login(Mandatory):-

- Your personal Bank Account number with name of Bank and branch:
- Permanent Address with landline number
- Present Address with land line number:
- Mobile number:

Pallavi Mdm Civil
yesterday at 11:35 am



2:03 PM 0.0KB/s

Sha Zeeshan 8 Jun
to me

——— Forwarded message ———
From: Sha Zeeshan <shahz1181@gmail.com>
Date: Thu, 21 Jan 2021 at 5:47 PM
Subject: Re: QSpiders Campus Connect-Incubation Final Selects 2021 Batch
To: Vinutha Venkatesh <vinuthavenkatesh03@gmail.com>

I accept the offer.

On Wed, 20 Jan 2021 at 10:46 AM, Vinutha Venkatesh <vinuthavenkatesh03@gmail.com> wrote:

> I accept the offer.
>
> On Tue, 19 Jan 2021 04:58 Devika Rani, <devikarani.l@qspiders.com> wrote:
>
> > Hello Sir/Mam,
> >
> > We are happy to announce the Final Selects for Incubation [Free Training & Placement] 2021 Batch.
> >
> > We heartily congratulate students for getting placed & we officially welcome all to QSpiders.
> >
> > Attached List with Green Highlighted are the selects & Please communicate the same with students & we will post you the date of Joining ASAP.
> >
> > We would courier the Hard copy of offer letter to college directly.
> >
> > For Selected students anything in further

2:36 PM | 0.0KB/s



---------- Forwarded message ---------
From: **Aishwarya I** <aishaishwarya20@gmail.com>
Date: Sat, 21 Aug, 2021, 5:59 pm
Subject: Fwd: Employment_Deduce Technologies
To: <vishal.acsce@gmail.com>

---------- Forwarded message ---------
From: **Monisha S Kumar** <monisha.s@deducetech.com>
Date: Tue, 17 Aug, 2021, 5:37 pm
Subject: Employment_Deduce Technologies
To: Mahima Shrivastava <mahima@deducetech.com>, Sudha Rao <sudha@deducetech.com>, Meena PL <meena@deducetech.com>, Vinutha R <vinutha.r@deducetech.com>, Manasa GS <manasa@deducetech.com>, Kiran B <kiran.b@deducetech.com>, Sripada CV <sripada@deducetech.com>, Karthik BS <karthik.bs@deducetech.com>, Mujeeb Syed <mujeeb@deducetech.com>, Rathi DJ <rathi@deducetech.com>

Dear Candidate,

Congratulations!!

Subsequent to your application for employment with us and the interview process, we are glad to offer you a position of "Trainee GIS Analyst". You need to send us your offer acceptance email within next 2 working days. Upon joining you shall be issued a formal offer letter as well as the appointment letter.

This email is not confirmation of employment. Employment is subject to verification of all relevant documents and back ground checks. For all graduate (with no prior



2:17 PM | 1.2KB/s



-------- Forwarded message --------
From: **Sharan M** <sharanum131@gmail.com>
Date: Tue, 29 Jun, 2021, 3:47 pm
Subject: Re: Confirmation Employment_Deduce Technologies_Bangalore
To: <meena@deducetech.com>

I accept the offer

On Sat, 26 Jun, 2021, 3:51 pm , <meena@deducetech.com> wrote:

> Dear Candidate,
>
> Congratulations!!
>
> Subsequent to your application for employment with us and the interview process, we are glad to inform you that you have been selected for the position of "Trainee GIS Analyst". You need to send us a your acceptance of the same within next 2 working days via email. Upon your joining you shall be issued an offer letter as well as the appointment letter.
>
> You are requested to report at office at 9 AM on 01st July 2021, at the below mentioned address.
>
> **Deduce Technologies,**
>
> **Pinehurst**
>
> **Vysya Bank Colony Stage 2,**
>
> **MICO Layout, Bengaluru, Karnataka - 560076**
>
> **Landmark: Kitchens on ground floor of the building tower.**
>
> Contact person for directions & connected details is Pruthvi (7406286787) & the undersigned.



2:36 PM | 0.0KB/s 67

---------- Forwarded message ---------
From: **Reddyjm Anil** <reddyjmanil66@gmail.com>
Date: Sat, 21 Aug, 2021, 5:59 pm
Subject: Fwd: Employment_Deduce Technologies
To: vishal.acsce@gmail.com <vishal.acsce@gmail.com>

---------- Forwarded message ---------
From: **Monisha S Kumar** <monisha.s@deducetech.com>
Date: Tue, Aug 17, 2021, 5:36 PM
Subject: Employment_Deduce Technologies
To: Mahima Shrivastava <mahima@deducetech.com>, Sudha Rao <sudha@deducetech.com>, Meena PL <meena@deducetech.com>, Vinutha R <vinutha.r@deducetech.com>, Manasa GS <manasa@deducetech.com>, Kiran B <kiran.b@deducetech.com>, Sripada CV <sripada@deducetech.com>, Karthik BS <karthik.bs@deducetech.com>, Mujeeb Syed <mujeeb@deducetech.com>, Rathi DJ <rathi@deducetech.com>

Dear Candidate,

Congratulations!!

Subsequent to your application for employment with us and the interview process, we are glad to offer you a position of "Trainee GIS Analyst". You need to send us your offer acceptance email within next 2 working days. Upon joining you shall be issued a formal offer letter as well as the appointment letter.

This email is not confirmation of employment. Employment is subject to verification of all relevant documents and back



Dear RAKESH BANJAN ,

Thank you for applying and congratulations on being shortlisted at BYJU'S – The Learning App for a Sales & Marketing position.

Job Profile: Business Development Associate (BDA)

Description: You will start your journey at BYJU'S as an individual contributor working in a team to introduce and showcase the unique way in which BYJU'S The Learning App helps students learn better. You will also be responsible for mentoring these students and will play a role in their learning journey. Your key role will be to connect with students and parents across the country about one of the world's most loved learning apps and how it will help students learn not just for exams but way beyond.

This is an individual contributor role in an employee oriented, high performance environment that emphasizes on spreading the BYJU'S unique way of learning in your city. Your role will start with contacting potential customers (parents and students) to set up meetings, counsel the students on learning pedagogies and the BYJU'S personalised learning journey. You will be working 5 days a week with Monday and Tuesdays being weekoff.

This hybrid mode of sales will give you an exposure to the best of inside-sales and direct-sales. Please download the BYJU'S Learning App to understand the magic of the BYJU'S courses which has been widely accepted not just across thousands of towns in India but by millions of users across the globe. We look forward to having you on board. Team BYJU'S. All the best!

Business Development Associate - Direct Sales (On-Field Profile)

Sector: Sales

Location: Across India

Working Days: 5 days work week (Saturday and Sunday Mandatory working)

CTC: Rs. 10 Lakhs per annum (Rs. 7 Lakhs per annum as Fixed pay and Rs. 3 Lakhs per annum as Incentive Pay) (Post Training)

To: Placement Officer <placement@acsce.edu.in>
Cc: parameshwara@rrce.org <parameshwara@rrce.org>; GOVINDA RAMESH <govind.ramesh@agrima.in>
Subject: SHORTLISTED CANDIDATES FOR CL-2020

Dear Sir,

Greetings from AGRIMA!

We are happy to announce the results of shortlisted students for the collaborative learning 2020. Please find the below attached file.

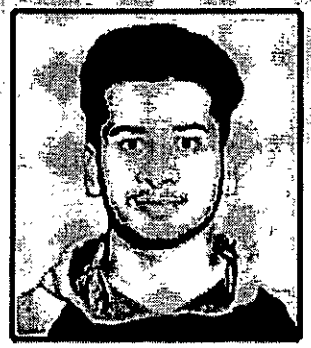
We thank you for the support and hospitality extended.

With regards
Meena
Team Agrima

AGRIMA ROOF & FAÇADE SYSTEMS			
COLLABORATIVE LEARNING 2020			
ACS / MAHARAJESWARI Shortlisted Candidates			
SL.NO	BOYS	SL.NO	GIRLS
1	SYED AENAN ASAD	1	AKSHATA V KATTI
2	VISHAL PAWAR		
3	K.M VISHNU MOHAN		
4	RAGHAVENDRA GH		

VDR ASSOCIATES

CIVIL CONSTRUCTIONS



Name : CHANDAN.S B.E Civil

Designation : Jr. Engineer

Empl. ID : VDR-E002

Blood Group : B+

Mobile No. : 8073502812

email: vdrassociates99@gmail.com

Address:

H.No.747,1st Cross,A Block,
Sahkara Nagar, Hebbal,
Banglore - 560092

UNITY CONSTRUCTION
Engineers & Contractors
All kinds of Civil Works

VENDOR CODE : 20032128
GSTIN : 29AAEFU9738M1Z8
PF No.: GBBLR1621213000
PAN No.: AAEFU9738M

Date :

To

Varun M J

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at **Unity construction PvtLtd** as Graduate Engineeron the following terms and conditions:

Your employment will be valid from **25/03/2020 To 24/09/2020,** unless and until it is specifically extended inwriting by **Unity construction** Pvt Ltd.

Your Salary CTC will be INR 2,20,008.00 per Annum (as per Annexure 1) and will be paid out basis your actualjoining date.

Your employment is subject to completing our onboarding process, which requires you to:

a. Complete on the unity portal:
Employee profile form
Statutory Nomination forms like ESIC, PF, Mediclaim etc.
b. Upload proofs of your documents:
Government mandated ID proof: Aadhar Card and PAN
Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
Copy of both Educational certificates & Previous employment documents.
Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as anappointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms andconditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Unity Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login.

A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

UNITY CONSTRUCTION JSW SITE

226/89, Ambajyoti Nilaya, Ground Floor, 7th Ward, M.P. Prakash Nagar, Hosapete - 583201. Ballari Dist.
e-mail: unityconstruction2104@gmail.com | rajureddy2104@gmail.com | Cell: 9972950867, 9449782235 |

UNITY CONSTRUCTION
Engineers & Contractors
All kinds of Civil Works

VENDOR CODE : 20032128
GSTIN : 29AAEFU9738M1Z8
PF No.: GBBLR1621213000
PAN No.: AAEFU9738M

Date :

To

VARSHA M

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Your employment is subject to completing our onboarding process, which requires you to:

a. Complete on the unity portal:
Employee profile form
Statutory Nomination forms like ESIC, PF, Mediclaim etc.
b. Upload proofs of your documents:
Government mandated ID proof: Aadhar Card and PAN
Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
Copy of both Educational certificates & Previous employment documents.
Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as anappointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms andconditions & upon confirmation of joining duty by the manager.

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Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

UNITY CONSTRUCTION JSW SITE

226/89, Ambajyoti Nilaya, Ground Floor, 7th Ward, M.P. Prakash Nagar, Hosapete - 583201. Ballari Dist.
e-mail: unityconstruction2104@gmail.com | rajureddy2104@gmail.com | Cell: 9972950867, 9449782235 |

AHAD

Ahad Builders Private Limited
Ahad Pinnacle, 1st Floor, # 80, 2nd Cross, 5th Main, 5th Block,
Koramangala Industrial Layout, Bengaluru - 560 095
T: 080 25531406 / 080 25500692
E: info@ahadbuilders.com W: www.ahadbuilders.com
CIN: U45400KA2009PTC050075
GST No.: 29AAICA0892K1Z9

1st Aug'2019

To,

Mr. Afaque Ahmed,
S/o. Mr. Iqbal Ahamed,
No. 4725, Kumanandan Mohalla,
Near Dr. Khudus Clinic, Ramanagara - 571511
Karnataka

SUBJECT: EMPLOYMENT WITH AHAD BUILDERS PRIVATE LIMITED

Dear Afaque Ahmed,

This is with reference to the employment with Ahad Builders Private Limited, we hereby inform you that you have been employed with the position of "Trainee" and the employment is effective from 1st Aug'2019.

You will be designated, as "Trainee" and your initial posting will be in Bangalore.

The terms and conditions governing this employment are given in the Employment Agreement, Employee Intellectual Property Agreement and the details of your compensation and benefits are given in Appendix A.

This is just an offer letter and is subject to satisfactory reference checks.

You are required to sign a copy of the agreement by 7th Aug'2019" as an indication of your accepting the offer of employment.

For Ahad Builders Private Limited

Director

Afaque Ahmed

Your Ever

3E SERVICES
Construction Engineering
Quality Services

Address: #154, 2nd A cross, 6th Main, 7th Block, 2nd Stage, Naagarabhaavi, Bengaluru, Karnataka 560072

OFFER LETTER

To

Suma.S

Civil Engineering,ACSCE,Bengaluru

ACSCE-Bengaluru-560074

Dear Student,

Selection of Civil Engineers –reg

With reference to the above subject, I am pleased to inform you that, you have been selected as Quantity Surveyor in our Construction Company in the Placement drive held at RRCE-Bengaluru. The details of requirements and work to be carried, Terms and conditions are sent to your mail. You will be paid salary of Rs20000/- per month and leaves as applicable as per our company rules.

Yours

EE.SUNIL.R.K
CEO-3E SERVICES

3E-SERVICES™
CONSTRUCTION ENGINEERING
QUALITY SERVICES

OFFER LETTER

Date-8.11.2018
Ref: 1369/0811 – DL/01-1819

Dear **Mr. BHARATH N**

Congratulations! We are pleased to confirm you have been selected to work as Site Supervisor under probationary period of six months from this date. We are delighted to make you the following job offer.

3E-SERVICES is offering a fulltime position for you as Quality controller, starting on 10 NOV 2018 at Hindupur. Expected hours of work will be from 9AM to 6PM.

Salary during probationary period shall be as agreed during final interview.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

For M/s. 3E-SERVICES

(Sindhu-GM)

2017-18

No. 154, 2nd A Cross, 6th Main, 7th Block, Nagarabhavi 2nd Stage, Bangalore - 560072
info@3eservices.net, marketing@3eservices.net | www.3eservices.net

OFFER LETTER

Date-28.08.2018
Ref: 1369/2808 – DL/01-1819

Dear **Mr. MAHESH N**

Congratulations! We are pleased to confirm you have been selected to work as Site Supervisor under probationary period of six months from this date. We are delighted to make you the following job offer.

3E-SERVICES are offering a fulltime position for you as Quality Surveyor, starting on 30 Aug 2018 at Kerala. Expected hours of work will be from 9AM to 6PM.

Salary during probationary period shall be as agreed during final interview.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

For M/s. 3E-SERVICES

(Sindhu GM)

OFFER LETTER

Date-15.11.2018
Ref: 1369/1511 – DL/01-1819

Dear **Mr.MANGUNATHA V**

Congratulations! We are pleased to confirm you have been selected to work as Site Supervisor under probationary period of six months from this date. We are delighted to make you the following job offer.

3E-SERVICES is offering a fulltime position for you as Site Supervisor, starting on 18 NOV 2018 at Hindupur. Expected hours of work will be from 9AM to 6PM.

Salary during probationary period shall be as agreed during final interview.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

For M/s. 3E-SERVICES

(Sindhu GM)

No. 154, 2nd A Cross, 6th Main, 7th Block, Nagarabhavi 2nd Stage, Bangalore 560072
info@3eservices.net, marketing@3eservices.net | www.3eservices.net

OFFER LETTER

Date-16.07.2018
Ref: 1369/1607 – DL/01-1819

Dear **Mr. DEEKSHITH N**

Congratulations! We are pleased to confirm you have been selected to work as Site Supervisor under probationary period of six months from this date. We are delighted to make you the following job offer.

3E-SERVICES is offering a fulltime position for you as Site Supervisor, starting on 18 July 2018 at Kerala. Expected hours of work will be from 9AM to 6PM.

Salary during probationary period shall be as agreed during final interview.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

For M/s. 3E-SERVICES

(Sindhu GM)

OFFER LETTER

Date-5.10.2018
Ref: 1369/0510 – DL/01-1819

Dear **Mr. VENKATESH PRASAD T J**

Congratulations! We are pleased to confirm you have been selected to work as Site Supervisor under probationary period of six months from this date. We are delighted to make you the following job offer.

3E-SERVICES is offering a fulltime position for you as Quality Controller, starting on 9 OCT 2018 at Mundra. Expected hours of work will be from 9AM to 6PM.

Salary during probationary period shall be as agreed during final interview.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

For M/s. 3E-SERVICES

(Sindhu GM)

OFFER LETTER

Date-26.07.2018
Ref: 1369/2607 – DL/01-1819

Dear **Ms. POOJA N**

Congratulations! We are pleased to confirm you have been selected to work as Site Supervisor under probationary period of six months from this date. We are delighted to make you the following job offer.

3E-SERVICES is offering a fulltime position for you as Quality Controller , starting on 28 JUL 2018 at Kerala. Expected hours of work will be from 9AM to 6PM.

Salary during probationary period shall be as agreed during final interview.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

For M/s. 3E-SERVICES

(Sindhu GM)

OFFER LETTER

Date-05.10.2018
Ref: 1369/0510 – DL/01-1819

Dear **Mr.PRAGATHI R**

Congratulations! We are pleased to confirm you have been selected to work as Site Supervisor under probationary period of six months from this date. We are delighted to make you the following job offer.

3E-SERVICES is offering a fulltime position for you as Quality Controller , starting on 8 OCT 2018 at Mundra. Expected hours of work will be from 9AM to 6PM.

Salary during probationary period shall be as agreed during final interview.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

For M/s. 3E-SERVICES

(Sindhu GM)

3E-SERVICES™
CONSTRUCTION ENGINEERING
QUALITY SERVICES

OFFER LETTER

Date-18.07.2018
Ref: 1369/1807 – DL/01-1819

Dear **Ms. RACHANA M D**

Congratulations! We are pleased to confirm you have been selected to work as Site Supervisor under probationary period of six months from this date. We are delighted to make you the following job offer.

3E-SERVICES is offering a fulltime position for you as Site Supervisor, starting on 20 JUL 2018 at Kerala. Expected hours of work will be from 9AM to 6PM.

Salary during probationary period shall be as agreed during final interview.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

For M/s. 3E-SERVICES

(Sindhu GM)

No. 154, 2nd A Cross, 6th Main, 7th Block, Nagarabhavi 2nd Stage, Bangaloro 560072
info@3eservices.net, marketing@3eservices.net | www.3eservices.net

OFFER LETTER

Date-05.10.2018
Ref: 1369/0510 - DL/01-1819

Dear **Mr. VANAJKSHI H**

Congratulations! We are pleased to confirm you have been selected to work as Site Supervisor under probationary period of six months from this date. We are delighted to make you the following job offer.

3E-SERVICES is offering a fulltime position for you as Drafting engineer, starting on 9 OCT 2018 at Mundra. Expected hours of work will be from 9AM to 6PM.

Salary during probationary period shall be as agreed during final interview.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

For M/s. 3E-SERVICES

(Sindhu GM)

MEGHA ENGINEERS AND ASSOCIATES

Ref/2018-19/15

Date: 02/04/2018

To,

Dear Mr./Ms. Jashwanth D E

Congratulations! We are pleased to confirm,that you have been selected and shortlisted for the job position as a drafts man in our company. As a drafts man, you will report to **Mr.Mohan babu.**

Your gross monthly fixed compensation would be INR 10,000.

Mr.Mohan babu and Team will guide you in this phase of your professional journey.

Kindly sign and return a copy of this letter as a token of your acceptance of this expression of interest

Candidate signature **Recruiter name :**

Authorised signatory

396/2, Jagath Jothi Layout, Nagadevanahalli, Bangalore-560056, Ph no:9916412348,7411627898
Building Plans , Approved Building Plans , Structural Design And Drawings, Estimation And Valuation

MADHU CONSTRUCTIONS AND DESIGN CONSULTANTS
A Key to Home Solutions.....

Date: 20/03/2018

To,

Dear Mr./Ms. Monika Bhargavi A R

MADHU CONSTRUCTIONS AND DESIGN CONSULTANTS is pleased to offer you a position as a Quantity surveyor. We would like to make the following job offer and trust it will meet with your approval. As a Quantity surveyor, you will report to **Er.Anand .M.** The primary responsibilities for this position include:

- The preparation of Bills and Schedules of Quantities of materials, labour and services required in the construction and equipment of building, or engineering works.
- Visit building sites to monitor progress.
- Preparing tender and contract documents, including bills of quantities with the architect or the client.
- Preparing and analyzing costings for tenders.

You will be paid gross monthly salary of INR 15,000. All payments are subject to statutory deductions, in accordance with legislation (i.e., Income tax, CPP, Employment Insurance).

Er.Anand M, MD and Team will be responsible to mentor and guide you in this phase of your professional journey.

Should you accept the above information then, kindly sign the duplicate copy of this appointment letter

A Warm welcome to MADHU CONSTRUCTIONS AND DESIGN CONSULTANTS! Accepted by me

Anand M
Authorized signatory

Employee signature

For MADHU CONSTRUCTIONS AND DESIGN CONSULTANTS

MADHU CONSTRUCTIONS AND DESIGN CONSULTANTS

A Key to Home Solutions.....

Date: 20/03/2018

To,

Dear Mr./Ms. Yuvaraj T S

MADHU CONSTRUCTIONS AND DESIGN CONSULTANTS is pleased to offer you a position as a Drafts man. We would like to make the following job offer and trust it will meet with your approval. As a Drafts man, you will report to **Er.Anand .M.** The primary responsibilities for this position include:

- Coordinate the collection of data and incorporate this information into drawings, schematics, and maps.
- Preparation of architectural, structural detailed drawings

You will be paid gross monthly salary of INR 10,000. All payments are subject to statutory deductions, in accordance with legislation (i.e.Income tax, Employment Insurance).

Er.Anand .M, MD and Team will be responsible to mentor and guide you in this phase of your professional journey.

Should you accept the above information then, kindly sign the duplicate copy of this appointment letter

A Warm welcome to MADHU CONSTRUCTIONS AND DESIGN CONSULTANTS! **Accepted by me**

Anand .M

Authorized signatory

Employee signature

FOR MADHU CONSTRUCTIONS AND DESIGN CONSULTANTS

SBMS Concretes
AN ISO 9001-2008

SBMS CONCRETES PVT. LTD.
Sy. No. 173/1, Muttanallur Cross, Dommasandra Village,
Sarjapur Hobli, Anekal Taluk, Bangalore - 562 125.
Tel : 080-27822900 E-mail : sbmsconcrete@gmail.com

Dear Thriveni P

Date : 24/6/2018

We are pleased to inform that you have been appointed as **Quantity Engineer** in our organization on following terms and conditions

1. You will be paid 15,000/- per month
2. You should be liable to be posted anywhere to serve the companies project within the state.
3. You're requested to maintain project documents, design documents, company polices and other documents related to the company secretly.
4. We will not accept any dealing with the other company and if you're offered, you should immediately report to the management.

If you accept the terms and conditions, please sign the declaration and return it to us.

With best wishes,

Authorized Signatory

SBMS CONCRETE PVT. LTD. Bangalore

UNITY CONSTRUCTION
Engineers & Contractors
All kinds of Civil Works

VENDOR CODE : 20032128
GSTIN : 29AAEFU9738M1Z8
PF No.: GBBLR1621213000
PAN No.: AAEFU9738M

Date : 20/10/18

Dear **SURAJ**

CONGRATULATIONS! UNITY CONSTRUCTIONS is happy to welcome you to our family as **Site Engineer.**

Unity Constructions is offering you a full time position as quantity surveyor, at a pay rate of Rs.15,000/per month .

If you accept the above information then, kindly sign the duplicate copy of this offer letter

Authorised signatory

UNITY CONSTRUCTION JSW SITE

226/89, Ambajyoti Nilaya, Ground Floor, 7th Ward, M.P. Prakash Nagar, Hosapete - 583201. Ballari Dist.
| e-mail: unityconstruction2104@gmail.com | rajureddy2104@gmail.com | Cell: 9972950867, 9449782235 |

SBMS Concretes
AN ISO 9001-2008

SBMS CONCRETES PVT. LTD.
Sy. No. 173/1, Muttanallur Cross, Dommasandra Village,
Sarjapur Hobli, Anekal Taluk, Bangalore - 562 125.
Tel : 080-27822900 E-mail : sbmsconcrete@gmail.com

Dear **Hamsasri.S** **Date : 24/6/2018**

We are pleased to inform that you have been appointed as **Mix Designer** in our organization on following terms and conditions

1. You will be paid 12,000/- per month
2. You're requested to maintain project documents, design documents, company polices and other documents related to the company secretly.
3. We will not accept any dealing with the other company and if you're offered, you should immediately report to the management.

If you accept the terms and conditions, please sign the declaration and return it to us.

With best wishes,

Authorized Signatory

SBMS CONCRETES PVT. LTD. Bangalore

https://mail.google.com/mail/u/0/#inbox?projector=1

AXIS SECURITIES

Date : 23 August 2018

Miss Harshitha H
DO HEMOJI RAO H K 29 KARIYAPPA L JAMPOUND 1ST MAIN ROAD 9TH CROSS NEAR ANNAPOORNESHWARI TEMPLE
NAGADEVANAHALLI K S TOWN BANK ILORE VISWAVIDALAYA BANGALORE SOUTH
Bangalore-560056

Login ID: AOSAH209800
Employee Code: ASL/SAH/209800
Dear Madam,

We are pleased to appoint you in our organization as Junior Executive Operations (Grade - E1) in the department AGRI & RURAL BANKING - OPERATIONS on the following terms and conditions:

Commencement / Term:

You are required to join our organization on or before 23 August 2018. Your place of work shall presently be at Yelahanka. ou will be on probation for a period of six months or such extended period as may be decide by the Company based on your performance during the probation period. On satisfactory perf mance during probation you will be confirmed in the services of the Company.

Remuneration :

Your remuneration would be set as ;llows

Compensa nn	Monthly (Rs.)	Annual (Rs.)
Basic	6,520	78,240
HRA	2,608	31,296
Conveyan e	600	19,200
Special Al wance	4,085	49,020
Provident f nd	781	9,384
ESIC	705	8,460
CTC	16,300	195,600

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Axis Securities Limited

IMG-20190105-WA0019.jpg

Change in the Personal Details:

You shall intimate the Company about any change within five days from the date of change of such details. Your residential address (permanent and / or current) qualification and other personal details with the company will be treated as official address and will be used for all official communication with you. In case of non intimation of change in your residential address to the company, any correspondence sent to your last known address will be treated as communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to code of conduct and other laid down guidelines and organization reserves the right to change the terms and conditions of your employment set out in this letter of appointment. Any future changes in the Company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The Court in Bombay will have exclusive jurisdiction with regard to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of fax/ letter by you will be conclusive proof of your acceptance of the terms and conditions mentioned herein.

A list of document to be submitted at the time of joining is given for your information.

We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship.

Your faithfully,

[redacted]

I have read and understood all the terms and conditions of the offer and would like to confirm my acceptance of the offer.

Signature

Name: Harshitha H

TRANSPORTECH CONSULTANTS

(Infrastructure Management Consultants)

Ph : 080 - 2350345

Regd. Off : # 734, 9th Cross, 5th Main, M.C. Layout, Vijayanagar, Bangalore - 560 040

Date: 28.07.2017

Ms. MAMATHA.S
D/O SHIVARAMU
#57/2,3rd cross,3rd main,
Vrushabhavathi nagar
Kamakshipalya,Bengaluru-79

We are pleased to appoint you as **TECHNICAL ASSISTANT**, in our organization on the following terms and conditions.

1. Your Employment Offer can be terminated with One month notice on either side, without assigning any reason. Affect after the contract period.

2. You will be paid Rs.12,000/-(Rupees Twelve Thousand only) per month. You shall report to duty from 28th of July 2017. You will be evaluated for your performance at the end of three months.

3. Your present place of work will be at Bangalore and you are designated as for all the consultancy works, but during the course of the above assignment, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in Karnataka or outside, at the sole discretion of the Management.

4. Duration of Contract : A minimum compulsory contract period is for 2 years from the date appointment to the company on submission of all Original Marks cards and Certificates as follows SSLC, PUC & Degree.

5. You will be required to maintain utmost secrecy in respect of Project docu commercial offer, design documents, Project cost & Estimation, Technology, S packages license, company's polices Company's patterns and company's Human asset

6. You will be required to comply with all such rules and regulations as the Com frame from time to time.

7. Any of our technical or other important information which might come into yo during the continuance of your assignment with us shall not be disclosed, div public by you even thereafter.

2016-17

TCB

TRANSPORTTECH CONSULTANCY

INFRASTRUCTURE MANAGEMENT CONSULTANTS



MAMATHA S

Technical Assistant Engineer

M d d B.M.

Authorised Signature

Project Off.- #137, 6th Cross, Vyalikaval Layout
(GKW Layout) Vijayanagar, Bangalore - 560040

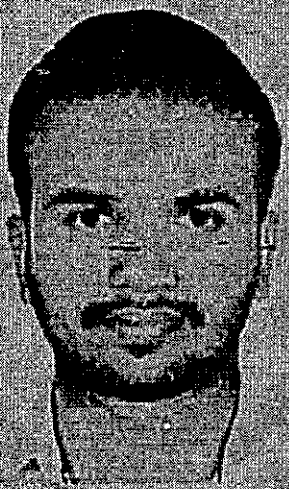
KEF

KATERRA

KEF Infrastructure India Pvt. Ltd.

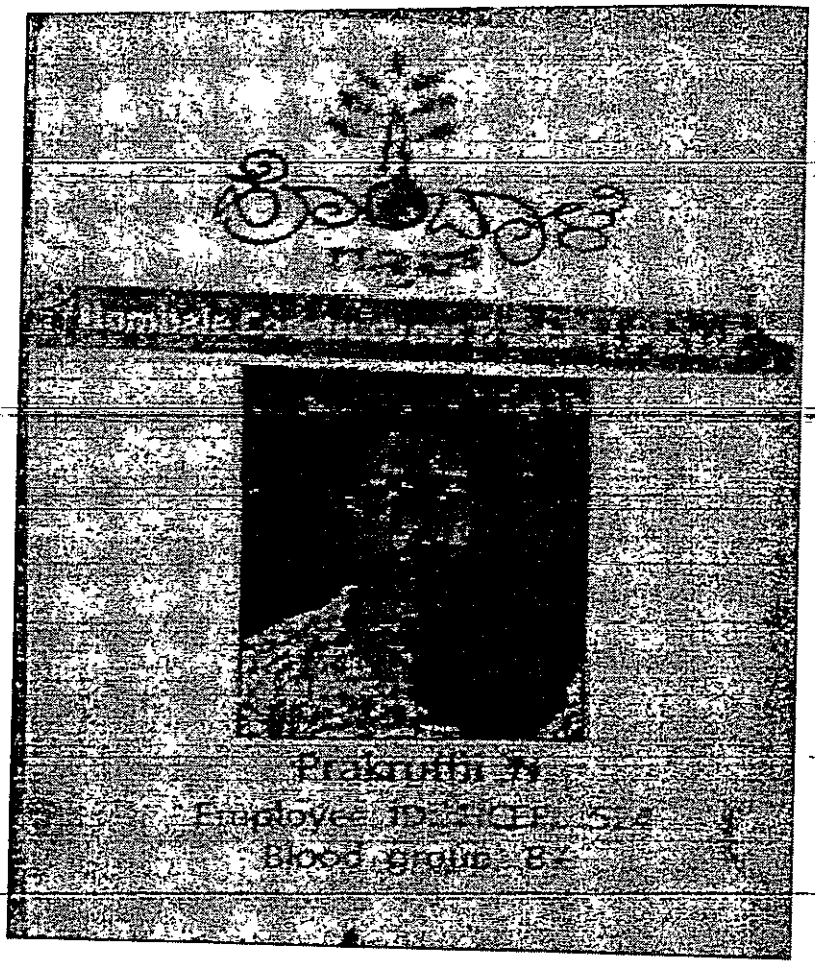
Reg.No. : KG 1038 I Form No. : 25 C

(Prescribed under Rule 103-C)



Name :Chethan R R

Emp.No : 01694


Prakruthi



Kavya U

Employee ID: HCEPL 592

Blood group: B

Issuing Authority

IBM MOTORS
Authorised TATA Service Station,
Odatheruvu, Mukkam, Kozhikode, Kerala, India - 673 602

TATA MOTORS

Date: 24-02-2017

Dear **Rituraj shah**

IBM MOTORS is excited to bring you on board as Executive Engineer

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with IBM MOTORS

IBM MOTORS is offering a full time position for you as Executive Engineer, reporting to Branch manager.

In this position, BM MOTORS is offering to start you at a pay rate of Rs.10,000/per month

As an employee of IBM MOTORS you will be eligible for health insurance.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement

IBM TATA MOTORS
Odatheru, Mokkam
Kozhikode, Kerala-673602

Email : ibmmokkam@gmail.com, ibmk789@yahoo.co.in, Ph: 0495 2295004, Mob : 9961913210

Scanned by CamScanner

N.P.ENTERPRISES

CONSULTANTS AND BUILDERS

Date: 25-09-2017

Dear **NAYANA R**

CONGRATULATIONS! **N.P.ENTERPRISES** is happy to Offer you as **Site engineer** in our company at a pay rate of Rs.10,000/per month .

Kindly sign the duplicate copy of this offer letter after receiving.

For N P ENTERPRISES
Madhukar B.C
Proprietor

K. Hanumanthe Gowda
Civil Engineer & Class-1 Contractor

No. 48, 3rd Cross, 20th Main, Girinagar "T" Block, Bangalore - 560 085.
Phone (O) : 28396154, Res. : 26727942, Mob : 9448046153

Dear **Anushree T**

Date : 1/8/2017

Congratulations! We are happy to confirm that you have been selected for the job position as a **site engineer** in our company with an annual income basis Rs 1,20,000.

Thank you

K. HANUMANTHE GOWDA
CIVIL ENGINEER & CLASS-1 KPWD CONTRACTOR
No. 48, "PAVANA" 3rd Cross,
20th Main, Girinagar 'T' Block,
BANGALORE-560085

Scanned by CamScanner

K. Hanumanthe Gowda
Civil Engineer & Class-1 Contractor

No. 48, 3rd Cross, 20th Main, Girinagar "T" Block, Bangalore - 560 085.
Phone (O) : 28396154, Res. : 26727942, Mob : 9448046153

Dear **Soniya T**

Date : 6/8/2017

Congratulations! We are happy to confirm that you have been selected for the job position as a **Drafts man** in our company with an annual income basis Rs 1,10,000.

Thank you

K. HANUMANTHE GOWDA
CIVIL ENGINEER & CLASS-1 KPWD CONTRACTOR
No. 48, "PAVANA" 3rd Cross,
20th Main, Girinagar 'T' Block,
BANGALORE-560085

Scanned by CamScanner

K. Hanumanthe Gowda
Civil Engineer & Class-1 Contractor

No. 48, 3rd Cross, 20th Main, Girinagar "T" Block, Bangalore - 560 085.
Phone (O) : 28396154, Res. : 26727942, Mob : 9448046153

Dear **Mahadeva reddy**

Date : 6/8/2017

Congratulations! We are happy to confirm that you have been selected for the job position as a **site engineer** in our company with an annual income basis Rs 1,20,000.

Thank you

K. HANUMANTHE GOWDA
CIVIL ENGINEER & CLASS-I KPWD CONTRACTOR
No. 48, "PAVANA" 3rd Cross,
20th Main, Girinagar 'T' Block,
BANGALORE-560085

Scanned by CamScanner

Mob: 9449968736
9242880203
9964603595

SHOAN ENTERPRISES

Mfrs. : High Density Concrete Products

Survey No. 19/8, Maragondanahalli, Kengeri Hobli, Bangalore South.

Ref. No. : 128

Date :.....10/11/17.....

Dear **Shawoor Ahammed.T**

Best wishes, we are pleased to extend an offer of employment to you as Site Engineer at SHOAN ENTERPRISES. You informed report to the manager of the company and will be paid monthly salary of Rs.10000 paid in accordance with the companies' payroll procedures.

We wish to see at the earliest

Authorized signatory

SHOAN ENTERPRISES

Proprietor

Mob. : 9449968733
9242880203
9964603595

SHOAN ENTERPRISES

Mfrs. : High Density Concrete Products

Survey No. 19/8, Maragondanahalli, Kengeri Hobli, Bangalore South.

Ref No 130

Date :.....26/12/17.....

Dear **Khiyalness Kharbani**

Best wishes, we are pleased to extend an offer of employment to you as quantity Engineer at SHOAN ENTERPRISES. You informed report to the manager of the company and will be paid monthly salary of Rs.11000 paid in accordance with the companies' payroll procedures.

We wish to see at the earliest

Authorized signatory

SHOAN ENTERPRISES

Proprietor

SADRUDA CONSTRUCTIONS (B) Pvt. Ltd

Old No. 597, New No.32, Ramanjineyara Road, 14th Main Road, BSK 1st Stage, 1st Block, Hanumanthnagar, Bangalore – 50.

M: 94480 29027, 8884910878, F: 25990120, e-mail – raja.constructions93@gmail.com

Dear Harish V

Date : 24/7/2017

We are pleased to offer you the position of **Site Engineer** in our organization.

Your salary will be Rs.13,000/- PM.

As per the company policies, allowances and benefits will be given.

Authorised signatory

SADRUDA CONSTRUCTIONS (BANGALORE) PVT. LTD.

SADRUDA CONSTRUCTIONS (B) Pvt. Ltd

Old No. 597, New No.32, Ramanjineyara Road, 14th Main Road, BSK 1st Stage, 1st Block, Hanumanthnagar, Bangalore – 50.

M: 94480 29027, 8884910878, F: 25990120, e-mail – raja.constructions93@gmail.com

Dear Prasad R **Date : 24/7/2017**

We are pleased to offer you the position of **Site Engineer** in our organization.

Your salary will be Rs.13,000/- PM.

As per the company policies, allowances and benefits will be given.

Authorised signatory

SADRUDA CONSTRUCTIONS (BANGALORE) PVT. LTD.

SADRUDA CONSTRUCTIONS (B) Pvt. Ltd

Old No. 597, New No.32, Ramanjineyara Road, 14th Main Road, BSK 1st Stage, 1st Block, Hanumanthnagar, Bangalore – 50.

M: 94480 29027, 8884910878, F: 25990120, e-mail – raja.constructions93@gmail.com

Dear Rajashekar P R **Date : 24/7/2017**

We are pleased to offer you the position of **Quantity surveyor** in our organization.

Your salary will be Rs.10,000/- PM.

As per the company policies, allowances and benefits will be given.

Authorised signatory

SADRUDA CONSTRUCTIONS (BANGALORE) PVT. LTD.

Bandan Consultants

Bonding your imagination with reality

Offer letter

Date: 28/10/2017

Dear Susmitha.S,

We are glad to inform you that you have been selected as Drafts man for our company **M/S Bandan Consultants.** We will pay you the monthly amount of Rs.10000.

We wish you to report with in 5 days after receiving this offer letter.

Thank you

Saleem
Head HR & Admin.

BANDAN CONSULTANTS & ENGINEERS Bangalore

Mob. : 9449968733
9242880203
9964603595

SHOAN ENTERPRISES

Mfrs. : High Density Concrete Products

Survey No. 19/8, Maragondanahalli, Kengeri Hobli, Bangalore South.

Ref. No. : 131

Date : 29/12/17

Dear **Pruthiviraja U**

Best Wishes, we are pleased to extend an offer of employment to you as mix designer at SHOAN ENTERPRISES. You informed report to the manager of the company and will be paid monthly salary of Rs.10000 paid in accordance with the company's payroll procedures.

We wish you see at the earliest

Authorized signatory

SHOAN ENTERPRISES

Proprietor

HOMEBUILDER



HULMANI CONSTRUCTIONS

Mahajenahalli, NH4 By-pass. Harihar. Davangere – 577601
Phone: 098452 63398

05/08/2021

OFFER OF EMPLOYMENT IN HULMANI CONSTRUCTION SITE

To
MANJESH.D.N (1AH16CV411)
Department of Civil Engineering
ACS College of Engineering
Kambipura Road,
Bengaluru-74

Dear Student,

We are glad to inform you that, you have been provisionally selected as Site Engineer under HULMANI CONSTRUCTIONS & PLANNERS.The provisional Job reporting starts w.e.f 01/01/2022.

You will be placed on probation for 1 year at our construction sites, on satisfactory Performance you will be given all the benefits as per regulation of the company.

You are required to sign a copy of the mutual agreement as a part of acceptance of the employment in Hulimani Group,Harihara,Karnataka.

Director
Hulmani Constructions

HOMEBUILDER

HULMANI CONSTRUCTIONS

Mahajenahalli, NH4 By-pass, Harihar, Davangere – 577601
Phone: 098452 63398

05/08/2021

OFFER OF EMPLOYMENT IN HULMANI CONSTRUCTION SITE

To
ASHWINI.N (1AH16CV005)
Department of Civil Engineering
ACS College of Engineering
Kambipura Road,
Bengaluru-74

Dear Student,

We are glad to inform you that, you have been provisionally selected as Site Engineer under HULMANI CONSTRUCTIONS & PLANNERS.The provisional Job reporting starts w.e.f 01/01/2022.

You will be placed on probation for 1 year at our construction sites, on satisfactory Performance you will be given all the benefits as per regulation of the company.

You are required to sign a copy of the mutual agreement as a part of acceptance of the employment in Hulimani Group,Harihara,Karnataka.

Director. 05/08/2021
Hulmani Constructions

CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS
1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
VINEETH GOWDA.S.D
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 12,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2020.

Er.Syed Faizuddin
Managing Partner
CivilSoft

CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS

1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
VAISHNAVI
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 12,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2020.

Er.Syed Faizuddin
Managing Partner
CivilSoft

CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS
1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
AISHWARAYA
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 12,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2020.

Syed Faizuddin

Er.Syed Faizuddin
Managing Partner
CivilSoft



CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS

1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
MARUTHI.K
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 12,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2020.

Er.Syed Faizuddin
Managing Partner
CivilSoft

CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS
1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
KOUSHIK.E
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 12,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2020.

Ed.Syed Faizuddin
Managing Partner
CivilSoft

CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS

1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
SAHANA.A.R
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 12,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2020.

Er.Syed Faizuddin
Managing Partner
CivilSoft



HULMANI CONSTRUCTIONS

Mahajenahalli, NH4 By-pass, Harihar. Davangere – 577601
Phone: 098452 63398

10/09/2020

OFFER OF EMPLOYMENT IN HULMANI CONSTRUCTION SITE

To
SADHANANDA GOWDA (1AH17CV406)
Department of Civil Engineering
ACS College of Engineering
Kambipura Road,
Bengaluru-74

Dear SADHANANDA GOWDA

We here by inform you that, you have been selected for the position of Site Engineer and the employment is effective from 01/12/2020.The terms and conditions of this employment are subjected for rules and regulations of the company subjected to satisfactory work. You are responsible for supervision of Construction activities under Hulmani.

You are required to sign a copy of the mutual agreement by to declare your acceptance of the employment.

10/9/20

Manager/Director,Hulmani Constructions

HOMEBUILDER



HULMANI CONSTRUCTIONS

Mahajenahalli, NH4 By-pass, Harihar, Davangere – 577601
Phone: 098452 63398

10/09/2020

OFFER OF EMPLOYMENT IN HULMANI RMC PLANT

To
MURALI KRISHNA.N (1AH16CV025)
Department of Civil Engineering
ACS College of Engineering
Kambipura Road,
Bengaluru-74

Dear MURALI KRISHNA.N

We here by inform you that, you have been selected for the position of Plant Site Engineer and the employment is effective from 01/12/2020.The terms and conditions of this employment are subjected for rules and regulations of the company subjected to satisfactory work. You are responsible for supervision of batching plant.

You are required to sign a copy of the mutual agreement by to declare your acceptance of the employment.

10/9/20
Manager/Director,Hulmani RMC plant

HOMEBUILDER



HULMANI CONSTRUCTIONS

Mahajenahalli, NH4 By-pass, Harihar. Davangere – 577601
Phone: 098452 63398

10/09/2020

OFFER OF EMPLOYMENT IN HULMANI RMC PLANT

To
AVINASH.MA (1AH17CV401)
Department of Civil Engineering
ACS College of Engineering
Kambipura Road,
Bengaluru

Dear AVINASH.MA

We here by inform you that, you have been selected for the position of Plant Site Engineer and the employment is effective from 01/12/2020.The terms and conditions of this employment are subjected for rules and regulations of the company subjected to satisfactory work. You are responsible for supervision of batching plant.

You are required to sign a copy of the mutual agreement by to declare your acceptance of the employment.

10/9/20
Manager/Director,Hulmani RMC plant

HOMEBUILDER

HULMANI CONSTRUCTIONS

Mahajenahalli, NH4 By-pass, Harihar. Davangere – 577601
Phone: 098452 63398

10/09/2020

OFFER OF EMPLOYMENT IN HULMANI RMC PLANT

To
SUNIL G.B (1AH17CV407)
Department of Civil Engineering
ACS College of Engineering
Kambipura Road,
Bengaluru

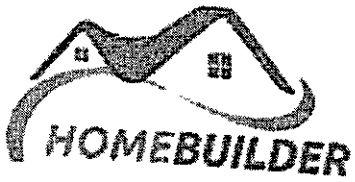
Dear SUNIL G.B

We here by inform you that, you have been selected for the position of Plant Site Engineer and the employment is effective from 01/12/2020.The terms and conditions of this employment are subjected for rules and regulations of the company subjected to satisfactory work. You are responsible for supervision of batching plant.

You are required to sign a copy of the mutual agreement by to declare your acceptance of the employment.

10/9/20
Manager/Director,Hulmani RMC plant

HOMEBUILDER



HULMANI CONSTRUCTIONS

Mahajenahalli, NH4 By-pass, Harihar. Davangere – 577601
Phone: 098452 63398

10/09/2020

OFFER OF EMPLOYMENT IN HULMANI RMC PLANT

To
Chirag .B (1AH15CV009)
Department of Civil Engineering
ACS College of Engineering
Kambipura Road,
Bengaluru

Dear Chirag.B

We here by inform you that, you have been selected for the position of Plant Site Engineer and the employment is effective from 01/12/2020.The terms and conditions of this employment are subjected for rules and regulations of the company subjected to satisfactory work. You are responsible for supervision of batching plant.

You are required to sign a copy of the mutual agreement by to declare your acceptance of the employment.

10/9/20
Manager/Director,Hulmani RMC plant

3E SERVICES
Construction Engineering
Quality Services

Address: #154, 2nd A cross, 6th Main, 7th Block, 2nd Stage, Naagarabhaavi,
Bengaluru, Karnataka 560072

To

Rakshith N (1AH14CV033)
Civil Engg,ACSCE,Bengaluru,74

Dear Student,

Selection of Civil Engineers –reg

With reference to the above subject, I am pleased to inform you that, you have been selected as Quantity Surveyor in our Construction Company in the Placement drive held at RRCE-Bengaluru. The details of requirements and work to be carried, Terms and conditions are sent to your mail. You will be paid salary of Rs20000/- per month and leaves as applicable as per our company rules.

Yours



Er.SUNIL.R.K
CEO-3E SERVICES

3E SERVICES
Construction Engineering
Quality Services

Address: #154, 2nd A cross, 6th Main, 7th Block, 2nd Stage, Naagarabhaavi, Bengaluru, Karnataka 560072

OFFER LETTER

To
Neelaveni.S
Civil Engg,ACSCE,Bengalore,74

Dear Student,

With reference to the above subject, I am pleased to inform you that, you have been selected as Quantity Surveyor in our Construction Company in the Placement drive held at RRCE-Bengaluru. The details of requirements and work to be carried, Terms and conditions are sent to your mail. You will be paid salary of Rs20000/- per month and leaves as applicable as per our company rules.

Yours

Er.SUNIL.R.K
CEO-3E SERVICES

CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS

1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

Date:10/07/2019

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
NAVYA SHREE .A.N (1AH15CV024)
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 15,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2019.

Managing Partner 10/07/2019
o/b CivilSoft

CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS

1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

Date:10/07/2019

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
SHREYAS .G (1AH15CV036)
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 15,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2019.

Syed Pawzilly
Managing Partner 10.07.2019
o/b CivilSoft

CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS

1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

Date:10/07/2019

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
ARPITHA.V.A (1AH16CV401)
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 15,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2019.

Managing Partner
o/b CivilSoft

10/07/2019

CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS

1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

Date:10/07/2019

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
MEGHANA.V.H (1AH16CV412)
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 15,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2019.

Syed Fowzan
Managing Partner
o/b CivilSoft
10/07/2019

CIVILSOFT STRUCTURAL CONSULTANTS AND TRAINERS

1st floor, 21/26, Fort F St, Kalasipalya, Bengaluru, Karnataka 560002

Date:10/07/2019

TRAINEE ENGINEER (CIVIL) OFFER LETTER

To
VIJAYA.K (1AH16CV420)
Civil Engineering Department
ACS College of Engineering
Bengaluru-560074

On behalf of Civil Soft Trainers we are glad to inform you that your are provisionally selected as Trainee Civil Engineers for our Structural Consultancy division. You will be paid stipend of Rs 15,000/- per month during training. After successful completion of training as per the company rules and regulations you have to work as regular employ of the company and eligible for benefits extended by the CivilSoft.You are informed to join on or before 31st December 2019.

Syed Ravi

Managing Partner 10/07/2019
o/b CivilSoft

AHAD

Ahad Builders Private Limited
Ahad Pinnacle,1 st floor,#80,2 nd cross,5th main,5th block,
Koramangala Industrial Layout,Bengaluru-560095
T:08025521406 #
08025500692,Info@ahadbuildrs.com,W:www.ahadbuilders.com
CIN:U45400KA2009PTCO50675
GST NO:29AAICA0892K1Z9

1st August 2019.

To
Adithya, s/o Ramaprasad
No :4th main,10th cross,Jayanagar,Bengaluru
Karnataka

SUBJECT : EMPLOYMENT WITH AHAD BUILDERS PRIVATE LIMITED

Dear Adithya,

This is with reference to the employment with Ahad Builders Private Limited.We here by inform you that,you have been employed with the position of "**Trainee**" and the employment is effective from 1st August 2019.

You will be designated as "**Trainee**" and your initial posting will be in **Bangalore.**

The terms and conditions governing this employment are given in the Employment Aggreement.Employee Intelectual Property agreement and the details of you compensation and benefits are given in the appendix A.

This is just an offer letter and is subjected to satisfactory reference checks.

You are required to sign a copy of the agreement by **7th Aug 2019"** as an indication of your accepting the offer of employment.

For Ahad Builders Private Limited

Director

Ahad Builders Private Limited
Ahad Pinnacle,1 st floor,#80,2 nd cross,5th main,5th block,
Koramangala Industrial Layout,Bengaluru-560095
T:08025521406 #
08025500692,Info@ahadbuildrs.com,W:www.ahadbuilders.com
CIN:U45400KA2009PTC050675
GST NO:29AAICA0892K1Z9

1st August 2019.

To
Lavanya.B.V, D/o Vannappa.S
No :6th main,5th cross,Babashankari,Bengaluru
Karnataka

SUBJECT : EMPLOYMENT WITH AHAD BUILDERS PRIVATE LIMITED

Dear Lavanya,

This is with reference to the employment with Ahad Builders Private Limited.We here by inform you that,you have been employed with the position of "**Trainee**" and the employment is effective from 1st August 2019.

You will be designated as "**Trainee**" and your initial posting will be in **Bangalore.**

The terms and conditions governing this employment are given in the Employment Aggreement.Employee Intelectual Property agreement and the details of you compensation and benefits are given in the appendix A.

This is just an offer letter and is subjected to satisfactory reference checks.

You are required to sign a copy of the agreement by **7th Aug 2019"** as an indication of your accepting the offer of employment.

For Ahad Builders Private Limited

Director

Ahad Builders Private Limited
Ahad Pinnacle,1 st floor,#80,2 nd cross,5th main,5th block,
Koramangala Industrial Layout,Bengaluru-560095
T:08025521406 /
08025500692,Info@ahadbuildrs.com,W:www.ahadbuilders.com
CIN:U45400KA2009PTCO50675
GST NO:29AAICA0892K1Z9

1st August 2019.

To
Sanjay.R
s/o Ravindra.M
No :4th main,6th cross,Malleswaram,Bengaluru
Karnataka

SUBJECT: EMPLOYMENT WITH AHAD BUILDERS PRIVATE LIMITED

Dear Sanjay.R,

This is with reference to the employment with Ahad Builders Private Limited.We here by inform you that,you have been employed with the position of "**Trainee**" and the employment is effective from 1st August 2019.

You will be designated as "**Trainee**" and your initial posting will be in **Bangalore.**

The terms and conditions governing this employment are given in the Employment Aggreement.Employee Intellectual Property agreement and the details of you compensation and benefits are given in the appendix A.

This is just an offer letter and is subjected to satisfactory reference checks.

You are required to sign a copy of the agreement by **7th Aug 2019"** as an indication of Your accepting the offer of employment.

For Ahad Builders Private Limited

Director

Ahad Builders Private Limited
Ahad Pinnacle,1 st floor,#80,2 nd cross,5th main,5th block,
Kormangala Industrial Layout,Bengaluru-560095
T:08025521406 #
08025500692,Info@ahadbuildrs.com,W:www.ahadbuilders.com
CIN:U45400KA2009PTCO50675
GST NO:29AAICA0892K1Z9

1st August 2019.

To
Mohan Kumar K.M,
s/o Manjunath.T
No :7th main,12th cross,VijayaNagar,Bengaluru
Karnataka

SUBJECT: EMPLOYMENT WITH AHAD BUILDERS PRIVATE LIMITED

Dear Mohan Kumar K.M,

This is with reference to the employment with Ahad Builders Private Limited.We here by inform you that,you have been employed with the position of "**Trainee**" and the employment is effective from 1st August 2019.

You will be designated as "**Trainee**" and your initial posting will be in **Bangalore.**

The terms and conditions governing this employment are given in the Employment Aggreement.Employee Intellectual Property agreement and the details of you compensation and benefits are given in the appendix A.

This is just an offer letter and is subjected to satisfactory reference checks.

You are required to sign a copy of the agreement by **7th Aug 2019"** as an indication of Your accepting the offer of employment.

For Ahad Builders Private Limited

Director

verzeo
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12 August 2021 **OL No:**

:NT810

Dear **Sahana S,**

We congratulate you for being selected for a **3 Months** Training with Verzeo Edutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Trainee**
Training Date: **16 August 2021** to **25 August 2021**
OJT Start Date: **26 August 2021**
OJT End Date: **25 November 2021**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **16 August 2021.**

SIGNATURE: _____ DATE: _____
(Candidate's Signature)

support@verzeo.in
+91 8360682123
#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: _____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

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15 August 2021 **OL No: VZNT1110**

Dear **Hima Bindu K,**

We congratulate you for being selected for a **3 Months** Training with Verzeo Edutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Trainee**
Training Date: **11 September 2021** to **20 September 2021**
OJT Start Date: **21 September 2021**
OJT End Date: **21 December 2021**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021.**

SIGNATURE: _____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: _____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

IMPETUS

IIIPL/HEG/OFFER/5067

Date: August 9, 2021

To,

Rakshitha N
No.56,2nd main 9th B cross Agrahara Dasarahalli Bangalore
Karnataka 560079

Dear Rakshitha,

Pursuant to our discussions, **Impetus Technologies India Pvt Ltd** is pleased to make you an offer of employment as **Associate Software Engineer** in the grade **G4** starting on or before **August 16, 2021 .**

Your remuneration(Cost to Company - CTC) will be **INR 400,000.00** per annum. The components constituting the CTC have been mentioned in **Annexure I.**

All terms and conditions of your employment will be in accordance with this letter read along with (i) **Annexure B** to this letter, (ii) the Appointment Letter (to be issued to you upon the date of joining), (iii) the Employment Agreement and (iv) the Employee Non-Disclosure Agreement. Formats / copies of the above-mentioned documents are available with us and you are required to read and understand the same prior to your acceptance of our offer for employment. In addition, you shall also be required to abide by all the policies and procedures of the Company including those provided on the Company's intranet.

Please note that this offer is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment. The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or other obligation may limit your ability to engage in business activities of the Company.

The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or other obligation may limit ability of company to engage the candidate in business activities of the Company.

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111,Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

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Please note the following information in relation to the benefits being offered to you:

Your annual variable pay linked to performance of **INR 36,000.00** which forms part of your CTC, shall be payable to you for the prorated applicable period as follows:

1. if you join between 1st March to 31st August, the first payout would be in the Dec pay cycle that follows and thereafter in June pay cycle next year.
2. if you join between 1st September to 29th February, the payout would be in the June pay cycle that follows, and thereafter as per company policy for the subsequent year.

The VPLP shall be payable to you **subjected to you being confirmed and being on the rolls** of the company as an active employees (not in resigned state) at the time of payout i.e. as on **31st December 2021** (if applicbale) and on **30th June 2022. "In case you are not confirmed at the time of payout,** the prorated payout for that period, will be paid in the month you get confirmed."

Your employment with the Company shall be subject to a probationary period of 6 months which period shall commence from the date of your joining the Company. The Company may choose to extend such probationary period to the extent it deems fit.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your attorneys and accountants, for seeking their advice) without our prior written consent.

Should you accept our offer, please share the scanned copy of documents mentioned below before your Day of Joining and on the Day of Joining, please meet our HEG Personnel at 10:30 AM along with the following documents:

1. Signed copy of the accepted offer Letter
2. Copy of Aadhar Card
3. Copy of PAN card (kindly apply for the same in case you don't have one)
4. Copy of passport (kindly apply for the same in case you don't have one)
5. Copy of 10th, 12th, Graduation and Post graduation mark sheets and degree
6. Relieving Certificate along with a copy of accepted resignation letter
7. 1 passport size photograph
8. Experience letter from previous organization
9. Relieving letter from previous organization
10. Latest salary slip from previous organization
11. Copy of UAN card.

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
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Phone: +91.731.4269300, Fax: +91.731.4071256

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You will be required to carry original copy of all your mark sheets starting from 10th onwards till your last degree and your experience certificate for verification purpose.

Sincerely,

Abhishek Kumar Singh

Digitally signed by Abhishek Kumar Singh
Date: 2021.08.10 09:59:33 +05'30'

Authorized Signatory

Encl.

Annexure A: Salary Break Up

Annexure B: Terms and Conditions of Employment

I hereby unconditionally accept all the terms and conditions of this offer for employment with **Impetus Technologies India Pvt Ltd** I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

_____

Name:

Date:

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Annexure I	
A) MONTHLY COMPONENTS:	INR
Basic	15,005.00
HRA	6,002.00
Telephone Expense Reimbursement	1,000.00
Periodicals & Journals Expense Reimbursement	500.00
Food Coupons	0.00
Gift Vouchers	0.00
LTA	0.00
Flexi Pay	5,717.00
Total (Monthly)	28,224.00
Total (Annual) = Monthly(above row) X 12 (A)	338,684.00
B) ANNUAL COMPONENTS:	
Annual variable pay linked to performance:	36,000.00
Annual Gratuity*:	8,654.00
Annual Medical Insurance**:	16,662.00
Total of Annual components: (B)	61,316.00
TOTAL COST TO THE COMPANY (A + B)	400,000.00

Please note: Employee's contribution to provident fund and food coupons are optional components in the salary structure. Employee's and employer's contributions both will be the part of the CTC.

The Company shall withhold from any amounts payable to you such taxes as may be required to be withheld pursuant to any applicable law or regulation.In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.

*Gratuity will only be payable to you subject to your eligibility for receiving gratuity under the Payment of Gratuity Act, 1972, as may be applicable. The gratuity amount is only indicative in nature and has been arrived at based on your current basic salary amount. The amount is for the limited purposes of your reference and cannot be claimed as a matter of contract or a right unless you are eligible to receiving it under law.

**The amount of Annual Medical Insurance is the amount payable by the Company to the insurance service provider as premium for obtaining an insurance policy on your behalf. You will not be eligible or entitled to receiving the amount as a payment from the Company at any time.

Rakshitha

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111,Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

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Annexure B

Terms and Conditions of Employment

If you accept the Company's offer of employment the following terms and conditions (or as may be modified from time to time) will operate and govern your employment with **Impetus Technologies India Pvt Ltd**

1.Your place of work will be at the Company's office in **Bengaluru .**

2. You may be posted or transferred to any unit/ office/ branch/ location of the Company or to any of our group / associate companies at any time in any part of India or abroad, at the sole and absolute discretion of the Company. You may also be assigned to projects that require you to travel within and out of India. In the instance of your travel on behalf of the Company, you shall be entitled to reimbursement of expenses and allowances as per applicable Company policies. Further, in such case, you shall also be bound by any policy of such other office or associate companies, in existence at the date of this Agreement or that may be subsequently framed by the Company or the associate companies.

3. As a full-time employee of the Company you may be eligible to participate in a number of Company sponsored benefits, as may exist and be created from time to time.

4. You are required to abide by the rules and regulations of the office and are required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time. By accepting this offer and joining the Company, you are accepting all the prevailing policies of the Company and any future changes in the policies from time to time.

5. You may be eligible to participate in the Company's annual appraisal cycle generally conducted in July every year. The appraisal shall be done as per the Company Policy.

6. In the event you wish to resign from your employment with the Company, you would be required to give three (3) month's notice to the Company.

7. The Company may terminate your employment by giving three (3) month's notice. The Company may also terminate your employment with immediate effect, (without any notice or payment in lieu of notice) in the event of

any misconduct on your part, including (i) fraudulent, dishonest or undisciplined conduct, (ii) breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) insubordination or failure to comply with the directions given to you, (iv) insolvency or conviction for any offence involving moral turpitude, (v) breach of any terms or conditions of employment (vi) irregularity in attendance, or unauthorized or unapproved absence from the place of work, (vii) going on or abetting a strike in contravention of any law for the time being in force, (viii) conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (ix) misconduct as provided under the labour laws or under Company's policies.

8. You would be entitled to take leaves as per the Company's Annual Leave Policy.

9.You will also be entitled to any other employee benefits that may be decided and implemented from time to time.

10. You agree to devote your full working time and attention exclusively for the Company's work and responsibilities assigned to you. You will not engage in any other commercial or business activity, even part time, for any monetary gains.

11. You agree that you will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation upon Company, without obtaining a specific prior written permission from the Company. You shall also not communicate with the media in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

12. You agree to sign the Employment Agreement and Employee Non Disclosure Agreement with the Company on the first day of your joining before any work allocation.

Abhishek Kumar Singh

Digitally signed by Abhishek Kumar Singh
Date: 2021.08.10 09:59:49 +05'30'

Authorized Signatory

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111,Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

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Appointment commitments:	
Name	Rakshitha N
DOJ	August 16, 2021
Experience as on date	0
Skill set	Java/J2EE
Source	Recruiter Sourced
Salary	INR 400,000.00 Per Annum inclusive of INR36,000.00 as Variable (Monthly Gross INR 28,224.00)
Probation Period	6
Designation & Grade	Associate Software Engineer/ G4
Recruiter's Name	Sanjay Singh Negi
Eligibility for Performance Appraisal	You will be included in appraisal cycle of Jul-22 and henceforth in the month of July every year. The appraisal would be done as per Company Policy, Standards and salary structure.

Candidates Signature:
Name: Rakshitha N

Abhishek Kumar Singh

Digitally signed by Abhishek Kumar Singh
Date: 2021.08.10 10:00:00 +05'30'

Authorized Signatory

IMPETUS

ADDENDUM:

Your CTC will be INR 5,00,000 (five lacs only) which shall be applicable from 7th month, that is after successful completion of probation and training, During the probation and training you shall receive INR 4,00,000 (four lacs only) as per the structure defined in this offer letter.

Abhishek Kumar Singh

Digitally signed by Abhishek Kumar Singh
Date: 2021.08.10 10:00:22 +05'30'

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
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Phone: +91.731.4269300, Fax: +91.731.4071256

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Ms. Swetha M**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

Notes: *Associates will be covered under the company group insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date ofacceptance

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

May 17, 2021

Ms Swetha M
shwetha.manju27@gmail.com
Candidate Id:CN20210611

Dear **Swetha M**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

U ▪
S T

UST/60654535/7687113
28/09/2021

Swetha M
Bangalore

Sub: Letter of Offer

Dear Swetha,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

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

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.

ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.

iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.

iv. That no amounts will be due and payable by you to your previous employer/s.

v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 06/10/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 06/10/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

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If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 06/10/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

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

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

Swetha, M

Execution by the Employee:

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

Signed By Candidate **IP Address**

Date

Encl : Annexure 1
Annexure 2

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Annexure 1 (A)

Name:Swetha M,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,312.50	99,750.00
House Rent Allowance	4,156.25	49,875.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,662.50	19,950.00
Other Allowance	11,161.46	133,937.50
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	415.62	4,987.50
Variable Pay		17,500.00
Cost to the Company (CTC)		350,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**

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Annexure 1 (B)

Allowances Optional

Please note that you have an option to choose between
(1) Food Allowance
(2) Leave Travel Assistance.

Subject to the detailed rules in relation to each of these allowances, you can avail of any or all of these four tax-saving allowances. If you do not opt for any of these, the respective amounts will be taxable and be paid as part of "Other Allowances".

Food Allowance

Sodexo Coupons will be issued for Rs. 1,000/- , Rs.2500/- or Rs.3000/- against Food Allowance for those who opt for the same. This will attract 3% service charges. The amount deducted from your salary against food allowance is entirely non-taxable.

Leave travel assistance

LTA (12.5% of basic pay) amount will be non-taxable only on submission of bills and will be paid at the end of each calendar year against the appropriate enclosures/bills produced with the appropriate form duly filled as per US Technology's policy and Income tax laws in force at the time of claim.
Please note that the above non-taxable components may change from time to time according to the company policy.

National Pension Scheme (Optional)

National Pension scheme (NPS) is a pension system regulated by the Pension Fund Regulatory and Development Authority (PFRDA), with objective to provide social security in India. Enrolment to NPS is purely voluntary. NPS provide old age retirement income along with tax exemption

Gratuity

You will be entitled to payment of gratuity strictly as per rules under the Payment of Gratuity Act, 1972.

Annual Variable Pay

The Variable Pay will be performance-based, and determined based on objective and quantitative indicators that determine how well you have met the performance objectives. The details of your objectives, and parameters used for determining the variable pay component will be communicated to you on joining employment. You will be eligible for bonus only after successful completion of one year of employment with US Technology.

Tax

Tax implications arising out of this structure would be borne by you.

Location

The initial place of work would be Bangalore, Karnataka. US Technology reserves the right to change your place of work in its sole discretion.

Termination of Service

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1. During your employment with US Technology, a notice of two months is required to terminate employment from either side. The Company may terminate your employment by payment in lieu of the two months' notice, without assigning any reason whatsoever, at the sole discretion of the Company.

2. You may deliver the notice of termination by hand to your Department Manager or by Registered post to your Department Manager and the notice period shall commence from the date of delivery in the former case and the date of dispatch in the latter case. Service of notice of termination from the Company will be deemed to be complete on the date of dispatch of such notice by registered post to the address furnished by you and available as per our records or on hand delivery of the notice to you, whichever is earlier. However, where the circumstances so warrant, the Company reserves the right to terminate your employment with immediate effect.

Increments and Promotions

Your growth in the organization through promotions and salary increments will depend solely on your performance and contributions to the Company, as determined by the management through periodic performance appraisals.

Compliance to Quality Standards

You will be required to understand and implement standard procedures evolved at US Technology International Private Limited for SEI CMMI / PCMM. Your attitude toward adherence to standards and procedure will be an important parameter for consideration while evaluating your performance.

Background Verification

You have been employed on the basis of the particulars furnished by you. In case the said particulars are found to be incorrect or it is found that you have concealed or withheld any relevant facts, your employment with the Company shall stand terminated / canceled forthwith without any notice.

Medical

Your employment may be terminated forthwith by written notice by the Company, on the basis of medical advice it deems acceptable, that you have become physically or mentally disabled or incapacitated during your employment with the Company to such an extent that you are unable to effectively perform the duties entrusted to you during the course of your employment.

Working Hours

The normal working hours are from 8.30 am to 6 pm. Monday through Friday. Saturday and Sunday are holidays. The company reserves the right to alter or modify its working hours or holidays temporarily or permanently.

Dress Code

All employees of the company can wear business casuals on all working days. Dress code classification are as follows:

Men	:	Casual half sleeved shirts, plain polo shirts, Tees with round necks (turtle necks included), collars dress shirts, sweaters and turtlenecks are acceptable attire for work, Suit jackets or sports jackets, Slacks that are similar to Dockers cotton or synthetic material pants, wool pants, flannel pants and synthetic pants, Chinos, Corduroys, Cargos, presentable jeans are acceptable.

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Women : Jeans, slacks that are similar to Dockers cotton or synthetic material pants, Plain polo shirts, dress shirts, blouses, sweaters and suit jackets. Casual dresses, kurta churidars/salwars, skirts and skirts that are split at or below the knee are acceptable. Casual tops, Tees with round necks, collars (turtle necks included), Culottes/Parallels (below knee), preferable jeans Leggings can be worn only with long kurtas or tops.

Duties and Responsibilities

1. You will be required to serve in the assigned position or in such other capacities, consistent with your status and position in the Company, as may be requested from time to time by the Company.

2. In the course of your employment, the Company will expect you to display a high standard of initiative, efficiency and economy. You shall diligently, faithfully and to the best of your abilities perform the duties and services related to your assigned post as well as such additional or different duties and services consistent with your position, as you may be reasonably be directed to perform by the Company from time to time. For the performance of all such duties and services, you shall use all the knowledge, skill and experience that you possess, to the entire satisfaction of the Company.

3. You will carry out assignments/projects given to you from time to time with diligence and devotion and maintain the Company's image as suppliers of quality software and services.

4. You shall devote your full time and attention during your employment with the Company exclusively to the business and affairs of the Company and shall not, during your employment with the Company, without the prior written consent of the Company, directly or indirectly, carry on or be engaged, concerned or interested in any manner whatsoever in any other employment, business, trade or occupation, either on a part-time or full-time basis, in an honorary capacity or otherwise, either during or after normal business hours.

Confidentiality

1. You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter.

2. Further, the Executive also agrees to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time.

3. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any such disclosure will be considered a serious misconduct and breach of the terms of your employment.

Posting / Transfer of Service

While your initial place of work is as intimated in your Letter of Offer, you are liable to be transferred to any department / division of the Company / its business associates' / clients, in India or abroad, as required by the exigencies of the business at the discretion of the Company. You may be required, from time to time, to travel to locations outside your place of posting, within India and abroad, on short notice.

Travel

You may be required, from time to time, to travel to locations outside your place of posting, within India and abroad, on short notice.

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Expenses

Upon presentation of appropriate documentation, the Company shall reimburse to you all reasonable and necessary out-of-pocket expenses, including travel expenses, actually incurred by you in the course of your employment. The Company has policies and procedures in relation to the reimbursement of such expenses that may be revised from time to time. The reimbursement of expenses shall be subject to the same having been incurred and accounted for in accordance with the said policies and procedures in effect. The Company reserves the right to correct an adverse expense balance by making the necessary deductions from any amounts due to you from the Company.

Intellectual Property Rights

1. Your duties in the course of your employment are expected to generate programs, softwares, tools, workflows, in which copyright or other intellectual property may subsist. All intellectual property rights, in India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act,1957 and as amended from time to time), invention, discovery, ideas, techniques, machines, methods, processes, uses, products, devices, codes, configurations of any kind and improvements made to any of the above, or in any other matter including but not limited to computer software, conceived / created / made fully or in part (whether or not during regular office / business hours and whether alone or in conjunction with others,) by you, during the period of your employment with the Company, shall be disclosed in writing to the Company immediately on such conception, creation or making and shall stand automatically vested in and be the sole and exclusive property of the Company. By accepting this employment, you have undertaken to execute and register any and all necessary documents, and do whatever else may be necessary as may be determined by the Company in its discretion, at the cost of the Company, even after your employment has ended, to further confirm the above ownership rights in favour of the Company. You also explicitly waive all moral rights in your contribution to the business of the Company.

2. You shall keep all such intellectual property of the Company confidential and shall use all Such property strictly in accordance with the terms of your employment for the sole benefit of the Company.

Non-Solicitation

1. During your employment with the Company and for the one (1) year period thereafter, you shall not, directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity, knowingly solicit, aid or induce any employee of the Company to leave such employment in order to accept employment with or render services to or with any other person, firm, corporation or other entity unaffiliated with the Company or knowingly take any action to materially assist or aid any other person, firm, corporation or other entity in identifying or hiring any such employee.

2. During your employment with the Company and for the one (1) year period thereafter, you shall not, directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity knowingly solicit, aid, entice or induce any customer or potential customer of the Company away from the Company or assist or aid any other persons or entity in identifying or soliciting, enticing etc. any such customer.

3. The obligations contained in this clause shall survive the termination of your employment with the Company and shall be fully enforceable thereafter.

Disciplinary Procedures and the Company Policies

In addition to the terms specified herein, you shall be liable for disciplinary action including warning, deduction from remuneration, suspension, demotion, denial of promotion and/or increment, discharge,

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dismissal etc. for acts and omissions constituting misconduct and violations of the code of behavior in accordance with the policy of the Company. The said policy shall be treated as part and parcel of this Agreement. The Company may amend / alter the said Policy at its sole discretion. Pending disciplinary action, you may be suspended from service.

Training

You may also be selected or sponsored by the Company for receiving training with the Company's associates or other institutions within India or abroad. You will diligently and beneficially, take part in such trainings and assignments.

Passport & Driving License

It is very important for you to have a valid passport and a 4 wheeler-driving license. If you do not have it, you are required to apply for them immediately.

Other Rules and Regulations

During your employment with the Company, you shall be subject to such rules and regulations and policies of the Company as may be made applicable and revised at the Company's discretion from time to time, irrespective of whether the rules and regulations or policies or any changes therein are individually notified to you. The rules and regulations are documented in the employee hand book and also published in the company intranet. We request you to go through the same. You are required to adhere to them strictly, failing which the Company reserves the right to take appropriate action, including dismissal from service, depending on the severity of the violation.

Address & Other Details

1. You shall advise the Company of the address to which communications to you should be sent by post. All notices and other communication sent to you at such address shall be deemed to have been properly sent by us and received by you.

2. You shall keep the Company informed of the changes, if any, in respect of your address and also of any change in your civil or marital status and other such matters. Your address / status shall be as last advised by you to the Company (in writing).

Consequences of Termination

On termination / cessation of your employment with the Company, for whatever reason, you will return to the Company:

i. any item belonging to the Company such as laptop computer with all software and data therein, with details of any passwords which you may have installed;

ii. every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which your undertake to make a diligent search;

iii. any other Company property in your possession or control;

iv. immediately repay all outstanding debts and loans due to the Company and the Company is hereby authorized to deduct from any monies due to the Employee a sum in repayment of all or any part of any such debts or loans; and

v. Strictly comply with all continuing obligations including obligations of confidentiality, non-disclosure and non-competition.

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Warranty

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and acceptance of the same by you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party (including, without limitation, any other employment agreement/s).

Jurisdiction

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Trivandrum shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise.

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Annexure2

Documents to be furnished at the time of joining

The following documents are required to be produced at the time of joining:

1. Highest qualification certificate [convocation certificate / provisional certificate] and mark sheet [consolidated/semester-wise]
2. Relieving letter/resignation acceptance letter from most recent employer (if any)
3. Latest 3 salary slip or salary certificate from most recent employer
4. Experience certificate from all previous employers
5. UST offer letter signed
6. Passport (with ECNR stamp)
7. Proof of identity i.e. PAN card, Aadhar Card and Passport
8. Passport size photograph (1 copy)
9. Your income & investment declaration in the Form 12C. (Non-submission of this form will be treated as you do not have income from any other sources apart from your salary income from US Technology International Private Limited.)

***Please note that this offer letter covers all the commitments made on behalf of US Technology International Private Limited towards your employment with the company. It is your responsibility to ensure that any or all commitments made verbally during the selection process are documented prior to joining US Technology. Please note that the company will not be responsible for any verbal commitment made to the candidate except for those that are specifically documented in these pages.*

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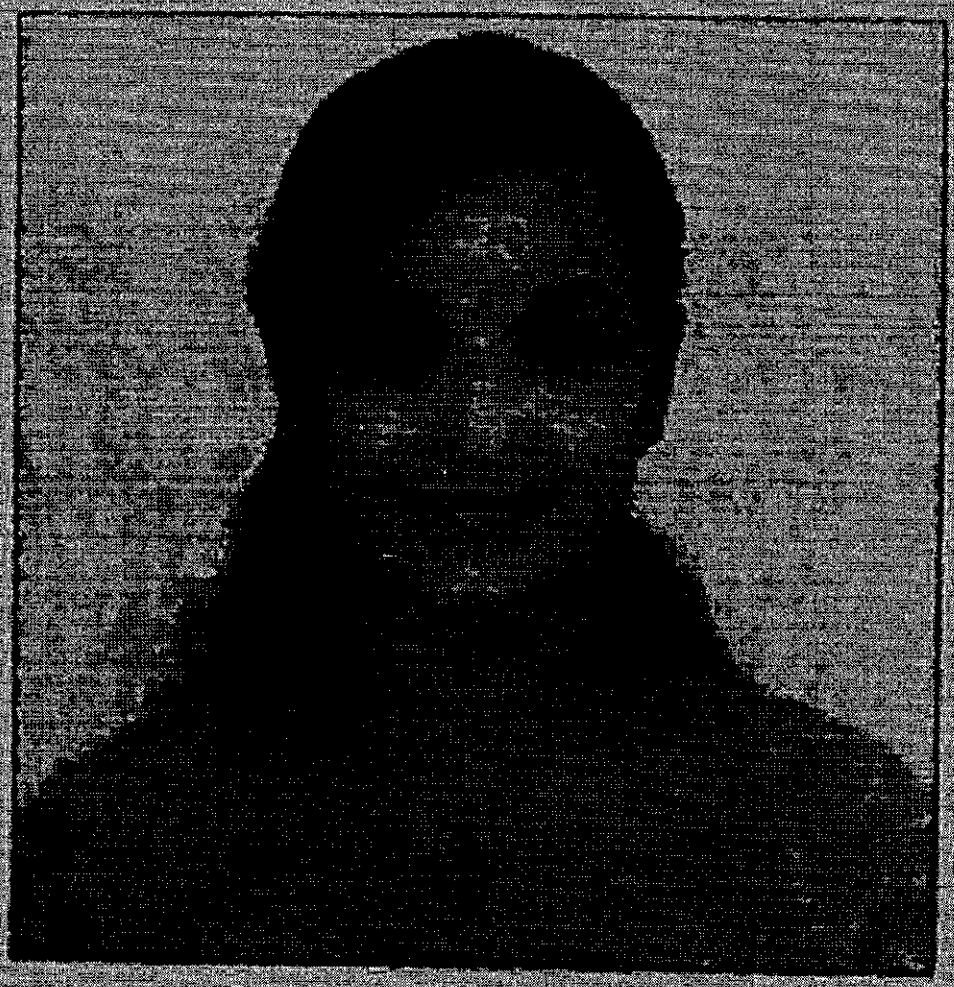


Swetha Manjunath

198584

9th Floor,Crescent 1,Prestige Shantiniketan
Whitefield, Bangalore 560066

Letter of Appointment

Ref. No: ICSL/Employee/12467/13639/09112021
Date : November 09 2021

Sharath R
#333,D Block, Amity Harmony Apartment, 1st Cross, Dwaraknagar, Channasandra,
Bengaluru-560098
Karnataka, India

Dear Sharath,

Congratulations! With reference to your application and subsequent discussions/interview you had with us, we are pleased to offer you the position of **Associate Software Engineer** with **Infinite Computer Solutions (India) Limited** ("Company" or "Infinite") on the following terms and conditions.

Date of Joining: You are requested to join us on or before **November 10 2021.** In the event you are not able to join us on this specified date, the offer would stand withdrawn unless the extension of joining date is granted in writing. On the date of your joining, you are requested to meet the Joining Coordinator to complete the joining formalities at **Infinite Computer Solutions (India) Ltd. #157, EPIP Zone, Phase-II, Kundalahalli, Mahadevapura Post, Whitefield, Bangalore - 560066.**

Salary (on Cost to Company): Your salary on a 'cost to the company (CTC) basis' will be as per the details herein enclosed under Annexure 1.

Tax Implications on Salary: You will be liable to pay all applicable taxes on your income as per the prevailing laws. You are individually responsible for all declarations and implications arising thereof for all personal Income Tax purposes.

Work Location: Your initial work location will be **Bangalore - Campus.** The work location can change based on the organizational requirements.

Notice Period: Your employment with the Company can be terminated either by the Company or by you by giving the other party **60 Days** advance notice.You are required to carefully read the notice period clause in the Terms of Employment attached to this Letter of Appointment.

Your employment with Infinite will be governed by the attached Terms of Employment. You are required to read carefully and understand these Terms of Employment as a part of accepting this offer. As further detailed in the terms of employment the offer of your employment with Infinite is subject to satisfactory completion of background verification and reference checks which may occur at any time prior to or after your effective date of joining.

To indicate your acceptance of this offer and employment with Infinite, please submit a copy of this Letter of Appointment, Terms of Employment, Annexure 1 - Compensation, Annexure 2 – IFBP (If applicable) with your signature on each page. In addition, please provide all the documentation identified in Annexure 3.

We wish you exciting times and infinite possibilities with us and look forward to a mutually fruitful association

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Vijaya Ganugapati
Vice President - Human Resources

Acknowledged and agreed

_____

Sharath R
Date:

Terms of Employment

Your employment at Infinite Computer Solutions (India) Limited ("Company" or "Infinite") will be governed by Company's policies, as modified, from time to time and at the sole discretion of the company, upon notice to you. The Terms of Employment contained herein must be read as a part of Company's current policies.

Full Time Employment

This is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work/assignment for remuneration (part time or otherwise) or work on advisory capacity or be interested either directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the company without prior permission in writing or any such or similar engagement that would conflict with the business/ customer interest of Infinite.

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Transfer and Deputation

Your services are liable to be transferred in such capacity as the Company may from time to time be determined by the business/ customer needs to any other location, department, establishment, sister company or branch of the company anywhere in the world, with/without any change in terms and conditions of employment at the sole discretion of the management. In such a case, you will be governed by the rules and service conditions applicable to new assignments and locations.

You may also be sent on training, deputation assignments to sister or associate companies or to third parties whether in India or abroad and are expected to participate in them

You will be governed by the rules and regulations in these regards as may be applicable to you from time to time.

Notice Period/ Termination of Employment

Your employment with the Company can be terminated either by the Company or by you by giving the other party specified days of advance notice (refer to the Letter of Appointment or recent communication to know your notice period days).

The responsibility of ensuring the completion of the knowledge transfer within the defined notice period lies with the employee, failing which the relieving date may be extended at the discretion of the management. The relieving date may also be extended incase the project is at a critical juncture.

If the Company relieves you before the completion of the notice period, the gross salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the gross salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

Company may terminate your employment immediately, with or without notice and without compensation in lieu of notice period on the occurrence of your involvement in:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence, unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, bribe or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;

(b) Misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceedings that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Any act of moral turpitude.

Consequences of Termination of Employment

Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:
(a) Any property belonging to the Company, such as a laptop, computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and
(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.
- Upon termination or expiration of your employment, for any reason, amounts due or payable, from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.
- Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion withhold the relieving letter and all other documents regarding your employment hereunder.
- In the event of you taking up an alternate employment, it is obligatory on your part, not to join any of Infinite's Client/Customer organizations, without a written consent from Infinite for a period of one year from the date of your separation.

Retirement

You will retire from the services of the Company on completion of 60 years. For this purpose the date of birth as declared in the date of birth proof submitted at the time of joining will be treated as final. You may be retired earlier if found medically unfit.

Background and Reference Check

The Letter of Appointment is issued on the understanding that all information/documents provided by you while joining (In the application / employee data form / during the interview) is true & are liable to be verified at any time during & after the period of your employment with the company. In the event, that any declaration been given or furnished by you to the company is proved to be false or found to have been willfully suppressed/ altered confidential proofs of evidence, your services with the company would be terminated. Termination of services on grounds of Background Verification will not be eligible for any notice period or compensation in lieu of notice period. The company at any time may choose to verify all your credentials as deemed necessary by the company and the client.

Technology and Confidentiality Agreement

You may be required to sign technology and confidentiality agreements with the Company or any other client as required at the time of joining and during the tenure with the company. You are required to adhere to all terms and conditions mentioned in the agreement

Confidential Information

You will not at any time without the consent of the Functional Head or any other nominated representative of the Company, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Company; (d) give prompt notice to Company of any actual or attempted unauthorized use or disclosure of the Confidential Information.

Intellectual Property

You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment shall belong exclusively to the Company.

Indemnification

You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by you or related to your breach of any of the provisions contained in this Terms of Employment.

Conflict of Interest

During your employment with Infinite it is intended to avoid conflict between your interest as an employee and the interest of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company. Further, if any 'Conflict of Interest' does arise in future, you will promptly report the same in writing to the management immediately.

These Terms of Employment will be construed in accordance with and governed by the Laws of India. These Terms of Employment, together with the Letter of Appointment (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 thereof.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Vijaya Ganugapati
Vice President - Human Resources

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Signature: _____

Name: _____

Date: _____

Annexure – 1
Compensation Package for Sharath R

Grade : E1

Components	Monthly	Yearly
Basic	15,000.00	180,000.00
Educational Allowance	6,838.00	82,056.00
Advance Statutory Bonus	3,000.00	36,000.00
Annual Total Fixed Compensation (A)	24,838.00	298,056.00
PF (Employer Contribution)	1800	21,600.00
GMC, GPA & GTL	0	21,712.00
Gratuity	0	8,640.00
Annual Total Benefits (B)		51,952.00
Annual Total Compensation(A + B)		350,008.00

*Please refer annexure 2 for IFBP details

- The Mediclaim Insurance covers self, spouse, two children and parents from the date of joining of the
- employee. You will be eligible for gratuity as per the provisions of Gratuity Act 1972

Service Agreement: Your service agreement will be valid for 24 months. In case you decide to leave Infinite before the completion 24months, you will be liable to pay and amount mentioned in the service Agreement. The content of the serviceagreement dated _____ to be read as part and parcel of this document without prejudice to each other.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Vijaya Ganugapati
Vice President - Human Resources

Accepted on: ...../...../.....

Signature: _____

Name: **Sharath R**

Annexure - 2 (Grade E1 to E4)

Infinite Flexible Benefit Plan (IFBP): You can choose the amount against various components available under Infinite Flexible Benefit Plan (IFBP) depending on your grade and eligibility as per the policy. Rest of the amount becomes taxable income.

The eligibility for choosing the components from Infinite Flexible Benefit Plan (IFBP) according to the grade is as follows:

Grade	Meal Vouchers	NPS (Max)
E1 to E4	2,200/-	10% of the basic component

*The above mentioned amount is the maximum limit that can be opted under each category. Refer to the Compensation & Benefits Policy for more details

Meal Vouchers: The amount chosen against this will be loaded to the meal card on monthly basis.

National Pension Scheme (NPS): The amount chosen to contribute towards NPS needs to be a minimum of Rs. 6000/- along with registration and administrative charges per year with a maximum limit of 10% of your Annual Basic to an extent of 1lakh for Tax exemption under Section 80CCD (2)

Annexure – 3

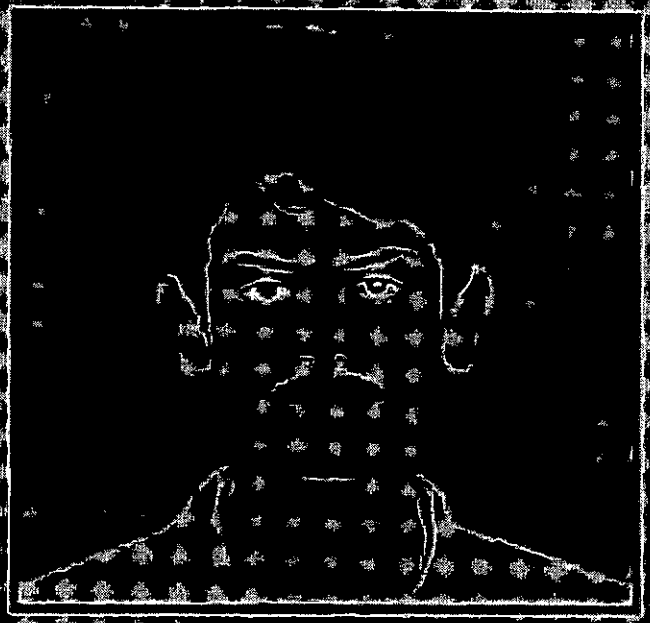
Submission of Documents: You need to scan all the original documents and upload in the link provided to you by the offer team. At the time of joining, photocopy of the following documents should be submitted. Please carry original copies for verification.

1. SSLC/ 10th Mark Sheet
2. PUC/ PDC/ +2 Mark Sheet
3. Degree/ Graduation Certificate/ Convocation Certificate
4. Degree/ Graduation Marks cards (All Semesters or consolidated)
5. Post Graduation Certificate/ Convocation Certificate
6. Post Graduation Marks cards (All Semesters or consolidated)
7. Certificates of any other Qualification
8. Copy of Passport
9. Copy of PAN Card
10. Copy of Aadhar Card
11. Passport size photographs - 4
12. Relieving letter or Acceptance of resignation letter from the immediate previous employer or Hard copy of the resignation acceptance mail duly signed & sealed by the authorized signatory
13. Last 3 months pay slips- immediate previous employer
14. Copy of salary revision or the offer letter (whichever is latest) - immediate previous employer
15. Experience letter of all previous employments
16. Copy of updated resume

Please note: Joining formalities will not start if any of the applicable documents are missing on the day of joining.

infinite

www.infinite.com



Sharath R

1027142

O-ve

Authorised Signatory

Letter of Appointment

Ref. No: ICSL/Employee/13042/14116/26112021
Date : November 26 2021

Ravikantha Sangappa Suthara
#148, 6th Main 7th Cross, Channasandra Layout, Rajrajeshwari Nagar, Bangalore-560098
Bengaluru
Karnataka
560098, India

Dear Ravikantha,

Congratulations! With reference to your application and subsequent discussions/interview you had with us, we are pleased to offer you the position of **Associate Software Engineer** with **Infinite Computer Solutions (India) Limited** ("Company" or "Infinite") on the following terms and conditions.

Date of Joining: You are requested to join us on or before **November 26 2021.** In the event you are not able to join us on this specified date, the offer would stand withdrawn unless the extension of joining date is granted in writing. On the date of your joining, you are requested to meet the Joining Coordinator to complete the joining formalities at **Infinite Computer Solutions (India) Ltd. #157, EPIP Zone, Phase-II, Kundalahalli, Mahadevapura Post, Whitefield, Bangalore - 560066.**

Salary (on Cost to Company): Your salary on a 'cost to the company (CTC) basis' will be as per the details herein enclosed under Annexure 1.

Tax Implications on Salary: You will be liable to pay all applicable taxes on your income as per the prevailing laws. You are individually responsible for all declarations and implications arising thereof for all personal Income Tax purposes.

Work Location: Your initial work location will be **Bangalore - Campus.** The work location can change based on the organizational requirements.

Notice Period: Your employment with the Company can be terminated either by the Company or by you by giving the other party **60 Days** advance notice.You are required to carefully read the notice period clause in the Terms of Employment attached to this Letter of Appointment.

Your employment with Infinite will be governed by the attached Terms of Employment. You are required to read carefully and understand these Terms of Employment as a part of accepting this offer. As further detailed in the terms of employment the offer of your employment with Infinite is subject to satisfactory completion of background verification and reference checks which may occur at any time prior to or after your effective date of joining.

To indicate your acceptance of this offer and employment with Infinite, please submit a copy of this Letter of Appointment, Terms of Employment, Annexure 1 - Compensation, Annexure 2 – IFBP (If applicable) with your signature on each page. In addition, please provide all the documentation identified in Annexure 3.

We wish you exciting times and infinite possibilities with us and look forward to a mutually fruitful association

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Vijaya Ganugapati
Vice President - Human Resources

Acknowledged and agreed

_____

Ravikantha Sangappa Suthara
Date:

Terms of Employment

Your employment at Infinite Computer Solutions (India) Limited ("Company" or "Infinite") will be governed by Company's policies, as modified, from time to time and at the sole discretion of the company, upon notice to you. The Terms of Employment contained herein must be read as a part of Company's current policies.

Full Time Employment

This is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work/assignment for remuneration (part time or otherwise) or work on advisory capacity or be interested either directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the company without prior permission in writing or any such or similar engagement that would conflict with the business/ customer interest of Infinite.

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Transfer and Deputation

Your services are liable to be transferred in such capacity as the Company may from time to time be determined by the business/ customer needs to any other location, department, establishment, sister company or branch of the company anywhere in the world, with/without any change in terms and conditions of employment at the sole discretion of the management. In such a case, you will be governed by the rules and service conditions applicable to new assignments and locations.

You may also be sent on training, deputation assignments to sister or associate companies or to third parties whether in India or abroad and are expected to participate in them

You will be governed by the rules and regulations in these regards as may be applicable to you from time to time.

Notice Period/ Termination of Employment

Your employment with the Company can be terminated either by the Company or by you by giving the other party specified days of advance notice (refer to the Letter of Appointment or recent communication to know your notice period days).

The responsibility of ensuring the completion of the knowledge transfer within the defined notice period lies with the employee, failing which the relieving date may be extended at the discretion of the management. The relieving date may also be extended incase the project is at a critical juncture.

If the Company relieves you before the completion of the notice period, the gross salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the gross salary for the balance notice period. However, please note that accepting any such early relievin request would be entirely at the discretion of the Company.

Company may terminate your employment immediately, with or without notice and without compensation in lieu of notice period on the occurrence of your involvement in:
(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence, unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, bribe or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;
(b) Misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceedings that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or
(c) Any act of moral turpitude.

Consequences of Termination of Employment

Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:
(a) Any property belonging to the Company, such as a laptop, computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and
(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.
- Upon termination or expiration of your employment, for any reason, amounts due or payable, from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.
- Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion withhold the relieving letter and all other documents regarding your employment hereunder.
- In the event of you taking up an alternate employment, it is obligatory on your part, not to join any of Infinite's Client/Customer organizations, without a written consent from Infinite for a period of one year from the date of your separation.

Retirement

You will retire from the services of the Company on completion of 60 years. For this purpose the date of birth as declared in the date of birth proof submitted at the time of joining will be treated as final. You may be retired earlier if found medically unfit.

Background and Reference Check

The Letter of Appointment is issued on the understanding that all information/documents provided by you while joining (In the application / employee data form / during the interview) is true & are liable to be verified at any time during & after the period of your employment with the company. In the event, that any declaration been given or furnished by you to the company is proved to be false or found to have been willfully suppressed/ altered confidential proofs of evidence, your services with the company would be terminated. Termination of services on grounds of Background Verification will not be eligible for any notice period or compensation in lieu of notice period. The company at any time may choose to verify all your credentials as deemed necessary by the company and the client.

Technology and Confidentiality Agreement

You may be required to sign technology and confidentiality agreements with the Company or any other client as required at the time of joining and during the tenure with the company. You are required to adhere to all terms and conditions mentioned in the agreement

Confidential Information

You will not at any time without the consent of the Functional Head or any other nominated representative of the Company, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Company; (d) give prompt notice to Company of any actual or attempted unauthorized use or disclosure of the Confidential Information.

Intellectual Property

You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment shall belong exclusively to the Company.

Indemnification

You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by you or related to your breach of any of the provisions contained in this Terms of Employment.

Conflict of Interest

During your employment with Infinite it is intended to avoid conflict between your interest as an employee and the interest of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company. Further, if any 'Conflict of Interest' does arise in future, you will promptly report the same in writing to the management immediately.

These Terms of Employment will be construed in accordance with and governed by the Laws of India. These Terms of Employment, together with the Letter of Appointment (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 thereof.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Vijaya Ganugapati
Vice President - Human Resources

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Signature: _____

Name: _____

Date: _____

Annexure – 1
Compensation Package for Ravikantha Sangappa Suthara

Grade : E1

Components	Monthly	Yearly
Basic	15,000.00	180,000.00
Advance Statutory Bonus	3,000.00	36,000.00
Infinite Flexible Benefit Plan (IFBP *)	6,838.00	82,056.00
Annual Total Fixed Compensation (A)	24,838.00	298,056.00
PF (Employer Contribution)	1800	21,600.00
GMC, GPA & GTL	0	21,712.00
Gratuity	0	8,640.00
Annual Total Benefits (B)		51,952.00
Annual Total Compensation (A + B)		350,008.00

*Please refer annexure 2 for IFBP details

- The Mediclaim insurance covers self, spouse, two children and parents from the date of joining of the employee.
- You will be eligible for gratuity as per the provisions of Gratuity Act 1972

Service Agreement: Your service agreement will be valid for 24 months. In case you decide to leave Infinite before the completion 24months, you will be liable to pay and amount mentioned in the service Agreement. The content of the serviceagreement dated _____ to be read as part and parcel of this document without prejudice to each other.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Vijaya Ganugapati
Vice President - Human Resources

Accepted on: ..... /..... /.....

Signature: _____

Name: **Ravikantha Sangappa Suthara**

Annexure - 2 (Grade E1 to E4)

Infinite Flexible Benefit Plan (IFBP): You can choose the amount against various components available under Infinite Flexible Benefit Plan (IFBP) depending on your grade and eligibility as per the policy. Rest of the amount becomes taxable income.

The eligibility for choosing the components from Infinite Flexible Benefit Plan (IFBP) according to the grade is as follows:

Grade	Meal Vouchers	NPS (Max)
E1 to E4	2,200/-	10% of the basic component

*The above mentioned amount is the maximum limit that can be opted under each category. Refer to the Compensation & Benefits Policy for more details

Meal Vouchers : The amount chosen against this will be loaded to the meal card on monthly basis.

National Pension Scheme (NPS): The amount chosen to contribute towards NPS needs to be a minimum of Rs. 6000/- along with registration and administrative charges per year with a maximum limit of 10% of your Annual Basic to an extent of 1lakh for Tax exemption under Section 80CCD (2)

Annexure – 3

Submission of Documents: You need to scan all the original documents and upload in the link provided to you by the offer team. At the time of joining, photocopy of the following documents should be submitted. Please carry original copies for verification.

1. SSLC/ 10th Mark Sheet
2. PUC/ PDC/ +2 Mark Sheet
3. Degree/ Graduation Certificate/ Convocation Certificate
4. Degree/ Graduation Marks cards (All Semesters or consolidated)
5. Post Graduation Certificate/ Convocation Certificate
6. Post Graduation Marks cards (All Semesters or consolidated)
7. Certificates of any other Qualification
8. Copy of Passport
9. Copy of PAN Card
10. Copy of Aadhar Card
11. Passport size photographs - 4
12. Relieving letter or Acceptance of resignation letter from the immediate previous employer or Hard copy of the resignation acceptance mail duly signed & sealed by the authorized signatory
13. Last 3 months pay slips- immediate previous employer
14. Copy of salary revision or the offer letter (whichever is latest) - immediate previous employer
15. Experience letter of all previous employments
16. Copy of updated resume

Please note: Joining formalities will not start if any of the applicable documents are missing on the day of joining.

Employee Name	Ravikantha Sangappa Suthara
Grade	E1
Designation	Associate Software Engineer
Current Client/Department	Medica Holding
Project	Medica IO - MA Implementation
Date of Joining	Fri Nov 26 2021

IMPETUS

IIIPL/HEG/OFFER/5063

Date: August 9, 2021

To,

Bhanuprasad H M
4/1, Honachanahalli (V), Kattigenahalli (P), Hoskote Taluk Bangalore
Karnataka 562114

Dear Bhanuprasad ,

Pursuant to our discussions, **Impetus Technologies India Pvt Ltd** is pleased to make you an offer of employment as **Associate Software Engineer** in the grade **G4** starting on or before **August 16, 2021 .**

Your remuneration(Cost to Company - CTC) will be **INR 400,000.00** per annum. The components constituting the CTC have been mentioned in **Annexure I.**

All terms and conditions of your employment will be in accordance with this letter read along with (i) **Annexure B** to this letter, (ii) the Appointment Letter (to be issued to you upon the date of joining), (iii) the Employment Agreement and (iv) the Employee Non-Disclosure Agreement. Formats / copies of the above-mentioned documents are available with us and you are required to read and understand the same prior to your acceptance of our offer for employment. In addition, you shall also be required to abide by all the policies and procedures of the Company including those provided on the Company's intranet.

Please note that this offer is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment. The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or other obligation may limit your ability to engage in business activities of the Company.

The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or other obligation may limit ability of company to engage the candidate in business activities of the Company.

IMPETUS

Please note the following information in relation to the benefits being offered to you:

Your annual variable pay linked to performance of **INR 36,000.00** which forms part of your CTC, shall be payable to you for the prorated applicable period as follows:

1. if you join between 1st March to 31st August, the first payout would be in the Dec pay cycle that follows and thereafter in June pay cycle next year.
2. if you join between 1st September to 29th February, the payout would be in the June pay cycle that follows, and thereafter as per company policy for the subsequent year.

The VPLP shall be payable to you **subjected to you being confirmed and being on the rolls** of the company as an active employees (not in resigned state) at the time of payout i.e. as on **31st December 2021** (if applicbale) and on **30th June 2022. "In case you are not confirmed at the time of payout**, the prorated payout for that period, will be paid in the month you get confirmed."

Your employment with the Company shall be subject to a probationary period of 6 months which period shall commence from the date of your joining the Company. The Company may choose to extend such probationary period to the extent it deems fit.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your attorneys and accountants, for seeking their advice) without our prior written consent.

Should you accept our offer, please share the scanned copy of documents mentioned below before your Day of Joining and on the Day of Joining, please meet our HEG Personnel at 10:30 AM along with the following documents:

1. Signed copy of the accepted offer Letter
2. Copy of Aadhar Card
3. Copy of PAN card (kindly apply for the same in case you don't have one)
4. Copy of passport (kindly apply for the same in case you don't have one)
5. Copy of 10th, 12th, Graduation and Post graduation mark sheets and degree
6. Relieving Certificate along with a copy of accepted resignation letter
7. 1 passport size photograph
8. Experience letter from previous organization
9. Relieving letter from previous organization
10. Latest salary slip from previous organization
11. Copy of UAN card.

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111,Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

IMPETUS

You will be required to carry original copy of all your mark sheets starting from 10th onwards till your last degree and your experience certificate for verification purpose.

Sincerely,

Abhishek Kumar Singh

Digitally signed by Abhishek Kumar Singh
Date: 2021.08.10 09:51:59 +05'30'

Authorized Signatory

Encl.

Annexure A: Salary Break Up

Annexure B: Terms and Conditions of Employment

I hereby unconditionally accept all the terms and conditions of this offer for employment with **Impetus Technologies India Pvt Ltd** I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name:

Date:

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111,Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

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Annexure I	
A) MONTHLY COMPONENTS:	INR
Basic	15,005.00
HRA	6,002.00
Telephone Expense Reimbursement	1,000.00
Periodicals & Journals Expense Reimbursement	500.00
Food Coupons	0.00
Gift Vouchers	0.00
LTA	0.00
Flexi Pay	5,717.00
Total (Monthly)	28,224.00
Total (Annual) = Monthly(above row) X 12 (A)	338,684.00
B) ANNUAL COMPONENTS:	
Annual variable pay linked to performance:	36,000.00
Annual Gratuity*:	8,654.00
Annual Medical Insurance**:	16,662.00
Total of Annual components: (B)	61,316.00
TOTAL COST TO THE COMPANY (A + B)	400,000.00

Please note: Employee's contribution to provident fund and food coupons are optional components in the salary structure. Employee's and employer's contributions both will be the part of the CTC.

The Company shall withhold from any amounts payable to you such taxes as may be required to be withheld pursuant to any applicable law or regulation.In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.

*Gratuity will only be payable to you subject to your eligibility for receiving gratuity under the Payment of Gratuity Act, 1972, as may be applicable. The gratuity amount is only indicative in nature and has been arrived at based on your current basic salary amount. The amount is for the limited purposes of your reference and cannot be claimed as a matter of contract or a right unless you are eligible to receiving it under law.

**The amount of Annual Medical Insurance is the amount payable by the Company to the insurance service provider as premium for obtaining an insurance policy on your behalf. You will not be eligible or entitled to receiving the amount as a payment from the Company at any time.

Bhanuprasad

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111,Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

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Annexure B

Terms and Conditions of Employment

If you accept the Company's offer of employment the following terms and conditions (or as may be modified from time to time) will operate and govern your employment with **Impetus Technologies India Pvt Ltd**

1.Your place of work will be at the Company's office in **Bengaluru .**

2. You may be posted or transferred to any unit/ office/ branch/ location of the Company or to any of our group / associate companies at any time in any part of India or abroad, at the sole and absolute discretion of the Company. You may also be assigned to projects that require you to travel within and out of India. In the instance of your travel on behalf of the Company, you shall be entitled to reimbursement of expenses and allowances as per applicable Company policies. Further, in such case, you shall also be bound by any policy of such other office or associate companies, in existence at the date of this Agreement or that may be subsequently framed by the Company or the associate companies.

3. As a full-time employee of the Company you may be eligible to participate in a number of Company sponsored benefits, as may exist and be created from time to time.

4. You are required to abide by the rules and regulations of the office and are required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time. By accepting this offer and joining the Company, you are accepting all the prevailing policies of the Company and any future changes in the policies from time to time.

5. You may be eligible to participate in the Company's annual appraisal cycle generally conducted in July every year. The appraisal shall be done as per the Company Policy.

6. In the event you wish to resign from your employment with the Company, you would be required to give three (3) month's notice to the Company.

7. The Company may terminate your employment by giving three (3) month's notice. The Company may also terminate your employment with immediate effect, (without any notice or payment in lieu of notice) in the event of

any misconduct on your part, including (i) fraudulent, dishonest or undisciplined conduct, (ii) breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) insubordination or failure to comply with the directions given to you, (iv) insolvency or conviction for any offence involving moral turpitude, (v) breach of any terms or conditions of employment (vi) irregularity in attendance, or unauthorized or unapproved absence from the place of work, (vii) going on or abetting a strike in contravention of any law for the time being in force, (viii) conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (ix) misconduct as provided under the labour laws or under Company's policies.

8. You would be entitled to take leaves as per the Company's Annual Leave Policy.

9.You will also be entitled to any other employee benefits that may be decided and implemented from time to time.

10. You agree to devote your full working time and attention exclusively for the Company's work and responsibilities assigned to you. You will not engage in any other commercial or business activity, even part time, for any monetary gains.

11. You agree that you will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation upon Company, without obtaining a specific prior written permission from the Company. You shall also not communicate with the media in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

12. You agree to sign the Employment Agreement and Employee Non Disclosure Agreement with the Company on the first day of your joining before any work allocation.

Abhishek Kumar Singh

Digitally signed by Abhishek Kumar Singh
Date: 2021.08.10 09:52:13 +05'30'

Authorized Signatory

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111,Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

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Appointment commitments:	
Name	Bhanuprasad H M
DOJ	August 16, 2021
Experience as on date	0
Skill set	Java/J2EE
Source	Recruiter Sourced
Salary	INR 400,000.00 Per Annum inclusive of INR36,000.00 as Variable (Monthly Gross INR 28,224.00)
Probation Period	6
Designation & Grade	Associate Software Engineer/ G4
Recruiter's Name	Sanjay Singh Negi
Eligibility for Performance Appraisal	You will be included in appraisal cycle of Jul-22 and henceforth in the month of July every year. The appraisal would be done as per Company Policy, Standards and salary structure.

Candidates Signature:
Name: Bhanuprasad H M

Abhishek Kumar Singh

Digitally signed by Abhishek Kumar Singh
Date: 2021.08.10 09:52:24 +05'30'

Authorized Signatory

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
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Phone: +91.731.4269300, Fax: +91.731.4071256

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ADDENDUM:

Your CTC will be INR 5,00,000 (five lacs only) which shall be applicable from 7th month, that is after successful completion of probation and training, During the probation and training you shall receive INR 4,00,000 (four lacs only) as per the structure defined in this offer letter.

Abhishek Kumar Singh

Digitally signed by Abhishek Kumar Singh
Date: 2021.08.10 09:52:37 +05'30'

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111,Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

PRIVATE & CONFIDENTIAL

1st September 2021

To,

Devaraj
Bangalore

Dear **Devaraj,**

We are pleased to offer you employment with NTT India GDC Private Limited.

Job Title

Graduate Trainee

Job Grade

WL1-A

Reporting

You shall be reporting to the Functional Lead.

Commencement of Employment

Your date of commencement of employment shall be 1st September 2021.

Major Responsibilities

A full job description will be given to you by your manager upon your commencement of employment.

Remuneration & Benefits

(1) **Remuneration**

Your monthly remuneration will be as per enclosed annexure and will be payable at the end of each calendar month.

(2) **Employee Benefits**

You will be eligible to benefits as per attached Benefits schedule. Please refer to the Employee Handbook for more details on Employee Benefits.

(3) **Income Tax**

As per the Income Tax rules, we will deduct TDS (Tax Deducted at Source) keeping in mind your investments declaration.

Terms & Conditions

(1) **Working Hours**

Our official office hours are from 9:00 am to 6.00 pm, on every Monday to Friday. However, you will be required to work such hours as may be necessary to carry out your duties to the satisfaction of the Company.

(2) **Probation**

You will initially serve a probationary period of six (6) months. During the probationary period, either you or the Company may terminate this employment by giving to the other party, in writing, one month' notice of termination or salary (basic) in lieu of thereof.

(3) **Termination**

Upon confirmation of employment, either you or the Company may terminate employment, by either party giving to the other party, in writing, two (2) months' notice of termination or salary (basic) in lieu of notice.

The Company shall be entitled to terminate your employment without notice or payment in lieu of notice in any of the following events:

(i) if you shall be guilty of dishonesty or misconduct (including theft or fraud) or commit any act of neglect that likely to bring the Company into disrepute.
(ii) if you are made a bankrupt.
(iii) if you have been found to have committed any serious breach of your duties or obligations.
(iv) if you are discovered to have made or given any false statement or document testifying to your ability or competence or relating to your state of health knowing that such statement or document is false.
(v) if you are found to have made illegal monetary profit or receive any gratuities or other rewards (whether in cash or kind) out of any of the Company's affairs.
(vi) If by any reason of ill health, accident or physical or mental incapacity, however occasioned, you are absent from or unable effectively to attend to your place of work for a total of two months or more in any one year (whether or not consecutive), the Company shall be at liberty at the expiry of such period of two months to terminate your employment by giving to you two months' notice or payment of basic salary in lieu of notice.

(4) **Proprietary Information**

You will not, without written authority, disclose to any third party any confidential information about the interests, finances or business of the Company nor make nor possess copies of any documents or media on which such information is recorded; and upon termination of your employment, you shall deliver to the Company (without keeping any copies) any such documents or media.

(5) **Dealing in Securities**

You will comply with the Company's code of practice for the time being prescribed relating to dealing in shares and other securities in NTT Ltd. and where to your knowledge the activities of the Company may affect the prices of the shares or any securities in any of the Companies, you shall refrain from so dealing in the shares of the said Companies.

(6) **Restrictive Covenant**

You shall not at any time during the period of twelve months from the termination of your employment with the Company:

(a) solicit or entice or endeavor to solicit away any employees of the Company.

(b) solicit business from any person, firm, company or organization which at any time during the continuance of employment have dealt with or was a customer or supplier of the Company.

(7) **Overseas Training**

You may be selected for overseas training provided by the Company from time to time. To receive such training, you may be required to sign an agreement to remain in the employment of the Company for a period of between one and two years after the training is completed. If you leave the Company before the agreed period is completed, you will reimburse the Company the total cost incurred for the training.

(8) **Company Policies & Regulations**

You are required to observe the Company Policies and Regulations which are now in force or from time to time published or laid down by the Company.

If you find the above terms and conditions of employment acceptable, please sign both copies of the Employment Letter and return the duplicate copy to us. This offer is legally binding on both parties upon the signing of the letter.

Acceptance

I have read and understood the above terms and conditions of employment and the accompanying benefits schedule and agree to accept the employment on these terms.

Signature _____ Date _____

EMPLOYEE BENEFITS

Benefit	Description of Benefits	Remarks
Annual Leave	18 days per annum, inclusive all holidays during the leave period	Can be accumulated upto a maximum period of 45 days, beyond which the same gets lapsed
Sick Leave	12 days per annum	Can be accumulated upto a maximum period of 30 days, beyond which the same gets lapsed
Casual Leave	5 days per annum	Casual Leave gets lapsed at the end of the Calendar Year

The Company reserves the right to change, modify and amend any of the benefits as it deems necessary from time to time.

Devaraj Graduate Trainee	
Location: Bangalore	**Work Level: WL1-A**
1. Monthly Components	**(In INR)**
Basic	17303
HRA	4845
Statutory Bonus	1422
Allowance	37
Meal Coupons *	0
Monthly Salary	**23607**
Annualised Monthly Salary	**283284**
2. Annual Components	
LTA *	0
PF (12% of Basic)	24916
Gratuity	9983
Total of annual components	**34899**
3. Annual Fixed Salary (Total of 1 & 2)	**318183**
4. Variable Pay @100% Achievement	**31818**
5. Total CTC (3+4)	**350001**

- Medical Allowance (Rs. 1250/-) & Conveyance Allowance (As applicable) has been added to the **"Allowance"** payroll component, since this is now covered under standard deduction as per the Financial Budget for FY **2018 – 2019.** Standard Deduction for the FY **2019 - 2020** has been increased from **Rs. 40000/- to Rs. 50000/-**
- Meal Coupons and LTA are optional, if not opted; it will be treated as Special Allowances which will be taxable.
- In addition to the above, you will be eligible for reimbursement of actual mobile expenses up to **1500/-** per month, against submission of your mobile bill.
- You will be covered under the company's Group Personal Accident & Mediclaim (Hospitalization) Scheme as follows;

Mediclaim Insurance – Self, Spouse, 2 dependent Children & 2 dependent Parents		For Self INR 7 Lakhs. Parent's claim shall be restricted to INR 5 Lakhs
Group Personal Accident		Min INR 10 Lakhs or subject to max CTC * 2 times, whichever is higher
Life Insurance Coverage	**Eligibility**	**Medical Requirement**
Min INR 20 Lakhs or subject to max CTC * 3 times, whichever is higher	< 45 Lakhs	Medical Questionnaire/Test Not Required
	45 Lakhs to 1.45 Crores	Medical Questionnaire to be Filled
	> 1.45 Crores	Medical Test Mandatory

Brijesh Aswathanarayana (Group)
Digitally signed by Brijesh Aswathanarayana (Group)
Date: 2021.09.15 23:01:45 +05'30'

Brijesh Aswathanarayana
Director HR

This document is to be treated confidential and not to be disclosed.

HTC Global Services (India) Private Ltd.
SDF II, Phase II, MEPZ, Tambaram, Chennai-600 045, INDIA
Tel: +91 44 2262 3522 Fax: +91 44 2262 7713
Web: www.htcinc.com | CIN: U72900TN2001PTC047862

Ref No: HTCG/TECH/OCT 21/12110 **October 28, 2021**

Ms. Raksha J Shetty
1-32, Manikallu, Billadi, Janvarkatte, Udupi,
Karnataka - 576223

Dear Raksha,

With reference to the interview(s) you had with us, we are pleased to appoint you in our Company as **L1- Associate Engineer.** The terms and conditions of your appointment are given below:

Heads	Monthly (in Rs.)	Annual (in Rs.)
Basic Salary	10500	126000
House Rent Allowance	5250	63000
Conveyance Allowance	1600	19200
Meal Pass / Allowance	2000	24000
Other Allowance	899	10793
Project Allowance	1000	12000
Project Incentive	3200	38400
Medical Reimbursement /Allowance	417	5000
Monthly Gross	**24866**	**298393**
LTA*1		5000
Bonus*2		9000
HTC Group Medical Insurance*3		8869
Term Life Insurance Premium		1080
PF (12%) company's contribution towards EPF*4		21600
Gratuity*5		6058
Annual Gross		**350000**

Salary will be paid on the last day of every month, which may be delayed due to delays in timesheets submission/approvals and also in case of discrepancies in attendance.

Leave Travel Assistance *1:
The employee is eligible for leave travel assistance on completion of one year of service with the company.

Bonus *2:
Bonus – will be eligible and payable as per The Payment of Bonus Act, 1965 and necessary amendments to the Act thereof from time to time.

HTC Group Mediclaim & Term Life Insurance premium *3:

Group Medical Insurance:

- Annual Group Medical Insurance policy covering self and five dependents will be covered for a sum of Rs **4,00,000/-** as per the terms and conditions of the policy detailed in the employee portal (http://eportal.htcindia.com). On Commencement of the insurance policy the coverage benefits will be applicable after a waiting period of 30 days.
- However to cover the dependents, the Associate needs to provide the dependent details by logging in to the e- portal within 7 days from the date of joining, failing which only the associate will be covered. The premium amount is subject to change every year post renewal of Insurance policy.

Term Life Insurance:

- You will be covered under term life insurance policy for Rs.5,00,000/-.On commencement of the insurance policy the coverage benefits will be applicable after a waiting period of 30 days.
- For more details login to Employee portal http://eportal.htcindia.com.

Provident Fund *4:

You will be covered under PF as per the "Provident Fund Act" 1952.

Gratuity *5:

You are eligible for Gratuity, as per "Payment of Gratuity Act" 1972.

Probationary Period:

You will be on probation for a period of 3 months.

Your employment with us will be governed by terms and conditions referred in **Annexure-A.** However when you are placed at any of our client site the rules and regulations of the client company would be applicable to you with regard to Office Timing, Dress Code, Lunch, Transportation and Annual holidays.

Your retention in the Company's employment will be subject to your continued medical fitness.

Please sign the duplicate copy of the letter and return it to us within a week's time as a token of your acceptance of this appointment letter.
We look forward to a long and mutually fruitful association with you.
Yours Sincerely,

For HTC Global Services (India) Pvt Ltd.
CHANDRAN RAJALAKSHMI
(Rajalakshmi C)
Authorised Signatory

Digitally signed by CHANDRAN RAJALAKSHMI
Date: 2021.10.29 21:09:57 +05'30'

I have read, understood and I accept the above appointment offer along with the terms and conditions listed in the **Annexure-A.** I will be reporting for duty on or before **November 01, 2021.**

Signature:

Name: Raksha J Shetty

Date:



RAKSHA J SHETTY

Employee ID : 27398
Blood Group : O+

Residential Address :

kumarswamy layout II stage,
8th main 12th Cross,
JP Nagar,
Karnataka - 560078

Phone : 9110699055

Emergency Contacts

Name : Jayarama Shetty
Phone : 9008936450
Relationship : Father

ARMG Headquarters :
HTC Towers, No.41, GST Road, Guindy
Chennai – 600 032, Tamilnadu, India
Ph: +91 44 2234 8888, Fax: +91 44 2234 8400

Global Delivery Centers :
Unit 25, SDF II, Phase II, MEPZ Tambaram
Chennai – 600 045, Tamilnadu, India
Ph: +91 44 2262 3592, Fax: +91 44 2262 7713

VERITY
GLOBAL SOLUTIONS

16-Sep-2021

Meghana S,
Sri Mallikarjuna Swamy Nilaya,
Near Adinarayana Swamy Temple,
New Venkateshwara Extension,
Chintamani, Chikkaballapur -563125

Contact No: +91 8217428683

Dear **Meghana,**

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Junior Process Associate** in **Verity Global Solutions Pvt. Ltd.**, based at our **Bangalore** office. The key components of your offer are detailed as below:

Title: The title that you would be using both internally and externally would be **Junior Process Associate.**

Compensation: Your Total CTC will be **INR 2,80,000/- (Rupees Two Lakhs Eighty Thousand Only)** per annum. As for Variable Pay, based on the Management's discretion, the company reserves the right to allocate a structural component of your compensation based on your performance. The detailed break-up of your compensation is given in the Annexure for your reference.

Joining Date: You are expected to join us at **12:00 pm** on or before **20-Sep-2021** Further to which you will be advised on your shift timings.

Place of work: Your initial place of work will be **Bangalore.** However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

2. **TERMS & CONDITIONS:**

a) The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
b) You will be required to sign the Appointment Letter along with the Non-Disclosure Agreement with Verity Global Solutions Pvt Ltd, on your date of joining.
c) The Company's business involves operating round the clock on all days. Therefore, the work may involve shift working and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
d) Due to the current pandemic, we continue with working from home. In the future when the return to office program is implemented you would be required to be available at the base location mentioned above.
e) You may terminate this Agreement by providing the Company with **thirty (30) days** prior written notice. Upon such termination, the Company may at its discretion either require you to serve the

notice period or relieve you immediately or pay the notice pay in lieu thereof. The notice pay that you will be required to pay the Company in lieu of such notice shall be computed on the existing Annual basic salary, Flexible Benefits plan, HRA & Team Allowance prorated for the **thirty (30) day** period. At the time of termination, the Company may require you to complete any assignment or assignments on which you were working to the satisfaction of the Company before relieving you from your services. During the notice period, you will not be entitled to any leave.

2. OTHER CONDITIONS:

a) Medical fitness: Your appointment / employment is subject to you being medically fit for employment.

b) Reference Checks / Background Verification: Your appointment is also subject to a satisfactory reference / background check verification. The Company shall, at its discretion conduct background / reference check verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment are conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and / or pay in lieu thereof or any other remuneration (including incentives/allowances) for the period of engagement up to aforesaid date of relieving.

c) Effect of Substance Abuse: The Company shall conduct a Substance Abuse test either before joining the company or within a reasonable and practicable time frame after joining. Your appointment will be subject to this verification clearance. The Company at is sole discretion may also conduct from time-to-time screening for substance abuse during the employment tenure. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.

You are requested to present and / or submit all original and certified copies of the following certificates and testimonials for our records:

1. Degree of graduation, and If you do not have it, then Provisional degree certificate/course completion certificate.
2. Birth certificate from municipality
3. ID proofs: PAN card, Driving License, Aadhar card and Voter ID
4. Passport Copy (if any)
5. Experience Certificate / Relieving letter from your last Five years' employer(s) is mandatory
6. Passport size photographs – 4 nos.
7. Copy of the Rental Agreement- if applicable

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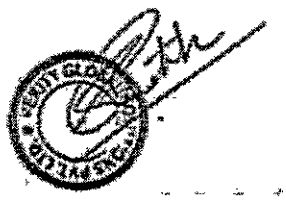
GLOBAL SOLUTIONS

The offer letter is valid for 48 hours from the date of receipt of this letter. Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

We welcome you to Verity Global Solutions Pvt. Ltd. And wish you a long and successful career journey with us.

Warm Regards,

For Verity Global Solutions Pvt. Ltd.



Shannon Ponnoth
Lead – Human Resources

Accepted and Agreed

_____
Candidate Name & Signature

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Annexure	
Employee Name	Meghana S
Date of Joining	20-Sep-2021
Employee Title	Junior Process Associate
Employee Department	Operations

COMPENSATION COMPONENTS			DEDUCTIONS		
Particulars	**Amt. (INR) Per Month**	**Amt. (INR) Per Annum**	**Particulars**	**Amt. (INR) Per Month**	**Amt. (INR) Per Annum**
Basic Salary	8553	102640	Provident Fund (12%)	1800	21600
HRA	4277	51320	Professional Tax	200	2500
Team Allowance	7387	88648	Medical Insurance	0	0
Statutory Bonus	1166	13992	ESIC	0	0
Gross Salary (A)	**21383**	**256600**	**Total Deductions (C)**	**2000**	**24000**
Employer's Contribution					
Retirals:					
Provident Fund (12%)	1800	21600			
PF - Admin Charges (1%)	150	1800			
ESIC	0	0			
Benefits:					
Medical Insurance**	0	0			
Employer's Contribution (B)	**1950**	**23400**			
CTC (A+B)	**23333**	**280000**	**Net Salary (A-C)**	**19383**	**232500**

BENEFITS	
** Medical Insurance	This is a benefit but not mandatory and is subject to the employee's eligibility
** Night Shift Allowance	This is subject to the employee's eligibility and as per the Night Shift Allowance Policy
** Gratuity	*Gratuity will be payable as per Payment of Gratuity Act,1972
** Please note the above salary mentioned is subject to Income Tax, as per Income Tax act 1961	

For Verity Global Solutions Pvt. Ltd.

Shannon Ponnoth
Lead – Human Resources

Accepted and Agreed

Candidate Name & Signature

Services Analyst [Analyst I] Inbox

HuronIndia_Onboarding 19 Nov

to me, Brian, Himadri, Pritha, Garima, G...

Hi Nethravathi,

It is our pleasure to extend the following offer of employment to you on behalf of Huron Eurasia India Private Ltd.

If you accept this offer, you are expected to commence your employment pending background verification and other related formalities.

You're requested to kindly acknowledge the offer letter (fill, sign and email back the scanned copy) along with the Huron Employee Application Form and send these documents by replying only to **GCSC_OB@hcg.com and HuronIndia_Onboarding@hcg.com.**

We would also need the documents listed in the

photo need not be in pdf]. We need this to start your background verification (not required, if already shared).

A sample copy of employment agreement [Appointment Letter] is also attached for your review. A copy of the 'Summary of Benefits' is also attached. We trust that your knowledge, skills and experience will be an asset to our organization. We look forward to a mutually beneficial employment relation with you.

Should you have any questions, please let us know.

Best Regards,

Huron India Talent Acquisition Team

Huron Eurasia India Private Limited
Primeco Towers
Brigade Millenium Rd, Arakere Gate, Omkar Nagar, Arekere,
Bengaluru,
[illegible]

vibry

Business Solutions
Helps shape your future

27/10/2021

To AMULYA C GOWDA, Bangalore

Dear AMULYA C GOWDA,

With reference to our discussion we are pleased to offer you the position of "HR Recruiter cum Trainer" at Vibry Business Solutions.

Enclosed is the compensation sheet giving details of your offer. Your total compensation package will be INR 3,72,000 per annum and future increases will be performance based.

The above offer is for a period of one year from 27/10/2021 to 27/10/2022 subject to verification of your certificates and testimonials (i.e. certificates in proof of education qualification, proof of past employment, reference checks and date of birth, whichever applicable). As mutually agreed you would be based at Bangalore and join duties on or before 27/10/2021.

The first ninety (90) days of the Employment Term shall be considered Employee's probationary period. During the probationary period, we shall determine if you are suitable for the duties and responsibilities which you are assigned to. During this period, if we determine that you are, for any reason, unsuitable for the position, we may terminate this agreement and your employment with the company with no liability whatsoever.

You will be required to give One Month notice if you decide to leave our services. Similarly, the company can terminate your services by giving you appropriate notice. The company reserves the right to pay or recover salary in lieu of notice period.

Please acknowledge the duplicate copy of this letter as a token of acceptance of our offer.

Thanking You,

Yours faithfully,

For Vibry Business Solutions,

Authorized Signatory

AMULYA C GOWDA

Vibry

[illegible]

[illegible]

Name	AMULYA C GOWDA
Designation / Location	[illegible]

Particulars	Amount/Month	Amount/Annum
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
Conveyance Allowance	[illegible]	[illegible]
Other Allowance	[illegible]	[illegible]
Gross Salary A	27000	325000
Schrals		
Nil		
Total schrals B	0	0
Total Cost to the Company C=A+B	27000	325000
Deductions		
Nil		
Total Deductions C	0	0
Net Take Home: C=A-C	27000	325000

Note:

1. Necessary taxes will be deducted from your pay if applicable

For Vibry Business Solutions,

Authorized Signatory

AMULYA C GOWDA

IMPETUS

You will be required to carry original copy of all your mark sheets starting from 10th onwards till your last degree and your experience certificate for verification purpose.

Sincerely,

Abhishek Kumar Singh

Digitally signed by Abhishek Kumar Singh
Date: 2021.08.10 09:59:33 +05'30'

Authorized Signatory

Encl.

Annexure A: Salary Break Up

Annexure B: Terms and Conditions of Employment

I hereby unconditionally accept all the terms and conditions of this offer for employment with **Impetus Technologies India Pvt Ltd** I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name:

Date:

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111,Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

Acceptance of TCS Offer Letter

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>
to me

Dear PRANAV BHARADWAJ,

Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS.

For any query, please contact 1800-209-3111 (toll free) /ilpsupport@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

Offer: Computer Consultancy
Ref: TCSL/DT20207235049/Bangalore
Date: 09/01/2021

Ms. Shivani S Raykar
#102, 5th Cross, 12th Main, Shrinivasanagara,
Bankcolony,
Bangalore-560050,
Karnataka.
Tel# -

Dear Shivani S Raykar,

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 &

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

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.

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

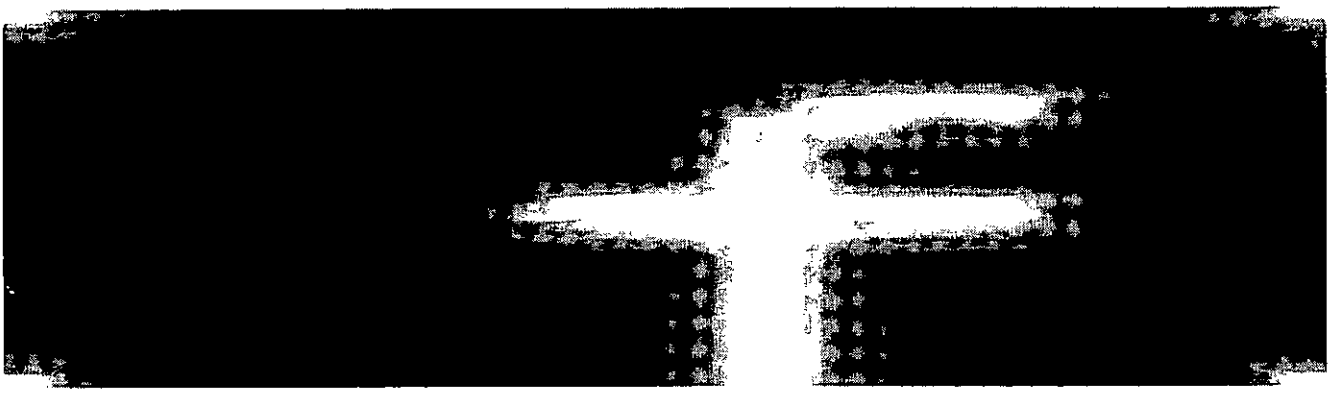
3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited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

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

Welcome to Impetus | Congratulations! Inbox

Vanshika Mahajan 10 Aug

to me, Sanjay



Dear Bhanuprasad,

Congratulations!

We are delighted to offer you the position of **Associate Software Engineer** at Impetus Technologies India Pvt. Ltd. for an annual package of **Rs. 4,00,000** (Rupees Four Lac only) including **Rs.36,000** (Rupees Thirty-Six Thousand, Only) VPLP payable to you as per the company policy (also mentioned on the offer letter).

Your CTC will be INR **5,00,000** (five lacs only) which shall be applicable from 07th month, that is after successful completion of probation and training. During the probation and training you shall receive INR 4,00,000 (four lacs only) as per the structure defined in this offer letter.

Your date of joining is **Aug 16th, 2021** and the joining location will be Bangalore **(Virtual over MS-Teams).**

You would need to arrange for the following documents:

- Original copy of all your mark sheets and degree certificates starting from 10th standard to the highest education attained
- Address proof and Identity proof (Passport/Aadhar Card/Voter ID/Driving License/PAN Card)

To: Anjana S

From: snehaganga@brightchamps.com

Subject Line: Coding Educator

Dear Anjana S,

After careful consideration, I'm pleased to announce that we've decided to offer you the position of Coding Educator. This email will serve as your formal offer. Your position title will be Coding educator to the kids of age 6-15, and in this capacity, you will report to your Team Lead assigned, as a member of the Brightchamps. The start date for the position is on April 17th 2021.

The salary for this position will be Demo Class Rate=Rs.50 for an hour and Paid class Rate=250 for an hour. Payments will be distributed Monthly. The agreement between you and Brightchamps is considered to begin as of the date mentioned, the following conditions is to severely considered as we do not accept immediate resignation. The following conditions need to be satisfied: -

1. 48hr of notice should be given for candidates without any paid students.
2. For candidates with 7 or less than 7 paid students, they need to ensure to serve a 3 week notice period.
3. For candidates with greater than 7 paid students, 6 week of notice period has to be served.

Please review the company website for more information about the Quality teaching mission, our family, and our vision. If you have any questions about this offer or would like more information, please contact me at any time using the phone number and email address below.

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

Sincerely,

Snehaganga

HR Manager, Academy

7795284227

Name: Anjana S

Signature:

To: Anjana S

Mine copy

From: snehaganga@brightchamps.com

Subject Line: Coding Educator

Dear Anjana S,

After careful consideration, I'm pleased to announce that we've decided to offer you the position of Coding Educator. This email will serve as your formal offer. Your position title will be Coding educator to the kids of age 6-15, and in this capacity, you will report to your Team Lead assigned, as a member of the Brightchamps. The start date for the position is on April 17th 2021.

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3. For candidates with greater than 7 paid students, 6 week of notice period has to be served.

Please review the company website for more information about the Quality teaching mission, our family, and our vision. If you have any questions about this offer or would like more information, please contact me at any time using the phone number and email address below.

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

Sincerely,

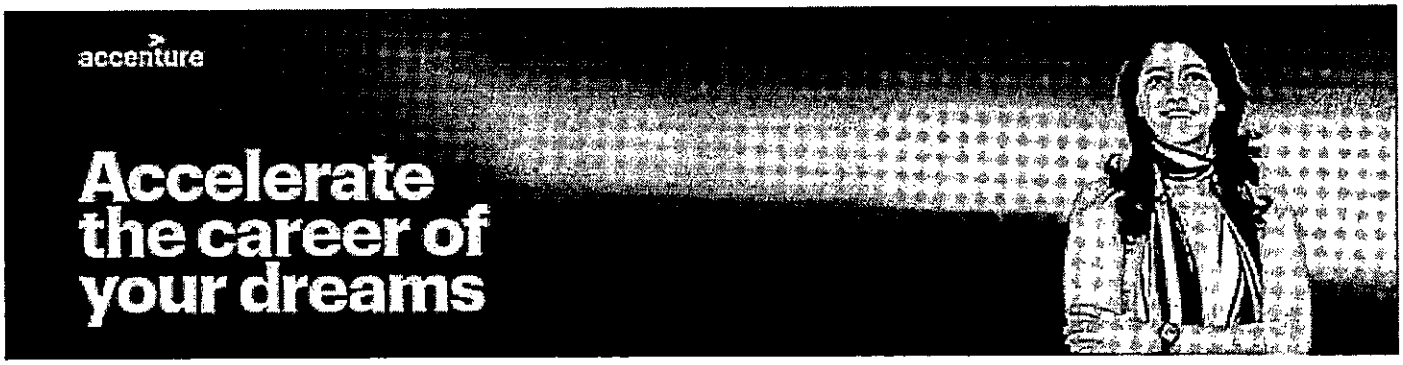
Snehaganga

HR Manager, Academy

7795284227

Name: Anjana S

Signature:



To,

Name : Ajith Balakrishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ajith Balakrishna,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamenta

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A.** Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

8217496851

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

OFFER LETTER

Dated: 22-01-2021

Dear, Pragwal.V

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java /Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

QSPIDERS Basavanagudi Bengaluru JSPIDERS

USN NO ...1AH17CS044...

Principal
A.C.S. College of Engineering
Kambipura, Mysore Road, Kengeri Hobli,
Bangalore - 560 074

9513311926
info@campus.qspiders.com
Corporate Office: # 50, 2nd Floor,
Brigade MLR Center,
Vani Vilas Road, Bengaluru, Karnataka 560004

9886988511

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

OFFER LETTER

Dated: 22-01-2021

Dear, Dhanush.N.Gowda

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java /Manual Testing, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
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This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738

USN NO 1AH16CS013

Principal
A.C.S. College of Engineering
Kambipura, Mysore Road, Kengeri Hobli,
Bangalore - 560 074

9513311926
info@campus.qspiders.com
Corporate Office: # 50, 2nd Floor,
Brigade MLR Center
Vani Vilas Road, Bangaluru, Karnataka 560004

Scanned with CamScanner

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2021

Dear **Sneha,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on **"Java Full Stack Course"** at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

1.500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.

2. Guaranteed 100 Placement opportunities.

3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,

Madhusudhan H

Head Talent Acquisition & Technical Consultant

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2021

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Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on **"Java Full Stack Course"** at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

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Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,

Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2021

Dear **Suchitra Kumari,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on "**Java Full Stack Course**" at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

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Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

2020-202/1

3:22 4G

Inbox 2 Messages

DYMPEP Philarity 16/07/21
To: sirishak958@gmail.com >

Hi Sirisha,

Thank you for interviewing with Societe Generale.

Part of the next steps, please see the below documents that you are required to submit at the earliest:

- Copy of PAN card
- Filled Conflict of Interest Sheet (Attached)
- Copy of Passport (1st & last page) / Aadhar Card (with address) / Voter ID card (front & back)
- Filled Candidate Information Sheet (Attached)
- Filled Asset Template Sheet (Attached)
- Resume

Regards

SOCIETE GENERALE

Philarity Dympep
Campus Recruiter

SGSC/HUM/TAQ

Infosys®

July 27, 2021

HRD/3T/21-22/1002136612

Mr. Punith Kumar J
Candidate ID: 1002136612
493, 3Rd Main
Koramangala Teacher'S Colony
Bangalore - 560034
Bangalore
India
Ph: (91) 99453 10961

Dear Punith,

SUB: LETTER OF INTENT TO HIRE

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Infosys®

July 27, 2021

HRD/3T/21-22/1002127118

Mr. Sriharsha V
Candidate ID: 1002127118
227
Kalparuksha Nilaya Oppsite To Dassappa Kalyana Mantappa Gavipuram
Bangalore - 560019
Bangalore
India
Ph: (91) 81471 62697

Dear Sriharsha,

SUB: LETTER OF INTENT TO HIRE

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

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



Strictly Private and Confidential

Date:27-Jul-2021

Rakshitha W M
C9816395
No 365 3rd Stage 2nd Block Basaveshwaranagar
9538694863

Dear **Rakshitha W M,**

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

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

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

Reference Id: d4922ca8-3c4f-4ae2-ae0b-96b640912a8b_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

IMPETUS

IIIPL/HEG/OFFER/5067

Date: August 9, 2021

To,

Rakshitha N
No.56,2nd main 9th B cross Agrahara Dasarahalli Bangalore
Karnataka 560079

Dear Rakshitha,

Pursuant to our discussions, **Impetus Technologies India Pvt Ltd** is pleased to make you an offer of employment as **Associate Software Engineer** in the grade **G4** starting on or before **August 16, 2021 .**

Your remuneration(Cost to Company - CTC) will be **INR 400,000.00** per annum. The components constituting the CTC have been mentioned in **Annexure I.**

All terms and conditions of your employment will be in accordance with this letter read along with (i) **Annexure B** to this letter, (ii) the Appointment Letter (to be issued to you upon the date of joining), (iii) the Employment Agreement and (iv) the Employee Non-Disclosure Agreement. Formats / copies of the above-mentioned documents are available with us and you are required to read and understand the same prior to your acceptance of our offer for employment. In addition, you shall also be required to abide by all the policies and procedures of the Company including those provided on the Company's intranet.

Please note that this offer is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment. The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or other obligation may limit your ability to engage in business activities of the Company.

The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or other obligation may limit ability of company to engage the candidate in business activities of the Company.

Please note the following information in relation to the benefits being offered to you:

Your annual variable pay linked to performance of **INR 36,000.00** which forms part of your CTC, shall be payable to you for the prorated applicable period as follows:

1. if you join between 1st March to 31st August, the first payout would be in the Dec pay cycle that follows and thereafter in June pay cycle next year.
2. if you join between 1st September to 29th February, the payout would be in the June pay cycle that follows, and thereafter as per company policy for the subsequent year.

The VPLP shall be payable to you **subjected to you being confirmed and being on the rolls** of the company as an active employees (not in resigned state) at the time of payout i.e. as on **31st December 2021** (if applicbale) and on **30th June 2022. "In case you are not confirmed at the time of payout**, the prorated payout for that period, will be paid in the month you get confirmed."

Your employment with the Company shall be subject to a probationary period of 6 months which period shall commence from the date of your joining the Company. The Company may choose to extend such probationary period to the extent it deems fit.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your attorneys and accountants, for seeking their advice) without our prior written consent.

Should you accept our offer, please share the scanned copy of documents mentioned below before your Day of Joining and on the Day of Joining, please meet our HEG Personnel at 10:30 AM along with the following documents:

1. Signed copy of the accepted offer Letter
2. Copy of Aadhar Card
3. Copy of PAN card (kindly apply for the same in case you don't have one)
4. Copy of passport (kindly apply for the same in case you don't have one)
5. Copy of 10th, 12th, Graduation and Post graduation mark sheets and degree
6. Relieving Certificate along with a copy of accepted resignation letter
7. 1 passport size photograph
8. Experience letter from previous organization
9. Relieving letter from previous organization
10. Latest salary slip from previous organization
11. Copy of UAN card.

Impetus Technologies India Pvt Ltd
1st Floor,Tower 14 B,Primal Projects Pvt Ltd SEZ,Pritech Park,Outer Ring Road,Bellandur,Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111,Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.
Phone: +91.731.4269300, Fax: +91.731.4071256

verzeo
learn here lead anywhere

17 August 2021 **OL No:**
:NT949

Dear **Kusumanjali K P,**

We congratulate you for being selected for a **3 Months** Training with Verzeo Edutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Trainee**
Training Date: **21 August 2021** to **30 August 2021**
OJT Start Date: **31 August 2021**
OJT End Date: **30 November 2021**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **21 August 2021.**

SIGNATURE: _____ DATE: _____
(Candidate's Signature)

support@verzeo.in
+91 8360682123
#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: _____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2021

Dear **Shruthi C,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on **"Java Full Stack Course"** at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

1.500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.

2. Guaranteed 100 Placement opportunities.

3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,

Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021



To,

Name : Sahil Bhat

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sahil Bhat,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

CHEGG - Candidature Update

Inbox

Neha Saksena 11/11/2020
to

Dear Candidate,

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert. We will be on boarding all new experts in Feb-21.

We will be activating your answering account on 6th-Feb-21 .

You will receive a detailed activation mail along with the things to do once your answering rights are granted upon successful verification in Feb -21.

Note: Granting answering rights is always subject to successful verification.

Thanks & Regards,

Expert Hiring Team
Chegg India Pvt. Ltd.

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

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

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

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

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

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

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

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

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

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

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

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

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

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

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

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

XPLORE/ LEARNING INCENTIVES
You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

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

HIS offers the following benefits:

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

3:22 4G

Inbox

Rahul Kedia Thursday
Cc: Avnish Kumar >

Welcome to JK Tech Family! || Online Documentation Request

Dear Candidate,

Congratulations to be a part of JK Tech!

JK Tech Family welcomes you, and we look forward to a successful journey with you!

In order to have smoother hiring experience, we request you to share the below documents with us to the following email IDs:

TO: welcome@jktech.com
CC: abhishek.chauhan@jktech.com; Rahul.kedia@jktech.com; avnish.kumar@jktech.com;

1. Copy of all educational credentials along with mark sheets and degree
    a. Certificate and Marksheet of 10th & 12th Standards

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

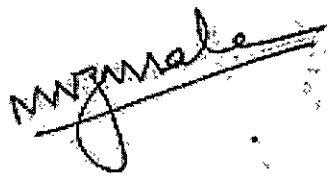
To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2020

Dear Aishwarya_P

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2020 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch.

With regards to this program we would like to inform that you are now eligible to get trained on our "UNIFIED COURSE" at Pentagon Space after successful completion of your Graduation. Adding to the benefits, you get

1.500hrs of Unified Course worth INR 50,000/- for free inclusive of study materials.
2.Placement support till you get placed.
3.Depending on your performance in the interview, the average Salary package would be from 4lpa to 10lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____ **College name:** _____

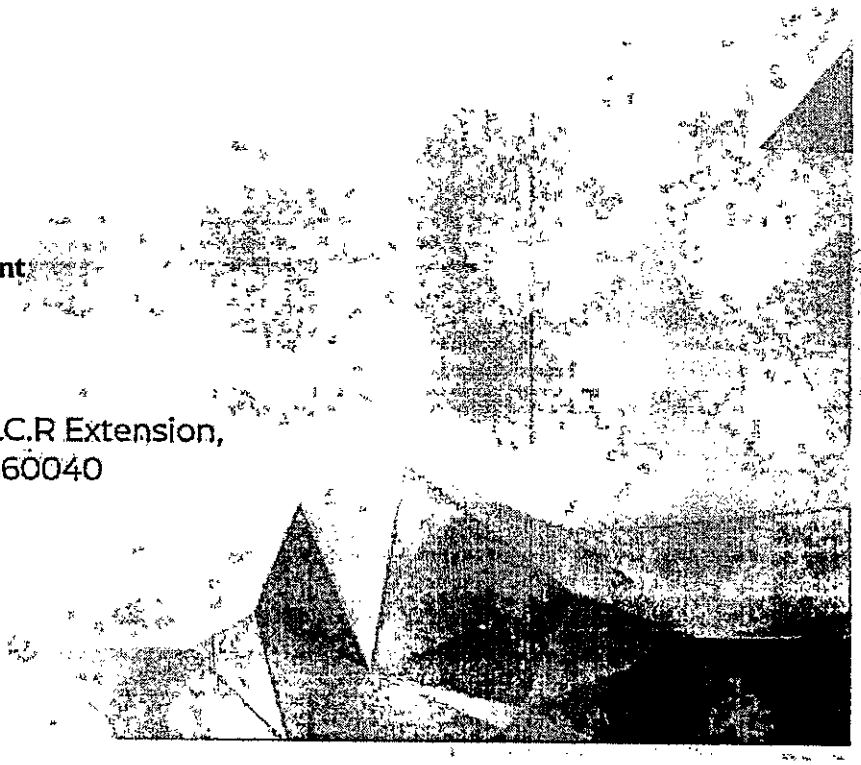
Branch : _____ **USN:** _____ **Date:** _____

Student Signature

Best wishes from,

Madhusudhan H
Head Talent Acquisition & Technical Consultant

info@pentagonspace.in
Plot No.765,8th Cross Road, M.R.C.R Extension,
Govindaraja Nagar, Bangalore-560040
+91 99010 66669
080 4163 2964
www.pentagonspace.in



WhiteHat Jr
Live online Coding for Kids

INSTRUCTOR ENGAGEMENT AGREEMENT

THIS INSTRUCTOR AGREEMENT ("Agreement ") is entered into on 26/09/2020, between: WhiteHat Education Technology Private Limited, having its registered Office Address: 2A/101, WeWork, Raheja Platinum, Sag Baug Road, off Andheri-Kurla Road Marol, Marol, Andheri (East), Mumbai- 400059, Maharashtra, India. ("WhiteHat "); which expression shall unless it be repugnant to the context or meaning thereof be deemed to mean and include its successors-in-interest and assigns), of the one part;

AND

Anjali J. Murthy ("Instructor") with PAN FYOPM7473Q having their address at Flat No. 201, Prestige Bougainvilla, BSK 3rd Stage, Bangalore -85 which expression shall unless it be repugnant to the context or meaning thereof be deemed to mean and include their successors-in-interest and assigns) of the other part

WhiteHat and the Instructor may individually be referred to as "Party" and collectively as "Parties".

WHEREAS it is the policy of WhiteHat to appoint highly qualified Instructors who support WhiteHat's initiative and programs in pursuit of quality computer science education to children;

WHEREAS the Instructor is desirous of joining WhiteHat as an Instructor and shall be engaged with WhiteHat to teach the students of WhiteHat;

WHEREAS, the Parties mutually desire to enter into this Agreement to define and set forth the terms and conditions of the engagement of the Instructor by WhiteHat.

1. Engagement of Services

WhiteHat hereby engages the Instructor and the Instructor hereby agrees to serve in such capacity, while he/she is engaged by WhiteHat. The Instructor shall be responsible to provide formal online training in computer science to children ("Services").

The Instructor hereby agrees that for the duration of this Agreement, he/she shall devote minimum of 120 hours per month between 9 AM and 9 PM IST or 9:30 PM to 8:30 AM IST everyday

Instructor understands that they shall only be entitled to the compensation, benefits, and profits as set forth in this Agreement.

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WhiteHatJr
Live online Coding for Kids

2. Compensation.

As full compensation for all services provided, the Instructor shall be paid as specified in Schedule A, which is hereby made a part of this Agreement "Compensation".

3. Obligations of the Instructor:

a. Instructor may perform the services required by this Agreement at such place or location and at such times as they may determine and shall ensure adequate internet connectivity as prescribed by WhiteHat in order to maintain the quality of the lessons.

b. The Instructor must be adequately prepared for the classes in advance, preparing a detailed lesson plan for every class that they conduct.

c. At all times during the term of this contract, the Instructors must maintain a clean and neat appearance and shall maintain high professional and ethical standards including, without limitation, refraining from making any statement or commit any act which may cause offence on the grounds of race, sex, age or disability.

d. The Instructor shall conduct the lesson only in accordance with WhiteHat's curriculum design and implementation

e. The Instructor agrees to work as specified by WhiteHat and to perform other duties assigned by the administrator; and to work cooperatively with the staff, students and administration of WhiteHat.

f. If the Instructor cannot conduct a lesson during the committed as per committed time due to exigency then he/she has to inform in writing WhiteHat 3 weeks in advance. However, the Instructor is allowed 6 exemptions in a month for the same post which the penalty is applicable as per schedule A.

g. The Instructor agrees to maintain the levels of competency in subject matter, teaching methods, classroom management, and student supervision required by WhiteHat whether on their own initiative or at the direction of WhiteHat.

h. Instructor's duties and job assignment may be revised during the Term to meet WhiteHat's needs.

i. Instructor agrees to refrain from any interest, of any kind whatsoever, in any business competitive to WhiteHat's business.

j. The Instructor further acknowledges they will not engage in any form of activity that produces a "conflict of interest" with those of WhiteHat.

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k. The Instructor accepts and acknowledges that the lessons may be recorded and gives WhiteHat permission for the same and waive his/her right to claim any compensation for the same.

l. The Instructor acknowledges that they have a responsibility towards the well-being of the students assigned to them and shall always maintain the decorum of an Instructor student relationship. The Instructor undertakes to always conduct the lessons in obedience of the applicable law. Any kind of offensive behaviour with the student or parent shall result in immediate unilateral termination of this Agreement.

m. In the event of breach of its obligations, WhiteHat may at its discretion penalize the Instructor by providing the reason for the same and take such actions required under the applicable law against the Instructor.

n. Instructor undertakes that all the information he/she provides to the Company on accessing and/or using the Services of Company is and shall remain true, accurate and complete at all times.

4. Restrictions and legal compliance

a. The Instructor agrees that he/she will not make any direct contact with students other than for the purpose of providing a scheduled lesson.

b. The Instructor is not authorized nor approved to act or communicate on behalf of WhiteHat and he/she shall not enter into any contract of any kind on behalf of WhiteHat. The Instructor may not present himself/herself as having any position of authority within WhiteHat and may only describe himself/herself as a "tutor/Instructor/ instructor".

c. Relationship Between the Parties: Instructor's relationship with WhiteHat will be that of an independent contractor, and nothing in this Agreement is intended to, or should be construed to, create a partnership, agency, joint venture, or employment relationship. Instructor will not be entitled, under this Agreement, to any of the benefits that WhiteHat may make available to its employees, including but not limited to group health insurance, life insurance, profit-sharing, retirement benefits, paid vacation, holidays or sick leave, or workers' compensation insurance. Instructor agrees to provide all tools and instrumentalities, if any, required to perform the services under this Agreement, at its own cost.

5. Ownership of Property & Confidentiality: Instructor acknowledges and agrees that all documents, materials, articles, equipment, and other items produced and/or provided to and by Instructor, including but not limited to the curriculum, equipment, memoranda, research notes, correspondence, reports and intellectual properties which are owned by Whitehat in the course of its work ("Coursework") for WhiteHat, shall be the property of WhiteHat, and Instructor shall retain no ownership, interest, or rights therein. Any and all information gathered by the Instructor during the term of this Agreement, including but not limited to the Coursework shall be treated as confidential by the Instructor and the instructor undertakes to

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not to disclose the same without prior written consent from WhiteHat to any third party in whole or in part, for any commercial purpose or otherwise.

6. Intellectual Property:

   a. All intellectual property, including but not limited to, patentable inventions, copyrightable works, mask works, trademarks, service marks and trade secrets invented, developed, created or discovered by Instructor in performance of this Agreement shall be the property of WhiteHat.

7 Term and Termination: The term of this Agreement shall commence on the Effective Date and shall continue until the Instructor is engaged by WhiteHat ("Term"). This Agreement may be terminated: i) by either party upon twenty one (21) days prior written notice if the other party breaches or is in default of any obligation under this Agreement or engages in any unlawful business practice related to that Party's performance under the Agreement and such default has not been cured within such twenty one (21) day period; ii) by WhiteHat by providing ten (10) days written notice to the Instructor without assigning any reason at any time during the term of the Agreement; iii) by WhiteHat immediately if there is No Show, at third instance by Instructor i.e. failing to obligation termination is applicable, Upon termination by either party, Instructor shall provide to WhiteHat any and all copies, in whole or in part, of the materials (as they then exist) and any materials that WhiteHat provided to the Instructor in connection with this Agreement; iii) WhiteHat reserves the right to terminate the Instructor without prior notice in the case of any fraud, negligence, wilful misconduct or performance of any illegal activity by the Instructor. The clauses of this Agreement, which by their nature should survive termination, shall survive such termination.

8. Indemnity: The Instructor hereby agrees to indemnify WhiteHat and its agents and hold them harmless and keep them at all times fully indemnified from and against all actions, proceedings, claims, liabilities (including but not limited to statutory liability), arising from any infringement or violation of any third party rights, including or breach of the Instructor's obligations, duties, warranties and/or undertakings set forth in this Agreement or damage to property accruing or resulting to any third party furnishing or supplying work, services, materials, or supplies in connection with the performance of this Agreement, and from any and all claims and losses accruing or resulting to any person, firm, or corporation that may be injured or damaged by Instructor in the performance of this Agreement.

   This representation and warranty shall survive the termination or expiration of this Agreement.

9. Entire Agreement: This Agreement and the Schedules hereto supersede any and all other agreements, either oral in writing, between Instructor and WhiteHat and contains the entire agreement between the Instructor and WhiteHat with respect to the subject matter hereof. This Agreement may be executed in any number of counterparts and by the Parties to it on separate counterparts, each of which shall be an original but all of which together shall constitute one and the same instrument. The delivery of signed counterparts by electronic mail in "portable document format" (".pdf") shall be as effective as signing and delivering the counterpart in person.

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WhiteHat Jr
Live online Coding for Kids

10. Dispute Resolution & Governing Law: This Agreement shall be governed in all respects by the laws of India. Any and all disputes arising out of this Agreement shall be resolved mutually amicably, failing which Instructor and WhiteHat unconditionally and irrevocably consent to the exclusive jurisdiction of the courts of Mumbai.

IN WITNESS, WHEREOF the Parties have put their respective hands on the day and year first hereinabove written.

Signed and delivered by

For Whitehat Education Technology Private Limited

Name: Karan Bajaj
Designation: Director

Date:

For Instructor

Name: ANJALI. J. MURTHY

Date: 26/9/20.

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WhiteHat Jr
Live online Coding for Kids

Schedule A - Compensation

Compensation would be calculated on a monthly basis as per the following:

Breakup	Pricing	Specifics
Base Pay	Day shift classes (Class start time: 9 AM – 9 PM) Rs. 325/- (Rupees Three Hundred and Twenty-Five) per Regular** class Rs. 50/- (Rupees Fifty only) per Trial* class Night shift classes (Class start time: 9.30 PM – 8.30 AM) Rs. 425/- (Rupees Four Hundred and Twenty-Five) per Regular** class Rs. 100/- (Rupees Hundred only) per Trial* class	
Minimum Pay	Minimum payment against the actual earned amount of trial classes, paid classes and other incentives is as follows: - • 1st Month*** – Rs. 10,000 • 2nd Month – Rs. 20,000 • 3rd Month onwards – Rs. 25,000 (Maximum of either Minimum pay OR actual amount earned will be paid) Minimum payment is subject to providing minimum 120 slots in total and minimum 60 slots in each shift they work in the month.	

Incentives:

In addition to the above compensation, there will be ad-hoc incentives and other Minimum Guaranteed payment schemes running with regards to slots made available. Also, incentives on converting trial students to paid students or projects feedback or student feedbacks or referrals are provided. For all such incentives, the Instructor will be notified in advance by Whitehat.

Penalty:

- Instructor can cancel an unbook slot any time and booked slot with prior notice of 21 days without any penalty.
- Any scheduled class that is cancelled by the Instructor without 21 days prior notice is considered a "No Show". The Instructor is allowed only 6 No Show's in the month post which penalty is applicable as follows

Shift	Class Time	Trial Class penalty	Paid class penalty
Day shift	9 AM - 9 PM	Rs 100	Rs 550
Night shift	9.30 PM- 8.30 AM	Rs 200	Rs 800

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WhiteHat Jr
Live online Coding for Kids

- Instructors can be exempted from the penalty in case of medical emergency or any other genuine reasons provided proof is submitted for the same.
- At the 3rd instance of No Show even after 6 exemptions in a month the profile is locked on the system for further changes and this Agreement shall be terminated effective immediately.

- For the month of joining,
  - If the instructor joins on or before 15th of the month, calculation of Minimum Guaranteed pay would be on pro rata basis
  - If the instructor joins after 15th of the month, no Minimum Guaranteed pay would be applicable.

*Trial Class - First class for a student before the student signs up for the WhiteHat Jr Subscription classes

**Regular Class - Classes that take place after the student signs up for the WhiteHat Jr Subscription classes

*** If the Instructor joins on or before 15th of the month then the same month would be considered as the first month. If the instructor joins after 15th of the month then next month would be considered as the first month. The second month would be the next calendar month after the first month and so on.

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NTT DATA Information Processing Services Private Limited
[illegible] Phase II Whitefield Industrial Area
Bangalore 560 066 India
T: +91 80 3342 8000

21 February 2020
Anjali J Murthy
ACS College Of Engineering

Dear Anjali J Murthy,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate 1** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URVITA A SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 21-[illegible]-2020 to confirm your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned herein.

Signature: _____ Date: _____
(Anjali J Murthy)

Confidential

[redacted] Technology Processing Services Private Limited

[redacted]

[redacted], 2020
[redacted] University
[redacted] College of Engineering

[redacted] Andhra University

With reference to your application and the subsequent discussions held with you, we are pleased to offer you the position of Software Development Program Senior Associate with [redacted] Technology Processing Services Private Limited (hereinafter referred to as "the Company") subject to the terms and conditions mentioned hereinafter. Please note that your employment with the Company is subject to your completing the training as given below.

Please note that this offer is to offer you employment with the Company upon your successful completion of the training program mentioned herein. Please note that the Company shall not be responsible for any communication costs or other costs incurred by you during the training.

You will be undergoing training program anywhere in India and at the place where the Company shall determine as necessary. The period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skills and domain skills during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the following documents:

- [redacted]

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

Please note that the employment and continuation of employment hereof is subject to you successfully completing the following:

a) [redacted] minimum of [redacted] months during the course of your studies; and
b) [redacted] your graduation (60% aggregate).

In the event the Company [redacted] minimum score of [redacted] in the [redacted] examination,

Upon successful completion of the training, you will be appointed as Software Development Associate (hereinafter referred to as "Employment") and will be on probation for an initial period of [redacted] months ("Probation Period"). Your employment with the Company will be governed by the terms and conditions of employment mentioned in Annexure A. In case you are [redacted] Probation Period, you will be entitled to a fixed compensation of Rs. 300,000/- per annum (hereinafter referred to as "Fixed Compensation"). Your Fixed Compensation will be paid in accordance with the payroll policies of the Company, as amended from time to time. You will be entitled to [redacted] days of paid leave in a calendar year. Your employment with the Company may be terminated by either party by giving [redacted] days' notice in writing to the other party. However, the Company reserves the right to pay you salary in lieu of notice period for employees who have been confirmed in your Service Agreement. Please note that the Company may, in its sole discretion, waive any notice period mentioned hereinabove. In case, you fail to serve the notice period mentioned hereinabove, you will be liable to pay the Company an amount equivalent to your salary for the notice period not served by you. Any Retention Bonus, if applicable, will be detailed in your employment agreement and will be subject to the terms and conditions of your letter of employment.

A formal letter confirming your location (anywhere in India and can include Company's affiliates, subsidiaries or associates, if any) will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plans. At the time of joining, you are required to execute such documents as per Annexure [redacted]. You shall be on the rolls of [redacted] establishment and agree to be governed by the rules and regulations of the Company as may be applicable from time to time. This offer is subject to you providing satisfactory proof of your identity and address, and other verifications as may be required by the Company.

Yours sincerely,
For [redacted] Technology Processing Services Private Limited

[redacted]
[redacted]

[redacted]

Annexure A

At the time of joining, you are requested to bring the following documents in Original along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
   a. Xth Certificate and mark sheet
   b. XIIth Certificate and mark sheet
   c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have wilfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
For NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

[redacted] SARKAR
DIRECTOR – TALENT ACQUISITION

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027290

Dear BHAVYA MU,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as an **Associate Developer**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,25,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FORM-B

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

ATTENDANCE & ROOM SUPERINTENDENT'S/PRACTICAL EXAMINERS' REPORT (In Triplicate)

.E./B.Arch./M.B.A./M.C.A./M.Tech./M.Arch/Ph.D/M.Sc.(Res) III Semester Examination 12 2019 (M M Y Y Y Y)

ranch / Title of the Course : Mechanical Engineering

ubject : Material Testing Lab Subject Code : 18MEL37A

entre : A.C.S. College of Engg USNs from 1AH16ME003 to 1AH18ME022

ate : 09/12/2019 Time : 8.30 Am to 5.30 Pm

USN	Booklet/Dwg.Sheet Number	Signature	Addl. booklet/Drawing/Graph Sheet Number	Total
1AH16ME003	144150	Akash B.M	293383, 52612	
1AH16ME004	144390		293382, 148961	
1AH16ME020	144391		003004[illegible], 148962	
1AH16ME023	144392	Kishore.L	293385 221819	
1AH16ME048	144396	Sohan.H	293384, 148964	
1AH18ME002	144395	Arun	293381, 148960	
1AH18ME004	144394	Dhanush.H.P	003004[illegible], 148963	
1AH18ME005	144393		293379, 221829	
1AH18ME008	144397	Manohar	0030048, 148965	
1AH18ME010	144393		293380, 52613	
1AH18ME011	144348	Pooja.B.T	401651, 148970	
1AH18ME012	144347		401652, 148971	
1AH18ME013	144400		401649, 148968	
1AH18ME014	144399		401655 221818	
1AH18ME015	144363	Sachi	293387, 148967	
1AH18ME016	191994		401650, 148969	
1AH18ME018	191993		401654, 221820	
1AH18ME019	191996	Vishalkumar	401653, 148972	
1AH18ME020	191995		293386, 148966	
1AH18ME021	191997	Sanjay.H.C	401657	
1AH18ME022	191998		401656	

8.30 AM TO 11.30 AM

11.30 AM TO 2.30 PM

2.30 PM TO 5.30 PM

USNs (absentees): -NIL-

USNs (candidates b/u Malpractice):

	Room Superintendent/Examiner-i	Examiner-II	Chief/Deputy Superintendent
Signature			
Name	Chandrashekar.B		
Affiliation	ACSCE, B'lore		

NOTE : ANSWER PAPER BUNDLES TO BE SENT TO REGIONAL OFFICE ONLY.

1. Separate sheet to be used for each subject. 2. Statement shall be sent to a) Regional Centre b) Registrar (Evaluation), c) Retained at the College.

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

FORM-B

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

ATTENDANCE & ROOM SUPERINTENDENT'S/PRACTICAL EXAMINERS' REPORT (In Triplicate)

E./B.Arch./M.B.A./M.C.A./M.Tech./M.Arch/Ph.D/M.Sc.(Res). BE Semester Examination ♯2 2019 (M M Y Y Y Y)

'anch / Title of the Course : BIOMEDICAL ENGINEERING

ubject : DIGITAL DESIGN & HDL LAB Subject Code : 1 8 B M L 3 8

entre : ACS COLLEGE OF ENGINEERING USNs from 1AH17BM025 to 1AH18BM029

ate : 09/12/2019 Time : 8:30am to 5:30 pm

USN	Booklet/Dwg.Sheet Number	Signature	Addl. booklet/Drawing/Graph Sheet Number	Total
AH17BM025	772507			
AH18BM001	772509		0031457, 190099	
AH18BM004	772508		0031428	
1AH18BM005	772511		0031451	
1AH18BM006	772543			8/9
1AH18BM007	772542		0031449, 190100	
1AH18BM008	772512		0031448	
1AH18BM009	←	ABSENT	→	
1AH18BM010	772506		0031450	
		x — x		
AH18BM011	772510	Jyothi.G.	0031431, 190101	
AH18BM012	772513	K. Anusha	0031435, 100245	
AH18BM013	772516		0031432, 190102	
AH18BM014	772515		0031429	8/8
1AH18BM015	772517		0031434, 100205	
1AH18BM016	772514		190103	
1AH18BM020	772519		0031430, 100202	
1AH18BM024	772504	Priya K.P.	0031433, 100206	
		x — x		
1AH18BM022	772523	Sahana.R.	0031440, 190107	
1AH18BM023	772520			
1AH18BM024	772505		0031439, 190106	
AH18BM025	772519		0031441, 190108	8/8
1AH18BM026	772521	Sushtha	0031437, 190104	
1AH18BM027	772522		0031438, 190105	
1AH18BM028	772637	Tabassum	0031442, 100204	
1AH18BM029	772524		0031436	

USNs (absentees): 1AH18BM009 (1)

USNs (candidates b/u Malpractice):

	Room Superintendent/Examiner-i	Examiner-II	Chief/Deputy Superintendent
Signature :	9/12/19		09/12
Name :	NANDITHA KRISHNA		Dr. M.S. Murali
Affiliation :	ACSCE, B'lore	RGIT. B'lore-32	Chief Superintendent ACS College of Engineering Bangalore-560 074.

NOTE : ANSWER PAPER BUNDLES TO BE SENT TO REGIONAL OFFICE ONLY.

1. Separate sheet to be used for each subject. 2. Statement shall be sent to a) Regional Centre b) Registrar (Evaluation), c) Principal of College.

NTT DATA Information Processing Services Private Limited
Plot 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91 80 3342 6000

21 February 2020
Charan TR
A.C.S College of Engineering

Dear Charan TR,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training, on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Charan TR)

Confidential

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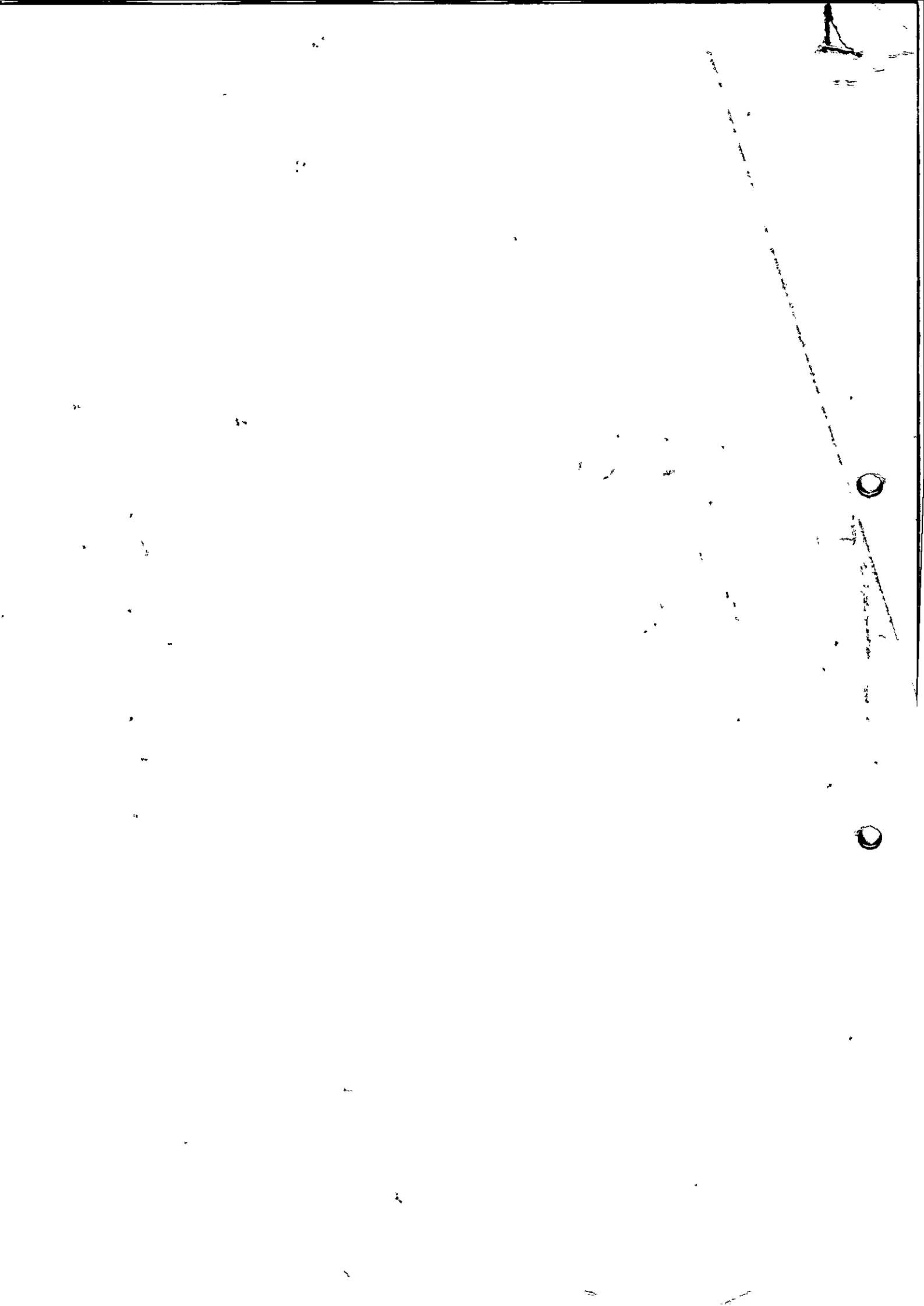

Annexure A

At the time of joining, you are requested to bring the following documents in Original along with two copies of each. The original certificates are required for verification only and will be returned the same day,

1. Certificates & mark sheets supporting your educational qualifications:
   a. Xth Certificate and mark sheet
   b. XIIth Certificate and mark sheet
   c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR – TALENT ACQUISITION

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Reply all Delete Junk Block ...

Fwd: Infosys Update On Your Date of Joining

Dear Charan T R,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyTQ, our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition

Infosys

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027036

Dear DHANUSH C,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as an **Associate Developer**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter, which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,25,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

piders Campus

Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

Dated: 7th Sept 2020

Dear, G. Bhavesh

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Manual Testing, Java, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- *Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.*

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Vanika

Thank & Regards
Qspiders Campus Connect Team.
Mb: 9513684738.

USN NO 1AH16CS016
7353983480

QSPIDERS Basavanagudi Bengaluru JSPIDERS





FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027021

Dear G Bhavesh,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Web Developer**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,25,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049



FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule



Huawei offer

QUESS
MAKING TOGETHER

Date: Jun 24, 2020
Offer No : QS1958378

KEERTHANA H
IKYA
BANGALORE 560095
KARNATAKA

EMPLOYMENT CONTRACT

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

DEPUTATION:

You are deputed to Client Place 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

TENURE:

The term of your Contract shall be valid from JUL 02, 2020

COTERMINOUS:

Your Employment shall be co-terminous with the project/work for which you are deputed and the same shall end as and when the project/work ends at the appointed location

LOCATION:

You are required to work at client's location at BANGALORE.

POSITION:

You are appointed as GRADUATE TRAINEE ENGINEER.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

PROBATION:

Unless otherwise notified to you in writing this contract of employment would be valid as per company's service agreement with client.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 60 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 60 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

In case you do not serve the stipulated notice period , company reserves the right to initiate the recovery of the remaining notice period days and Proceed legally as well.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.You may be required to sign an individual NDA/BCG if the client so requires and the same will be binding on you.

LEAVES:

you will be entitled for 30 days annual leaves which includes 18 days Privilege Leave and 12 Days Sick/Casual Leave.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. This will be governed by rules laid down at the locationand therefore you have to follow these rules as per the prescribed rules.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee

concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

PERFORMANCE INCENTIVE::

You are eligible to receive 0 to 4 months Gross salary as performance incentive based on your performance. The actual amount and the administration of the performance incentive rest with the client organization and the decision of the management in this regard is final. The payout will be done once every half year. The employee needs to be on the active rolls (should not have raised the resignation application) of the Client Organization to be eligible for receiving the Performance Bonus. If the separation is initiated either by you or by the client organization, before the same, you will not be eligible for receiving the Performance Incentives.

You shall report to work on Jul 02 2020 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

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

With warm regards,

For **QUESS Corp Limited.**

Tej Hans Raj Singh

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining,in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:..... Signature:.....

Place:..... Date:.....

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

QUESS

Annexure A

Compensation Sheet

Offer No: **QS1958378** Associate Name: **KEERTHANA H**

Designation: **Graduate Trainee Engineer** Location: **BANGALORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	16000	192000
House Rent Allowance	6400	76800
City Compensatory Allowance	2525	30300
Statutory_bonus	1333	15996
Gross Salary	**26258**	**315096**

Employer's Contribution		
Employer Provident Fund	2075	24900
Total Contribution	**2075**	**24900**
Cost to Company: (CTC)	**28333**	**339996**

Deduction: (Subjected to change)		
Provident Fund	1920	23040
Professional Tax	200	2400
Total Deduction	**2120**	**25440**
Net Take Home	**24138**	**289656**

Group Medi-claim Insurance : You and your approved dependent family members (Spouse+2 kids) are eligible to enroll in company's group mediclaim insurance policy

Tej Hans Raj Singh
COO Staffing

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge Nxt App.

Please download InEdge Nxt application from

Play Store / Android:https://goo.gl/rqsMnr or App Store / iOS : https://goo.gl/DmHpEj

You will get User Id and Password via SMS.

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027035

Dear Keerthana N,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Web Developer**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,25,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

M

Interview Result at BYJU's

| message

Tue, Jun 23, 2020 at 10:15 AM

Kishore PM <kishore.pm+14208@byjus.com>
Reply-to: kishore.pm+14208@byjus.com
To: tkydj22@gmail.com



Dear Tejas Kumar Yadav P.

Congratulations!! We are thrilled to inform that you have been selected for the position of Business Development Trainee at BYJU'S – The Learning App.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : Will inform shortly

BDT Training Location : Bengaluru

Role Location : Bangalore

Joining Location Address : Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore-95

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed [illegible] for the role of BDA - Direct Sales or As 8 [illegible] + 3 LPA variable) for the role of BDA - Inside Sales

Details of Business Development Trainee Program: You will be undergoing [illegible] for a duration of 2 months. The first [illegible] training will be classroom training followed by 6 weeks of "On-the-Job Training" [illegible] Location. You will be assessed [illegible] your training program. We are also happy to inform you that additional [illegible] will be applicable during your training [illegible] our offices re-open, your training will happen in the Work from Home mode [illegible] your training will shift to the BDT [illegible]

Upon successful completion of training based on clearing the company [illegible] you will be confirmed as BDA - Dire[illegible] BDA - Inside Sales (at 8 LPA [illegible]) Also, only after confirmation to the BDA role [illegible] Role Location (unless joining [illegible] at your role location itself)

Note for candidates confirmed as BDA-Direct Sales: In the unlikely [illegible] model does not resume in you[illegible] your Training Program, you will be offered the BDA-Inside Sales [illegible] role [illegible] your role locatio[illegible] LPA) as soon as the Direct Sales model begins at your role location

Further details:

Few information regarding your training and [illegible] to upload and submit with [illegible]

1. All your original academic documents are [illegible]

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027032

Dear H KEERTHANA,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Network Systems Administrator**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,75,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049



FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	31,250	3,75,000
EPF	1,125	13,500
Gratuity	451	5,408
Gross Salary	29,674	3,56,092
Calculating Taxable Income		
Gross Salary	29,674	3,56,092
HRA	4,687	56,244
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	**20,046**	**2,40,548**
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	29,674	3,56,092
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	**28,000**	**3,46,492**

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

Kashava U,

With reference to your application and the subsequent discussion(s) that we had with you, we are pleased to offer you employment in the position of **Services IT Development Program Senior Associate I** with NTT Data Information Processing Services Private Limited (hereinafter referred to as "the Company") subject to below terms and conditions. Your subsequent employment with the Company is subject to your completing the training as given below.

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. The Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, process domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I in Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation, will the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 21-Feb-20 as your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned

Signature: _____ Date: _____

(Kashava U)

ENDURANCE
International Group

March 03, 2020

Dear Koil,

We are pleased to make you an offer of employment as **Hosting Product Specialist** at career level **I1-A** in the **Hosting Support** department at **Endurance International Group (India) Private Limited** commencing on **June 01, 2020.** You will be on probation for a period of **6 months** starting from the day you join the organization.

Your total package is **INR 3,14,955/-.** Your package should be treated as confidential and non-comparable. Kindly refer to Annexure I for the break-up.

Terms and Conditions:

As we invest significant resources towards your training in the initial months, the company reserves the right to recover one-month's fixed compensation if you were to leave within a period of 12 months from the date of commencement.

This offer expires on **March 05, 2020.**

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

We look forward to working with you and believe that you can make a very significant impact to the success of Endurance.

Please feel free to contact us at Campusteam@endurance.com with any questions.

Yours Sincerely,

For Endurance International Group (India) Private Limited.,

RAVIRAJ RAMESH PARAB

Digitally signed by RAVIRAJ RAMESH PARAB
Date: 2020.03.03 18:38:17 +05'30'

Raviraj Parab
Director

Koil Manova

ENDURANCE
International Group

Annexure I

Compensation & Benefits Package

Designation: Hosting Product Specialist

Career Level: I1-A

Components	₹ Monthly	₹ Annually	
Fixed Pay	**21,000**	**2,52,000**	
Basic	15,200	1,82,400	*Fully Taxable*
HRA	1,520	18,240	*Exempted from tax as per the Income Tax Rules*
Special Allowance	1,308	15,696	*Fully Taxable*
Flexible Pay	1,000	12,000	*Includes Meal Vouchers, Communication, Books and Periodicals, Fuel expenses, Vehicle Maintenance, and Driver's Salary. These components are optional and fully exempted from tax, subject to Submission of bills.*
Provident Fund	1,824	21,888	*12% of the basic (employer's contribution). An equivalent amount will be deducted from your monthly salary in lieu of your contribution towards Provident Fund. (This is an optional benefit)*
ESIC	148	1,776	*Eligibility is as per the Employee State Insurance Cover Act*
Variable Pay	**4,000**	**48,000**	
Night Shift Allowance	4,000	48,000	*Payout of INR 4,000 per week on completion of rostered night shifts.*
[A] Compensation	**25,000**	**3,00,000**	*Sum of Fixed and Variable pay.*
[B] Benefits & Retirals		**14,955**	
Medical Insurance		5,357	*Sum Insured INR 3,00,000 provides coverage to you and your dependents i.e spouse + 2 children. This benefit can also be extended to include dependent parents on an optional basis*
Life Insurance		825	*Sum Insured 4X the annual compensation*
Gratuity		8,773	*Eligibility is as per the Gratuity Act*
Total Package (A+B)		**3,14,955**	

For Endurance International Group (India) Private Limited.,

RAVIRAJ RAMESH PARAB

Digitally signed by RAVIRAJ RAMESH PARAB
Date: 2020.03.03 18:38:55 +05'30'

Raviraj Parab
Director

Koll Manova

ENDURANCE
International Group

Annexure – II

Benefits @ Endurance

At Endurance, taking care of our employees is our top priority. We strive to make your work environment easy, comfortable and as employee friendly as possible. To do this, we make sure that cutting edge benefits are in place to provide you with the perfect work life balance. What's more? If you think you'd like something over and above this, we're all ears. Some of the benefits you already have are:



HEALTH BENEFITS

We do understand that healthcare can be expensive and taxing; hence, we have partnered with some of the best insurance providers in the market to make that aspect as easy as it can get for you.

Medical Insurance Cover

Each employee, along with their dependents, are covered for a sum of INR 3,00,000. Cashless Hospitalization through our wide range of network partner hospitals goes one step further to making this less troublesome for you. Additionally, employees have an option to increase their existing insurance cover by INR 3,00,000 and INR 5,00,000 by paying a minimal premium.

Life Insurance

Endurance provides all its employees a life insurance cover for up to 4X of their annual compensation. This policy also covers various other critical illnesses.

Employee Accident Cover

The Personal Accident Insurance provides insurance coverage of INR 5,00,000 in the event of accidental death due to unfortunate incidents arising during employment with Endurance.

ENDURANCE
International Group

LEARNING NEVER STOPS

At Endurance, we believe that constant up-skilling and learning define our success path. We give you a chance to further your knowledge enhancement through programs specifically designed to encourage learning.



Education/ Certification Sponsorships

This program provides our employees with an opportunity to learn new technologies/ take up certifications which are relevant for their role, personal and professional growth. The company will sponsor all or part of specific courses, exams, tests and certifications and you can add to the list of courses too!

Library

An in-house library includes provisions for the latest books in hardcopies or on kindles. Employees can borrow books, suggest new books to add to the library, have them buy you a personal copy as well.

Free Internet

Employees at Endurance have access to free internet based on their eligibility. The benefit can be availed either in form of reimbursement or company provided data cards.

Endurance International Group (India) Private Limited
Registered Office: Unit No. 501, 5th Floor, IT Building 3, Nesco IT Park, Nesco Complex, Western Express Highway, Goregaon (E). Mumbai 400 063 CIN: U72300MH2012PTC226415
Phone No: +91 22 67209000 Email: finacctind@endurance.com

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WELLNESS & NUTRITION

Endurance goes that extra mile in providing wellness and nutrition benefits to you.

Employee Assistance Program

Juggling the demands of career and personal life can be stressful and challenging but don't worry! Our EAP services provide free, confidential, short-term counseling/ legal aid/ taxation advice. This benefit is also extended to immediate family members.



Gym

For our employees in Mumbai and Bangalore we have state of the art on-site gym at subsided prices to go one step closer to being fit and healthy.

Corporate Sports Events

At Endurance it's not just all about work! We encourage our employees to take part in inter-corporate sports programs whether it be – cricket, football, TT, Chess, Carrom!

Food & Snacks

Our offices have diverse food solutions to satisfy that hunger pang! We provide mouthwatering and healthy food at subsidized costs in our office. We also have a dedicated fresh juice counter, chaat counter, fresh fruits and a well-stocked pantry with quick bites available to ensure you are never left looking for something to nibble on. We have an in-house tea and coffee counter. We also provide a host of snacks and beverages free of cost.

Wellness @ Work Programs

This program focuses on building awareness among the employees on various illnesses as well as promotion of healthy lifestyle through programs, talks and workshops.

ENDURANCE
International Group



COMPENSATION-RELATED BENEFITS

Attractive Interest Free Loans

We provide interest-free loans to employees based on eligibility.

You may avail of these loans for any of the following purposes:

- House Deposit for rent
- Purchase of an asset
- Bridge-loan for new home purchase
- Marriage expenses
- School Deposits for children

Endurance International Group (India) Private Limited
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WORK LIFE BALANCE

At Endurance, we try to give you as much flexibility as possible. We acknowledge that flexi-work enhances productivity while retaining the employee's sense of responsibility and ownership.



Flexi-Leave

All our employees can avail of 38 days of leave (inclusive of Public Holidays) that can be used at any time for any occasion. Other categories of leave include Paternity leave up to 10 days and Maternity leave which is provided in accordance with the provisions of the Maternity Benefit act, 1961.

Flexi-Timings

Endurance's attendance guidelines are structured such that each team has their own flexible start timing. This enables individuals and teams to plan their work hours and personal time in a way that works for them and their mutual productivity.

ENDURANCE
International Group

ON & ON IT GOES!

We continuously enhance the benefits we offer and recycle them to best suit your needs.

Domain & Free Wordpress Blog

All employees are eligible for a free domain and WordPress blog. The domain registration costs will be sponsored by Endurance. This is a lifelong scheme.



Celebrations

Endurance loves to share in its employees' joyous occasions. Employees at the time of marriage and at the birth of a child can avail of gift vouchers.

Friday Night Chill Sessions and Annual Party

FNCS are the highlights for Endurance. Very simply put, we throw parties once every quarter for all our employees across the organization during which they can also showcase their talents through various events such as Fashion Show, karaoke, Dance off, 60 seconds to fame etc. Our other locations also have annual parties which are a fun way to get together with our colleagues across teams and have a blast! The stage is open for one and all!

Welfare @ Work

Endurance constantly strives towards creating a positive impact through our employee initiated "Share and Care" activities which are beneficial to the environment and surrounding communities. We work with a number of local NGOs/ orphanages/hospitals/other social institutions and help them in whichever way possible ranging from food supplies, clothing material, stationery, toys etc. to our time.

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Annexure – III

List of Documents

1. Three Passport size color photographs.

2. Proof of Residence:
(Permanent & Temporary if any) Passport / Driving License / Aadhar Card or any document stating your current and permanent place of residence.

3. Academic & Professional Certificates:
   a) SSC, HSC passing certificate or Mark sheet
   a) Graduation Certificate
   b) Post-Graduation Certificates (if applicable)
   c) Any other Professional Course Certificates (if applicable)

4. Details of previous employment
   a) Appointment letter (from all previous employers) (if applicable)
   a) Increment Letter (if applicable)
   b) Work experience certificate (from all previous employers)
   c) Salary certificate/Pay slip of last drawn salary in previous Company
   d) Bank statement from previous employer (photocopy required)

5. Submit 1 photocopy of your Pan card (Mandatory)

6. Form 16 / Salary Certificate / 16 A issued by the relieving company.

7. References: Kindly provide two references along with their contact details and their relation with you. No personal relation references would be accepted.

Important: Please remember that you must submit the above documents on or before the day of joining. Also, please bring the original copies for all the above-mentioned documents for verification.

Cognizant

09-Jun-2020

Dear Makams Meghana,
B.Tech/B.E., Computer Science & Engineering
A.C.S College of Engineering

Candidate ID – 14301408

In continuation to our discussions, we are pleased to offer you the role of **Engineer Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Makams Meghana **Designation:** Engineer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10325	123,900
2	HRA*	6195	74,340
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*	7129	85,548
	Annual Gross Compensation		353,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		376,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		6,003
	Annual Total Remuneration		401,991

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

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

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

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

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

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

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

Cognizant

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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

Offer: Computer Consultancy
Ref: TCSL/DT20184481817/Bangalore
Date: 23/06/2019

Mr. Niranjan B S
#113Maruthi Layout,
Vasanthapura,
Bangalore-560061,
Karnataka.
Tel# 91-8548079639

Dear Niranjan B S,

Sub: Letter of Offer

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

- Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

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

- ## OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

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

Gratuity

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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

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

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

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

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

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

23. Compliance to all clauses

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

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

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

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TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Niranjan B S**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

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

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

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

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

(d) Customer and prospective customer lists, and

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

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

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

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

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

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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QUESS
WORKING TOGETHER

Date: Jun 26, 2020

Offer No : QS1960220

MAKAM S MEGHANA

KORAMANGALA
BANGALORE 560095
KARNATAKA

EMPLOYMENT CONTRACT

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

DEPUTATION:

You are deputed to Client Place 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

TENURE:

The term of your Contract shall be valid from JUL 02, 2020

COTERMINOUS:

Your Employment shall be co-terminous with the project/work for which you are deputed and the same shall end as and when the project/work ends at the appointed location

LOCATION:

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

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

http//:www.quesscorp.com | Toll Free No: 1800-208-9900

ACS College of Engineering

(Approved by AICTE, New Delhi, Govt. of Karnataka & Affiliated toVisvesvaraya Technological University, Belgaum)

Sponsored by : MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

Work Order for AI Mentoring Systems for Aerospace Dept. of ACSCE

ACSCE/WO/K108/2019-20 Date: 04/02/2020

To,
M/s. Edge Opt, ,
No. 194-6B1, Thillankadu,
Pukkarambai Panchayat, Patuukkottai,,
Thanjavur - 614803.
Contact Person: Mr.C.Ulaganathan GST No.33AFRPU7222A1ZH
Email: edgeopt@gmail.com Mob: 9361652583

We are pleased to place the Work Order for the supply of following items as per specification & price mentioned in your quotation ref. No. India-ACS-01 dated 31/01/2020 for our ACSCE

Sl No	Particulars	Amount Rs.
1	AI based Mentoring Project (Proof or Concept). 1. Data Engineering 2. Cloud Setup & Data Storage 3. Artificial Intelligence & Machine Learning 4. Dashboarding & Visualisation 5. Cloud Deployment, Application Delivery, Maintenance & Support	30,000.00
	Grand Total	**30,000.00**
	Advance 100%	**30,000.00**

Terms & Conditions:

10. All supplies/services to our Store premises & subjected to the approval & Quality confirmation at ACSCE, Kambipura, Mysore Road, Bangalore – 74
11. **Delivery: Within 03 months from the date of WO**
12. **Payment: Advance 100% thru' RTGS, Name : C Ulaganathan, Account No. 10772200279, IFSC Code: SBIN0000896.**
13. **Amount is inclusive of Taxes**
14. **Free Maintenance and support services for one year .**
15. Invoice to be submitted our stores .
16. Inv./DC should quote our WO No. & Date along with your GST No.
17. WO Validity – 60 days from the date of WO Raised.

For A C S College of Engineering

01/02/2020

CHAIRMAN

Copies : 4 Originals {1 to File (Pur), 1 to Supplier, 1 to Finance & 1 to Stores} Copy to EO, ACSCE

We accept theWork Order with terms and conditions as mentioned

(Signature of the Authorised Person)

Campus
207, Kambipura, Mysore Road, Bengaluru - 560 074
Ph: 080-2843 7955 / 855 Fax: +91-80- 28437989
E-mail: info@acsce.edu.in, principal@acsce.edu.in

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 60 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 60 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

In case you do not serve the stipulated notice period, company reserves the right to initiate the recovery of the remaining notice period days and Proceed legally as well.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

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

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

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(A Unit of RajaRajeswari Group of Institutions)

NAAC 'A' Accredited

ARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

eport on Technical Talk ---Career opportunities in VLSI Technology

Name of the Event	:	Technical Talk
Date & Time:		24.08.2019&10:45AM
Venue:		Seminar Hall 1
Participants:		ECE students
Resource Person:		Mr. K.G. Managond, Senior Physical design Engineer, Altron Technologies, Bangalore

About the Talk

The Technical talk started with welcoming of Mr.K.G. Managond by presenting a bouquet by Dr.M. Mathivanan.

The Speaker started the session with the basics of VLSI, its design and the present technologyin industries.Also, the gap between the curriculum syllabus and industry was also discussed. The Speaker also gave an idea what basics to concentrate on to clear the technical interview in VLSI industries. In Industries, fabrication of IC's, its processing and the technology used is explained in detail by the speaker. Finally, the career opportunities related to verification system Engineer, Layout Engineer, Physical designer Engineer requirements are discussed.

The session was very much helpful to students as the interaction with speaker went on very well.



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Resource Person Mr. K G Managond with Dr.M. Mathivanan

You are required to work at client's location at BANGALORE.

POSITION:

You are appointed as GRADUATE TRAINEE ENGINEER.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

PROBATION:

Unless otherwise notified to you in writing this contract of employment would be valid as per company's service agreement with client.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

This is a system generated letter

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

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NAAC 'A' Accredited

EPARTMENTOFELECTRONICS AND COMMUNICATION ENGINEERING

INVITATION

We cordially invite you for a Technical talk on

"Career opportunities in VLSI Technology"

On

24.08.2019

by

Mr. K.G. Managond
Senior Physical design Engineer
ALTRAN Technologies
Bangalore

37

TIME:11.00a.m. **VENUE:** Seminar Hall-1

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

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In the eventuality if you wish to separate from the organization you will need to give 60 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 60 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

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CODE OF CONDUCT:

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

What do you understand by ends and means? Is non-violence an end (goal) or a means (method)? Can the ends and means be separated? Do the means influence the ends (that we would end up reaching by following the wrong means)?

Discussion: *The non-cooperation movement of 1920 was a turning point in our freedom movement. It became such a massive movement. However, Gandhiji realized that the violence of Chauri-Chaura showed that the people were not ready. The flames of violence could spread, which would defeat the very purpose of the movement.*

When wrong means are adopted, it subverts the goal itself. If the goal is to attain truth, and false means are used, would the truth be reached?

If the path to attain the goal is based on falsehood, it would train many people in falsehood. For example, violent means would train many people in violence, and therefore, after attaining freedom, revolution, the revolutionaries guillotined (beheaded) other revolutionaries. Even Robespierre the leader of the French revolution, was guillotined by other revolutionaries.

6 Gandhiji Pleads Guilty

Soon after the non-cooperation movement was withdrawn, Gandhiji was arrested by the British and charged with sedition. The British judge rose from his seat when Gandhiji entered the court room [1:49].

Gandhiji said that there is no need of a trial, as he accepts the charges that he asked the people to break unjust laws. What option needs the trial, as he accepts the charges that he asked the people to punishment under the law? Why did Gandhiji not offer any defense of himself?

The judge gave Gandhiji six years of imprisonment (same as given to Tilak some time earlier). And, as it turns out, after that, the judge resigned from his position of judge. (The actual speech by Gandhiji can be found on the internet under the name "The Great Trial". The trial took place on 18 March 1922.)

Discussion: *Gandhiji wanted to high-light that there are unjust laws. And if there are unjust laws, he would not follow them.*

He appeals to something higher than merely legal. But he asks the judge to follow his duty, of following the legal. In one stroke, he transcends the British laws and questions the moral basis of colonialism.

The judge also lives upto his duty and his sense of justice. Therefore, he sentences Gandhiji to six years of jail as part of his duty and his sense of justice. Therefore, he sentences Gandhiji to six years of jail as part of his duty and his sense of justice. But then resigns from his position of being a judge to follow his inner sense of justice.

7 Salt Satyagraha

In the Dandi March under salt satyagraha [1:57], Gandhiji made salt and broke the law [2:04]. Why did Gandhiji choose salt?

In the entry to the salt factory, the satyagrahis to enter the factory, chose to bear the violence without even trying to protect themselves. They failed to enter the factory. But did they win or lose in attaining their goal?

On the satyagraha, Walker the reporter from New York Times says "India is Free" [2:12]. What do you understand by it?

deemed fit against you.You may be required to sign an individual NDA/BCG if the client so requires and the same will be binding on you.

LEAVES:

you will be entitled for 30 days annual leaves which includes 18 days Privilege Leave and 12 Days Sick/Casual Leave.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

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ACSCE

USN										

ACS COLLEGE OF ENGINEERING, BENGALURU
Affiliated to VTU, Accredited by NAAC with 'A' Grade, Accredited by NBA
I Semester BE, Department of CHEMISTRY
INTERNAL ASSESSMENT-I

Max. Marks: 50 **SEM : I**
Duration : 1.5 Hours **Sub. Code : 18CHE12**
Date : 25/09/2019 **Subject: Engg. Chemistry**

Note: 1) Answer all Full Questions, selecting atleast one full questions from each Module/PART
2) Write Chemical Reactions and neat sketches wherever required.

Q.No.	MODULE 1 (PART A)	Marks	CO
1 a	What is Single electrode potential? Derive Nernst's equation for Single electrode potential.	6	1
1b	Demonstrate the construction and working of Ni-MH battery, mention its applications	6	1
1c	What voltage will be generated by a cell that consists of an iron electrode immersed in 0.5M FeSO4 solution and a copper electrode immersed in 1M CuSO4 solution at 298 K. Given $E°_{Fe}$=-0.44V and $E°_{Cu}$=0.34V. Write the cell representation and cell reactions.	5	1
	or		
2a	What are reference electrodes? Explain the Construction and working of Calomel electrode, mention the uses?	6	1
2b	What are Concentration cells? Emf of the cell Cd/CdSO4(XM)//CdSO4 (0.025M)/Cd at 28°C is 0.035V. Find the value of X. Given R=8.314 J/K/mol, F=96500C.	6	1
2c	What is Battery? Explain the classification of Batteries with examples?	5	1
	MODULE 1 (PART B)		
3a	Define the terms: (i) Free energy, (ii) Entropy & (iii) Cell potential, along with the formula.	6	1
3b	Explain the Construction and working of Glass Electrode?	6	1
3c	For the Cell, $Fe/Fe^{2+}(0.01M)//Ag^{+}(0.1M)/Ag$, write the cell reaction and calculate the e.m.f of cell at 298K, if $E°_{Fe}$=-0.44V and $E°_{Ag}$=+0.8V respectively.	5	1
	or		
4 a	Describe the construction and working of Lithium ion battery. Mention its applications.	6	1
4b	Represent the cell formed by the coupling of two copper electrodes immersed in $CuSO_4$ solutions of concentration of cupric ions in one electrode system is 100 times more concentrated than the other. Write the cell reaction and calculate the potential at 300K.	6	1
4c	Briefly explain the determination of pH of unknown solution using Glass electrode?	5	1
	MODULE 2 (PART C)		
5a	Define Corrosion? Explain the Electro-Chemical Theory of Corrosion taking rusting iron as an example?	6	2
5b	Discuss the following types of corrosion i) Differential mettallic corrosin ii) Water line corrosion	5	2
5c	What is Anodizing? Explain the process anodizing of Aluminium?	5	2
	or		
6a	Explain the following factors affecting Corrosion Ratio of anodic to cathodic areas b) nature of corrosion product .	6	2
6b	What is metal coating? Explain the galvanization process.	5	2
6c	Explain Cathodic protection by Sacrificial anodic and Impressed current methods?	5	2

Name & Signature of the Staff **HOD**

You should be regular and punctual in your attendance. This will be governed by rules laid down at the locationand therefore you have to follow these rules as per the prescribed rules.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

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ANNEXURE – II

ENROLEMENT LIST FOR 2018-19

1. College Name and Address: **ACS College of Engineering.**

2. Principal: **Dr. M S Murali** Phone (0)080-28437855(R) - -

3. Programme Officer: **Dr.M.S.Shivakumar** Phone 9008831720 (R) - -

No	NAME OF STUDENT	Date of Birth	SEX M/F	SC ST	Class	YEAR 1/2/3/ 4	USN
1.	VIKAS D	15/04/2000	M	OBC	1ST SEM	I	1AH18CS118
2.	SAURBH SINGH CHANDEL	25/06/2000	M		1ST SEM	I	
3.	SIDDHARTH PUGALIA	12/09/2000	M		1ST SEM	I	
4.	VISHAL KUMAR	23/06/1999	M		1ST SEM	I	1AH18ME019
5.	SHREEDHARA D BORANNAVAR	03/06/1999	M		1ST SEM	I	1AH18EC032
6.	VAMSHI RAM J	30/03/2001	M		1ST SEM	I	
7.	HADAN KUMAR N	28/01/2001	M		1ST SEM	I	
8.	SUPREETH S	16/02/2000	M		1ST SEM	I	
9.	SHAIK FAIZ-ALI	19/01/2001	M	MUSLIM	1ST SEM	I	
10.	VIJETHA RAO A V	21/09/2000	M		1ST SEM	I	
11.	CHANDAN K M	08/04/2001	M	OBC	1ST SEM	I	
12.	ANIKET VILAS OSTWAL	15/10/2000	M	JAIN	1ST SEM	I	
13.	ACHHUTH REDDY H M	11/04/2001	M		1ST SEM	I	
14.	REYAN PASHA	16/05/2001	M	MUSLIM	1ST SEM	I	
15.	MOHAMMED FASI AHMED	18/11/2000	M	MUSLIM	1ST SEM	I	
16.	HAARISH R	20/01/2000	M		1ST SEM	I	1AH18AU002
17.	MOHIT KUMAR M	21/02/2000	M		1ST SEM	I	1AH18CS053
18.	CHARUHASEN K	02/08/1999	M		1ST SEM	I	
19.	HRUSHIKESH R	09/04/1999	M		1ST SEM	I	1AH18CS037
20.	RAGHAVENDRA M VITTALAKAR	20/06/2000	M	CAT-IIA	1ST SEM	I	
21.	AJAY M N	03/01/2000	M		1ST SEM	I	1AH18EC003
22.	G KIRAN VANJRE	15/02/2000	M		1ST SEM	I	1AH18EC015
23.	NAGARAJA M V	15/03/2001	M	3B	1ST SEM	I	1AH18AS020
24.	MAHESHA J	06/08/2000	M	3B	1ST SEM	I	1AH18AS018
25.	RANJEET K	10/04/2000	M		1ST SEM	I	1AH18EC026
26.	RAKSHITH KUMAR G R	06/08/2000	M		1ST SEM	I	1AH18AS026
27.	ABHISHEK V	26/01/2000	M	OBC	1ST SEM	I	1AH18CS002
28.	KRUPESH SURIT	30/10/1999	M		1ST SEM	I	
29.	VINAY R	27/07/2000	M		1ST SEM	I	
30.	SYED SAQUIB ULLA	10/06/2000	M	MUSLIM	1ST SEM	I	
31.	VARUN S	23/08/2000	M		1ST SEM	I	
32.	AKSHAY S	25/04/1998	M		1ST SEM	I	
33.	SRINIDHI N S	28/10/2000	M		1ST SEM	I	1AH18AS030
34.	BHUMIKA M	17/07/2000	F		1ST SEM	I	1AH18CS018
35.	HARSHITHA P	02/07/2000	F		1ST SEM	I	1AH18CS034
36.	AMSHAVI B S	21/10/2000	F		1ST SEM	I	1AH18CS011
37.	POOJA G	03/08/2000	F		1ST SEM	I	1AH18EC021
38.	SHALINI M	12/01/2001	F	OBC	1ST SEM	I	
39.	VARUNASHREE K	11/12/2000	F		1ST SEM	I	1AH18CS109
40.	VARSHINI M U	10/12/2000	F		1ST SEM	I	1AH18EC038
41.	VIBHA G	07/01/2001	F		1ST SEM	I	1AH18CS111
42.	ROMA ANAND	08/02/1999	F		1ST SEM	I	
43.	THRUPTHI M R	29/03/2001	F		1ST SEM	I	1AH18BM029
44.	SYAMILI S N	18/05/2001	F		1ST SEM	I	1AH18CS111
45.	SHALINE M	12/01/2001	F		1ST SEM	I	
46.	VIDYASHREE R	28/07/2000	F		1ST SEM	I	1AH18CS112
47.	V G RANJI	28/09/2000	F		1ST SEM	I	1AH18CS103
48.	SUPRITHA B	12/10/2000	F		1ST SEM	I	1AH18CS098
49.	SUCHITHRA G	28/03/2001	F		1ST SEM	I	1AH18BM026
50.	SRI SAILAKSHMI H K	31/01/2001	F		1ST SEM	I	1AH18CS095
51.	RACHANA K R	10/07/2000	F		1ST SEM	I	1AH18EC022
52.	SALLAPALLI RAKSHA INDHU	25/02/2000	F		1ST SEM	I	
53.	G F AYESHA FARHANAZ	27/10/2000	F	MUSLIM	1ST SEM	I	
54.	AMRUTA TARANATHA NAIK	23/07/2000	F	ST	1ST SEM	I	
55.	SNEHA SINGH	12/03/2001	F		1ST SEM	I	1AH18AS029
56.	SURABHI SAHA	19/07/2000	F		1ST SEM	I	1AH18AE052
57.	YOGITHA VAISHNAV K	26/09/2001	F		1ST SEM	I	1AH18EC043
58.	VANDANA H N	24/03/2000	F		1ST SEM	I	
59.	RASHMITHA P	05/07/2000	F	VOKKALIGA	1ST SEM	I	1AH18EC027
60.	BHUVANA SHREE M	06/01/2000	F		1ST SEM	I	
61.	GOWRI N	01/04/2000	F		1ST SEM	I	1AH18EC010
62.	PRIYANKA L P	13/08/2000	F		1ST SEM	I	1AH18CS024
63.	RAKSHITHA PATEL S M	30/09/2000	F	OBC	1ST SEM	I	1AH18AE039
64.	SADIYA FATHIMA	10/11/2000	F	MUSLIM	1ST SEM	I	
65.	AARTI S SWAMY	06/08/1999	F		1ST SEM	I	1AH18EC001
66.	BINDUSHREE B N	14/07/2000	F		1ST SEM	I	1AH18AE007
67.	KAVYA SHREE R	22/06/2000	F		1ST SEM	I	1AH18AE020
68.	MANNE HEMAMAI	10/05/2000	F	OBC	1ST SEM	I	

QUESS
WORKING TOGETHER

PERFORMANCE INCENTIVE::

You are eligible to receive 0 to 4 months Gross salary as performance incentive based on your performance. The actual amount and the administration of the performance incentive rest with the client organization and the decision of the management in this regard is final. The payout will be done once every half year. The employee needs to be on the active rolls (should not have raised the resignation application) of the Client Organization to be eligible for receiving the Performance Bonus. If the separation is initiated either by you or by the client organization, before the same, you will not be eligible for receiving the Performance Incentives.

You shall report to work on Jul 02 2020 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

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

With warm regards,

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ACS College of Engineering
Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
(A Unit of RajaRajeswari Group of Institutions)

DEPARTMENT OF CHEMISTRY

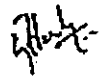
INTERNAL ASSESSMENT TEST III : SCHEME AND SOLUTIONS

SEM: I SUB-CODE/NAME:18CHE12/22/Engineering Chemistry FACULTY NAME: Dr. M S Shivakumar

Q. NO.	KEY ANSWER	MARKS	CO'S

FACULTY **HOD** **PRINCIPAL**

For **QUESS Corp Limited.**



Tej Hans Raj Singh

COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining,in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....
Signature:.....

Place:.....
Date:.....

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26	Mrs.Salma Rosline Mary	Asst. Professor	TCE
27	Ms.Usha.K.S	Asst. Professor	TCE
28	Mrs.Ashlin nimo.j.R	Asst. Professor	MBA

(ii) ACS of College of Engineering

Sl. No	Name of The candidate	Designation	Department
1	Mr. Prasad A Y	Asst. Prof	CSE
2	Mr. Harish. L	Asst. Prof	ECE
3	Mrs. Tejaswini B R	Asst. Prof	Civil
4	Mrs. Indumathy V	Asst. Prof	Civil
5	Mr. Vinay A.N	Asst. Prof	ME

(Dr.Ravi Kumar B) **(Dr. S G Shankara reddy)** **(Dr.Eswaramoorthy)**

(Dr. Vijaya Prakash A.M) **(Dr.Swarnajothi)** **(Dr.H.B.Bhuvaneswari)**

(Dr. H.B Nagesh) **(Dr. Arunachalam)** **(Dr.Patil S.S)**

(Dr.J.Prakash) **(Dr. Usha Sakthivel)** **(Dr.T.Senthil Kumaran)**

(Dr.P.M.Ravindra) **(Dr. Sathish)** **(Dr.D.L Venkatesh Babu)**

Annexure A

Compensation Sheet

Offer No: **QS1960220** Associate Name: **MAKAM S MEGHANA**
Designation: **Graduate Trainee Engineer** Location: **BANGALORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	16000	192000
House Rent Allowance	6400	76800
City Compensatory Allowance	2525	30300
Statutory_bonus	1333	15996
Gross Salary	**26258**	**315096**

Employer's Contribution		
Employer Provident Fund	2075	24900
Total Contribution	**2075**	**24900**
Cost to Company: (CTC)	**28333**	**339996**

Deduction: (Subjected to change)		
Provident Fund	1920	23040
Professional Tax	200	2400
Total Deduction	**2120**	**25440**
Net Take Home	**24138**	**289656**

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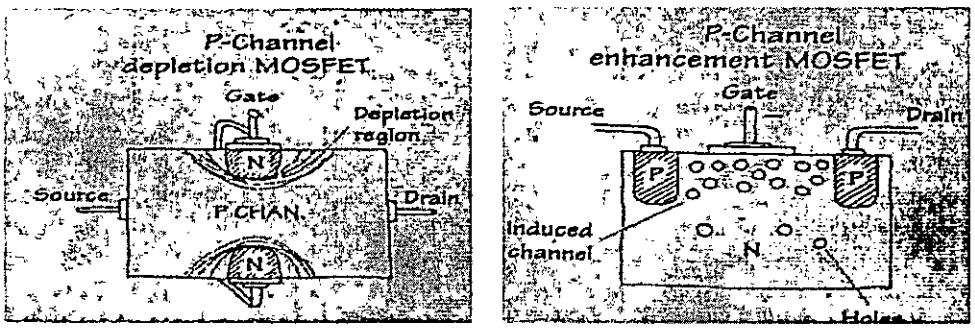
6 a) Explain the construction and working of P-channel enhancement type MOSFET.

MOSFET stands for Metal Oxide Semiconductor Field Effect Transistor. The mosfet is a capacitor operated transistor device. The capacitor plays an essential role for operating a **MOSFET**. We also call the device as **Insulated Gate Field Effect Transistor (IGFET)** or **Metal Insulator Field Effect Transistor (MIFET)**. Why we call so we will understand when we look into the constructional features of this transistor device. We must take a look into the construction of MOSFET while going through the **working principle of mosfet**. Construction wise we can categorise the device into four types.

P - Channel Enhancement MOSFET
We also call the p channel MOSFET as PMOS. Here, a substrate of lightly doped n-type semiconductor forms the main body of the device. We usually use silicon or gallium arsenide semiconductor material for this purpose. Two heavily doped p-type regions are there in the body separated by a certain distance L. We refer this distance L as channel length and it is in order of 1 μm.Now there is a thin layer of silicon dioxide (SiO2) on the top of the substrate. We may also use Al_2O_3 for the purpose but SiO_2 is most common. This layer on the substrate behaves as a dielectric. There is an aluminum plate fitted on the top of this SiO_2 dielectric layer.

P-Channel MOSFET Basics:A P-Channel MOSFET is a type of MOSFET in which the channel of the MOSFET is composed of a majority of holes as current carriers. When the MOSFET is activated and is on, the majority of the current flowing are holes moving through the channels. This is in contrast to the other type of MOSFET, which are N-Channel MOSFETs, in which the majority of current carriers are electrons.
Before, we go over the construction of P-Channel MOSFETs, we must go over the 2 types that exist. There are 2 types of P-Channel MOSFETs,enhancement-type MOSFETs and depletion-type MOSFETs.
A depletion-type MOSFET is normally on (maximum current flows from source to drain) when no difference in voltage exists between the gate and source terminals. However, if a voltage is applied to its gate lead, the drain-source channel becomes more resistive, until the gate voltage is so high, the transistor completely shuts off. An enhancement-type MOSFET is the opposite. It is normally off when the gate-source voltage is 0V (VGS=0). However, if a voltage is applied to its gate lead, the drain-source channel becomes less resistive.
In this article, we will go over how both P-Channel enhancement-type and depletion-type MOSFETs are constructed and operate.
P-Channel MOSFETs are Constructed Internally



An P-Channel MOSFET is made up of a P channel, which is a channel composed of a majority of hole current carriers. The gate terminals are made up of N-type material.

Depending on the voltage quantity and type (negative or positive) determines how the transistor operates and whether it turns on or off.

Group Medi-claim Insurance : You and your approved dependent family members (Spouse+2 kids) are eligible to enroll in company's group mediclaim insurance policy

Tej Hans Raj Singh

COO Staffing

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69.	CHARITHA N	19/10/2000	F	OBC	1ST SEM	I	
70.	NITHYASRI B S	08/08/2000	F		1ST SEM	I	
71.	NIDHISHREE V	05/09/2000	F		1ST SEM	I	
72.	HIMASHREE GOWDA K S	06/06/2000	F		1ST SEM	I	
73.	DHARSHINI H S	17/12/1999	F		1ST SEM	I	
74.	SHAMS FATHIMA	26/10/2000	F	MUSLIM	1ST SEM	I	
75.	SWATHI S	23/04/2001	F		1ST SEM	I	
76.	CHAITANYASHREE	03/08/1999	F		3RD SEM	II	1AH17CS017
77.	KOMALA S	26/08/2000	F		3RD SEM	II	1AH17CS027
78.	AJITH B	08/08/1999	M		3RD SEM	II	1AH17CS007
79.	SHARATH KUMAR R	07/07/2000	M		3RD SEM	II	1AH17CV039
80.	YESHWANTH NAGENDRA	04/01/2000	M		3RD SEM	II	1AH17CV050
81.	SHALINI.R	11/06/1999	F		3RD SEM	II	1AH17CV037
82.	VISHNUPRASAD.S	15/09/1999	M		3RD SEM	II	1AH17AE052
83.	VARSHITHA.M	15/02/2000	F		3RD SEM	II	1AH17CV048
84.	SHREE GOWRI	10/01/2000	F		3RD SEM	II	1AH17BM028
85.	PRAJWAL R	22/06/1999	M		3RD SEM	II	1AH17AE029
86.	RAKSHITH.P.GOWDA	14/12/1998	M		3RD SEM	II	1AH17AE032
87.	SHRAVAN KUMAR	02/06/1999	M		3RD SEM	II	1AH17AE042
88.	JOEL VINCE	08/10/1998	M		3RD SEM	II	1AH17AE019
89.	DEEPIKA D		M		3RD SEM	II	1AH17CS019
90.	HIMA BINDU		F		3RD SEM	II	1AH17CS023
91.	SAHANA S		F		3RD SEM	II	1AH17CS061
92.	NISHA K RAJ	22/11/1998	F		3RD SEM	II	1AH17CV023
93.	JAYADRATH SUDHAKAR POOJARY	25/09/1999	M		3RD SEM	II	1AH17AS014
94.	MOHAMMED SAQLAIN SAFA MEHDI	16/04/1999	M	MUSLIM	3RD SEM	II	1AH17AS020
95.	MINHAZUL HUSSAIN	21/09/1998	M		3RD SEM	II	1AH17AS019
96.	AMRUTHA H R	07/04/2000	F	OBC	3RD SEM	II	1AH17AS005
97.	ARPITHA M B	10/08/1998	F		3RD SEM	II	1AH17AS007
98.	ANANYA U MANVI	06/02/2000	F		3RD SEM	II	1AH17AE005
99.	HARSHININ G	27/02/1999	F		3RD SEM	II	1AH17AE016
100.	TEJASWINI B M	18/08/1999	F	2A	3RD SEM	II	1AH17AE047
101.	HARSHITHA G	27/02/1999	F		3RD SEM	II	1AH17AE017
102.	AKSHATHA R D	14/02/1999	F		3RD SEM	II	1AH17AE003
103.	PUSHPA P	05/11/1999	F		3RD SEM	II	1AH17CV028
104.	NIVEDITHA R	20/03/2000	F		3RD SEM	II	1AH17AE028
105.	PRAVEEN S GOWDA	04/03/1999	M		3RD SEM	II	1AH17CV026
106.	DEEPIKA M	26/09/1999	F	SC	3RD SEM	II	1AH17AE014
107.	A MONISH	27/12/1999	M		3RD SEM	II	1AH17AS001
108.	ALLAN C	26/02/1999	M	SC	3RD SEM	II	1AH17CS008
109.	ANOOP N	03/07/1998	M	OBC	5TH SEM	III	1AH16ME005
110.	ABHIJEETH B R	04/12/1998	M		5TH SEM	III	1AH16ME001
111.	LOHITH R	11/12/1997	M	OBC	7TH SEM	IV	1AH15EC018
112.	HARSHADH JAIN	21/11/1997	M	OBC	7TH SEM	IV	1AH15EC012
113.	AMRUTHA GOWDA	19/12/1998	F		5TH SEM	III	1AH16AE006
114.	MADHUSHREE	09/12/1998	F		5TH SEM	III	1AH16AE019
115.	PALLAVI	01/04/1999	F		5TH SEM	III	1AH16BM017
116.	PREETHI.C.GOWDA	03/03/1999	F		5TH SEM	III	1AH16BM019
117.	PALLAVI.K.S	05/06/1998	F		5TH SEM	III	1AH16AE030
118.	SHREYAS	14/03/1998	M		5TH SEM	III	1AH16BM028

No. Of Boys : 64Girls 54 Boys Total 118

Certified that :

1. The particulars filled in this list are correct.
2. The students have applied in the prescribed form and have actually been enrolled as NSS /Volunteers.

/

Signature Programme Officer

Date .....

Signature Principal

Date ..... Unit No.....

NTT DATA Information Processing Services Private Limited
Plot No. 123, 6th Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel +91 80 3342 0000

NTT DATA Services

21 February 2020
Maksm S Meghana
A.C.S College of Engineering

Dear Maksm S Meghana,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

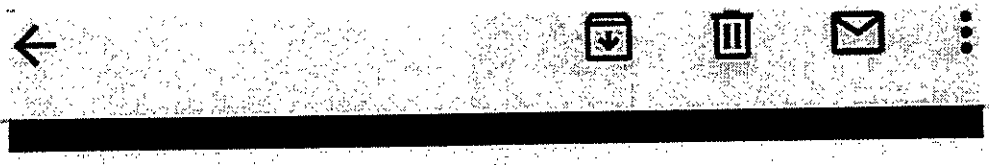
Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 21-Feb-20 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Maksm S Meghana)

Confidential



Dear Makam S Meghana,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyTQ, our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition

Infosys

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info@bestcallcenter.in
+91 97380 10001 / +91 70223 85053
www.bestcallcenter.in

bestcallcenter.in
Customer First . Quality Call . Deliver Business .

Bangalore

09-10-2021

HR/ESC/ KA1399

Employment Service Certificate

This is to certify that Mr. Preetham Rao B R was employed with us from 08th February 2021 to 09th October 2021.

The particulars of his service at the time of leaving the company are as under:

Employee ID	:	KA1399
Designation	:	Business Development Executive
Department	:	Pre Sales
Gross Annual Compensation	:	INR 1,20,000/-
Reason for leaving	:	Resignation

During his tenure with us, he has been found to be sincere and dedicated.

We wish you all the best in your future endeavors.

Your's Faithfully,

FOR
J. Singh

KAP CALL CENTER PVT. LTD.
Bangalore
560 069

ANANTH PRASATH. P

CHIEF EXECUTIVE OFFICER

KAP Call Center Pvt. Ltd.,

Date: Mar 01, 2021
Offer No : QS2143905

PUNITH S
#1, KEMPAGONDANAHALLI, CHOLANAYAKANAHALLI(P), TAVAREKERE (HOBLI),
BANGALORE - 562120N
Bengaluru
KARNATAKA

EMPLOYMENT CONTRACT

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

DEPUTATION:

You are deputed to Client Place 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

TENURE:

The term of your Contract shall be valid from MAR 03, 2021

COTERMINOUS:

Your Employment shall be co-terminous with the project/work for which you are deputed and the same shall end as and when the project/work ends at the appointed location

LOCATION:

You are required to work at client's location at BENGALURU.

POSITION:

You are appointed as ASSOCIATE TECHNICAL ENGINEER SERVICE.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

PROBATION:

Unless otherwise notified to you in writing this contract of employment would be valid as per company's service agreement with client.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2020

Dear Raghavendra_K

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2020 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch.

With regards to this program we would like to inform that you are now eligible to get trained on our "UNIFIED COURSE" at Pentagon Space after successful completion of your Graduation. Adding to the benefits, you get

1.500hrs of Unified Course worth INR 50,000/- for free inclusive of study materials.
2.Placement support till you get placed.
3.Depending on your performance in the interview, the average Salary package would be from 4lpa to 10lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____ **College name:** _____

Branch : _____ **USN:** _____ **Date:** _____

Student Signature

Best wishes from,

Madhusudhan H

Head Talent Acquisition & Technical Consultant

info@pentagonspace.in

Plot No.765,8th Cross Road, M.R.C.R Extension,
Govindaraja Nagar, Bangalore-560040

+91 99010 66669
080 4163 2964

www.pentagonspace.in

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027024

Dear RAGHAVENDRA K,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Computer and Information Research manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹4,00,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

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Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	33,333	4,00,000
EPF	1,200	14,400
Gratuity	481	5,769
Gross Salary	31,653	3,79,831
Calculating Taxable Income		
Gross Salary	31,653	3,79,831
HRA	5,000	60,000
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	21,686	2,60,231
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	31,653	3,79,831
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	30,000	3,70,224

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027042

Dear SANDHYA K,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Network Systems Administrator**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,75,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	31,250	3,75,000
EPF	1,125	13,500
Gratuity	451	5,408
Gross Salary	29,674	3,56,092
Calculating Taxable Income		
Gross Salary	29,674	3,56,092
HRA	4,687	56,244
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	20,046	2,40,548
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	29,674	3,56,092
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	28,000	3,46,492

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

NTT DATA
Services

NTT DATA Information Processing Services Private Limited
Plot 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

21 February 2020
SACHIN RAO S
A.C.S College of Engineering

Dear SACHIN RAO S,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(SACHIN RAO S)

Confidential

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NTT DATA

Annexure A

At the time of joining, you are requested to bring the following documents in Original along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
    a. Xth Certificate and mark sheet
    b. XIIth Certificate and mark sheet
    c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR – TALENT ACQUISITION

Scanned by CamScanner

perfaware
Performance . Technology . Expertise

Perfaware India Pvt. Ltd.
No-13, MIG, KHB colony,
1st Main, Koramangala – 8th Block,
Bengaluru - 560095
TAN Number - BLRP22336G

Date: 18 Oct, 2021

Sahana TN
Bengaluru.

Dear Sahana,

We are pleased to offer you the position of **Software Engineer** starting 25 Oct 2021. Attached are the specific terms and conditions of our offer – please read these important details carefully, including your compensation and benefits detailed on page 5.

Acceptance and Commencement
Your appointment will be effective on your joining date, which is expected to be **no later than 25 Oct 2021.** Please contact us immediately once you have a joining date identified. If you do not confirm your acceptance by 20th Oct 2021 and provide a mutually agreeable joining date, else this offer will be withdrawn.

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

- Respond via email to careers@perfaware.com with a copy to navya_patil@perfaware.com and prashant_dodamani@perfaware.com to communicate acceptance of the offer and to confirm your joining date. Please note that if you do not send your acceptance to the email ID, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be sent to careers@perfaware.com/navya_patil@perfaware.com/prashant_dodamani@perfaware.com at least 2 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 2 days from the joining date specified above.

Before your joining date, please share scanned copy of (i) the photocopy of this letter duly signed and dated by you; (ii) self-photograph (passport sized, color photo with a white background), (iii) the following documents:

- Education degree certificate and all year mark sheets for the highest degree attained. Photocopies should include both front and back sides of certificate.
- Relieving letter or resignation acceptance letter from your most recent employer. If you have been employed for 1 year or less with the most recent employer, you must also provide a relieving letter or resignation acceptance letter from the prior employer. Include your employee number with such previous employer(s).
- Proof of identity. 1 copy of photocopy of any one of the following documents: passport, driving license, and voter's identification card or PAN card, Aadhar card.
- Copy of Passport - if you do not have a passport then kindly apply for a passport immediately and carry the acknowledgement on the day of your onboarding

Regd office: Perfaware India Pvt. Ltd, 75/1, AB Block, 1st St, Annanagar, Chennai, Tamil Nadu – 600 040
CIN : U72900TN2016PTC111486

Perfaware India Pvt. Ltd.
No-13, MIG, KHB colony,
1st Main, Koramangala – 8th Block,
Bengaluru - 560095
TAN Number - BLRP22336G

- If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same
- If you have stated in your application to Perfaware that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.
- Valid Indian Work Permit, if applicable.

Please note that all of the above documents are mandatory and you will not be allowed to join without them.

Please contact us via careers@perfaware.com /navya.patil@perfaware.com / prashant.dodamani@perfaware.com for any queries regarding your employment offer.

CONFIDENTIAL

Sahana TN

Perfaware India Pvt. Ltd.
No-13, MIG, KHB colony,
1st Main, Koramangala – 8th Block,
Bengaluru - 560095
TAN Number - BLRP22336G

The other terms and conditions of the offer are as follows:

1. You will be working from **Bengaluru** and travelling within Bengaluru or India on requirement basis. However; your services are transferable to any other 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.
2. Your employment with the Company is at all times subject to you having a valid work permit from the Government of India (This will apply in case you are not a resident of India). It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join.
3. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).
4. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
5. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
6. If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
7. You will be considered to be confirmed in the services of the company from your date of joining. As a regular employee, you or the Company may terminate your service at any time by giving **90** days' notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect. In case of Performance issues observed and raised by the company/team lead, Company might put you on PIP (Performance Improvement Plan) for a period as appropriately decided by the company and/or terminate if considerable improvement is not shown with 30 day's notice or basic salary in lieu therof.
8. You will retire from the services of the Company on attaining the age of superannuation [58 years].
9. Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
10. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

Regd office: Perfaware India Pvt. Ltd, 75/1, AB Block, 1st St, Annanagar, Chennai, Tamil Nadu – 600 040
CIN : U72900TN2016PTC111486

Perfaware India Pvt. Ltd.
No-13, MIG, KHB colony,
1st Main, Koramangala – 8th Block,
Bengaluru - 560095
TAN Number - BLRP22336G

11. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
12. It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
13. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
14. Information pertaining to Perfaware India operations and intellectual property is confidential and you will sign a non-disclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
15. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
16. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.
17. This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your onboarding.
18. If the joining date happens to be on a Festival or National or Public holiday/Company Holiday, then the next business day will be your Joining date. Joining date can be extended upto 1 week from the date mentioned in this offer letter upon mutual agreement.
19. **Service Agreement Period:** If you undergo any cross trainings on hot skills such as IBM OMS, SalesForce Commerce Cloud in Perfaware, you are required to meet Perfaware's client's requirement of stability in the company/project. You would serve Perfaware India Pvt Ltd., a minimum of 18 months from the date of training completion.
    However, in the event that you resign from your employment, at any time within this 18 months from your date of joining, company will be within their rights to recover the training cost it has incurred.The company will also be within their rights to withhold your experience and relieving letter in this case.

Regd office: Perfaware India Pvt. Ltd, 75/1, AB Block, 1st St, Annanagar, Chennai, Tamil Nadu – 600 040
CIN : U72900TN2016PTC111486

perfaware
Performance . Technology . Expertise

Perfaware India Pvt. Ltd.
No-13, MIG, KHB colony,
1st Main, Koramangala – 8th Block,
Bengaluru - 560095
TAN Number - BLRP22336G

We at Perfaware are delighted to have you as part of our team and hope you are as excited to join us. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to careers@perfaware.com on or before your on boarding day.

Sincerely,

Prashant Dodamani
Associate Manager – Human Resources

CONFIDENTIAL

Regd office: Perfaware India Pvt. Ltd, 75/1, AB Block, 1st St, Annanagar, Chennai, Tamil Nadu – 600 040
CIN : U72900TN2016PTC111486

perfaware
Performance . Technology . Expertise

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No-13, MIG, KHB colony,
1st Main, Koramangala – 8th Block,
Bengaluru - 560095
TAN Number - BLRP22336G

Compensation Details :

Name : Sahana TN

Salary Components		Annual (in INR)	Monthly (in INR)	Description
Basic + DA		1,04,312	15,000	40% of Gross Salary
HRA		41,725	6,000	40% of Basic Salary
Special Allowance		1,14,743	13,747	
Sub Total	I	2,60,780	34,747	
Retirement & Other Benefits				
Employer PF		12,517	1,800	12% of Basic Salary (limited to Rs.1800 pm)
Gratuity		5,017	722	4.81% of Basic Salary
Health Insurance		21,685	1,807	Applicable where ESI is not applicable
Total Retirement & Other Benefits	II	**39,220**	**3,268**	
Gross Fixed CTC (I + II)		**3,00,000**	**38,015**	
Performance Bonus*		**50,000**	**4,167**	***Payable Annually**
Cost to Company		**3,50,000**	**42,182**	

Your total annual CTC will be Rs. 3,50,000.00 (Rupees Three Lakh Fifty Thousand only It includes an annual Performance Bonus component of Rs. 50,000.00 (Rupees Fifty Thousand only). Your guaranteed base salary/Gross Salary Fixed per year payable monthly in accordance with Company's standard payroll practice. The annual bonus payable will be calculated on the basis of your performance and company performance and Utilization. The bonus amount is not guaranteed. The bonus is typically paid annually each year. The salary and the bonus component are subject to applicable withholding of taxes as required by law.

Notes:

- **Other Benefits:**
  -Group Medical Insurance-- As part of Group Medical Insurance Employee, Spouse, 2 kids and Parents will be covered.
  -Provident Fund, you can be part of Voluntary PF (VPF) too.
- Income tax deduction from salary is based on approximate calculation of IT
- Deductions from monthly CTC will include Employee contribution of PF, Gratuity, Income Tax on approximate calculation of IT, Professional tax as per the state you work in.

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understood, and accept employment with Perfaware India under the terms and conditions stated above.

Signature: Date:

Regd office: Perfaware India Pvt. Ltd, 75/1, AB Block, 1st St, Annanagar, Chennai, Tamil Nadu – 600 040
CIN : U72900TN2016PTC111486

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027023

Dear Shamanth N,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as an **Associate Developer**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter, which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,25,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FORM-B

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

ATTENDANCE & ROOM SUPERINTENDENT'S/PRACTICAL EXAMINERS' REPORT (In Triplicate)

E./B.Arch./M.B.A./M.C.A./M.Tech./M.Arch/Ph.D/M.Sc.(Res). BE Semester Examination 12 2019 (M M Y Y Y Y)

anch / Title of the Course : BIOMEDICAL ENGINEERING

ubject : DIGITAL DESIGN & HDL LAB Subject Code : 18BML38

entre : ACS COLLEGE OF ENGINEERING USNs from 1AH17BM025 to 1AH18BM029

ate : 09/12/2019 Time : 8:30am to 5:30 pm

USN	Booklet/Dwg.Sheet Number	Signature	Addl. booklet/Drawing/Graph Sheet Number	Total
AH17BM025	772507	[signature]		
AH18BM001	772509	[signature]	0031457, 190099	
AH18BM004	772508	[signature]	0031428	
1AH18BM005	772511	[signature]	0031451	
1AH18BM006	772543	[signature]		8/9
1AH18BM007	772542	[signature]	0031449, 190100	
1AH18BM008	772512	[signature]	0031448	
1AH18BM009	←	ABSENT	→	
1AH18BM010	772506	[signature]	0031450	
		x — x		
AH18BM011	772510	Jyothi.G.	0031431, 190101	
AH18BM012	772513	K. Anusha	0031435, 100245	
AH18BM013	772516	[signature]	0031432, 190102	
AH18BM014	772515	[signature]	0031429	8/8
1AH18BM015	772517	[signature]	0031434, 100205	
1AH18BM016	772514	[signature]	190103	
1AH18BM020	772519	[signature]	0031430, 100202	
1AH18BM021	772504	Priya.R.R	0031433, 100206	
		x — x		
1AH18BM022	772523	Sahana.R.	0031440, 190107	
1AH18BM023	772520	[signature]		
1AH18BM024	772505	[signature]	0031439, 190106	
AH18BM025	772519	[signature]	0031441, 190108	8/8
1AH18BM026	772521	Suchithra	0031437, 190104	
1AH18BM027	772522	[signature]	0031438, 190105	
1AH18BM028	772637	Tabassum	0031442, 100204	
1AH18BM029	772524	[signature]	0031436	

ISNs (absentees): 1AH18BM009 (1)

ISNs (candidates b/u Malpractice):

	Room Superintendent/Examiner-i	Examiner-II	Chief/Deputy Superintendent
Signature :	[signature] 9/12/19	[signature]	[signature] 09/12
Name :	NANDITHA KRISHNA	K. Ashok	Dr. M.S. Murali
Affiliation :	ACSCE, B'lore	RGVT. B'lore 32	Chief Superintendent ACS College of Engineering Bangalore-560 074.

NOTE : ANSWER PAPER BUNDLES TO BE SENT TO REGIONAL OFFICE ONLY.

1. Separate sheet to be used for each subject. 2. Statement shall be sent to a) Regional Centre b) Registrar (Evaluation), c) Principal Office

NTT DATA Services

NTT DATA Information Processing Services Private Limited
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

21 February 2020
Shamanth N
A.C.S College of Engineering

Dear Shamanth N,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Shamanth N Date: 21-Feb-20
(Shamanth N)

Confidential

NTT DATA Information Processing Services Private Limited
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

21 February 2020
Shamanth N
A.C.S College of Engineering

Dear Shamanth N,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Shamanth-N
(Shamanth N)

Date: 21-Feb-20

Confidential

SONATA SOFTWARE SOLUTIONS LIMITED

Ref: SSSL/HR /APPT/20/f1ab328a-24f4-495a-bb76-c05d49fca26c 10/15/2020

Shamanth N

7shamanthn@gmail.com

ACS College of Engineering-Bangalore

Rajarajeswari Group of Institutions, Kambipura, Mysore Road,

Bengaluru, Karnataka - 560074, Bengaluru

string-560074

Dear Shamanth N,

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

1. **Designation:** Trainee Systems Analyst
2. **Date of Commencement:** To be intimated later
3. **Salary:** Your starting salary will be Rs. 3 lakhs per annum for the first six months after joining the company, as per the Annexure A. From the seventh month onwards in the Company, the salary will be revised to Rs. 3.5 lakhs per annum as per the Annexure B.
4. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.
5. You will be governed by the Leave Rules of the Company.
6. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.
7. 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.
8. 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.
9. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.

10. 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.

11. You will not divulge or pass any information which you may obtain during your training in the Company to others.

12. 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.

13. **Posting:** Initially, you will be posted at Bangalore. However, the Company reserves the right to transfer you to any other place/establishment of the Company either in existence or which may come into existence, and on such transfer, the Rules and Regulations and the Terms and Conditions of the service applicable to such a place of posting shall be applicable to you. Similarly, the Company reserves the right to assign additional/change of duty and transfer you to equivalent post in any other department.

14. **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 2 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 required to compulsorily serve the Organization 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.

15. **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;

16. **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.

(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, 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 would be 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.

17. 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 Solutions Limited,**



Minar R Mankame

Senior Manager – HR

I agree with the above terms and conditions.

Signature : .....

Date : .....

Encl:

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

ANNEXURE A

Name	**Shamanth N**
Grade	**ETG**
Designation	**Trainee Systems Analyst**
DOJ	**To be intimated later**

Monthly Benefits (Figures in Rs.) – A	*Figures in Rs.*
Basic	15000
HRA	7500
Supplementary Allowance	75
Total Monthly	**22575**

Annual Retirement Benefits – B	
Provident Fund (Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
Total Retirement Benefits p.a.	**29106**
Cost To Company – CTC - C - (A*12+B)	**300000**
Other Benefits – D	
Hospitalization & Personal Accident Insurance Premium (Refer Note No.2)	6774
Total Cost to Company – TCC (C+D)	**306774**

Notes:

1. This is the Employer's contribution towards Provident Fund. It is calculated at 12% of the Basic Salary. There will be an equal deduction of monthly PF amount from the employee's side as per the Employee Provident Fund Organisation rule. This is a savings scheme for employees mandated by the government.

2. Hospitalization Insurance Cover of Rs. 2 Lakhs p.a under the family floater cover (for Employee, spouse and children) and Personal Accident Insurance Cover for you of Rs. 16.5 Lakhs p.a, and Term Life Insurance Cover for you of Rs. 5 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.

ANNEXURE B

Name	**Shamanth N**
Grade	**ETG**

Designation	**Trainee Systems Analyst**
DOJ	**To be intimated later**

Monthly Benefits (Figures in Rs.) – A	*Figures in Rs.*
Basic	15000
HRA	7500
Advance Bonus/Ex Gratia	2500
Supplementary Allowance	1741
Total Monthly	**26741**
Annual Retirement Benefits – B	
Provident Fund(Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
Total Retirement Benefits p.a.	**29106**
Cost To Company – CTC - C - (A*12+B)	**350000**
Other Benefits – D	
Hospitalization & Personal Accident Insurance Premium (Refer Note No.2)	6774
Total Cost to Company – TCC (C+D)	**356774**

Notes:

1. This is the Employer's contribution towards Provident Fund. It is calculated at 12% of the Basic Salary. There will be an equal deduction of monthly PF amount from the employee's

Atos | Syntel

Date: 04/03/2020

Intent to Offer

Dear Shreya P,

Syntellect ID: ASBE2037307

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

You may be assigned and/or deputed to any of our subsidiary/affiliated group of Companies/ locations, whenever the Company may deem fit and/or as and when required.

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You should not have more than 1-year gap throughout your education
c) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
d) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such

period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

Atos | Syntel

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Deputy General Manager – Human Resource

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name :	**Shreya P**	
Designation :	**Associate Consultant**	
Band & Grade :	**AC-AC1**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	10,033	120,400
House Rent Allowance	5,017	60,200
Special Allowance	4,830	57,960
City Allowance	1,003	12,040
Bonus	2,400	28,800
Co.'s Contribution to Provident Fund	1,800	21,600
Transport Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Sub Total – I (H)	**27,933**	**335,200**
Reimbursements and Other Benefits		
Leave Travel Assistance	400	4,800
Sub Total – II	400	4,800
Total Compensation	**28,333**	**340,000**

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ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027037

Dear SHREYA P,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Computer and Information Research manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹4,00,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

Q NO	ANSWER KEY	MARKS	CO'S

$L_d = 4.664\ m \qquad \alpha = 3$

$a = 2.332$

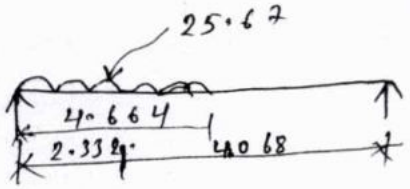
$b_{eff} = (3 \times 2.332)\left(1 - \frac{2.332}{6.4}\right) + 0.994$

$b_{eff} = 5.44\ m$

$\frac{b_{eff}}{2} = 2.72\ m$ < c d

$B_d = 2.225 + 2.05 + 2.72 = 7\ m$

Intensity of loading $= \frac{1.1975 \times 700}{4.664 \times 7} = 25.67\ KN/m^2$



$L.L\ S.F = \frac{25.67 \times 4.664 \times 4.068}{6.4} = 76.1\ KN$

Design Bending moment

$M_u = (1.35 \times M_{dl}) + (1.5 \times M_{ov})$

$= (1.35 \times 72.11) + (1.5 \times 118.8) = 275.54\ KN \cdot m$

Design shear force.

$V_u = (1.35 \times V_d) + (1.5 \times V_q)$

$= (1.35 \times 45) + (1.5 \times 76.1)$

$= 175\ kN$

(6) Check for depth — 2

$M_u = \phi \times 0.138 \times f_{ck}\, b\, d^2 \qquad \phi = 0.85 \sim 0.9$

$275.54 \times 10^6 = 0.9 \times 0.138 \times 25 \times 1000 \times d^2$

$d = 297.89 < 460\ mm$

Hence. safe

FACULTY **HOD** **PRINCIPAL**

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	33,333	4,00,000
EPF	1,200	14,400
Gratuity	481	5,769
Gross Salary	31,653	**3,79,831**
Calculating Taxable Income		
Gross Salary	31,653	3,79,831
HRA	5,000	60,000
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	**21,686**	**2,60,231**
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	31,653	3,79,831
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	**30,000**	**3,70,224**

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

B

15.The difference between a number and its two- fifth is 510. What is 10% of that number?

a) 12.75 b) 85 c) 204 d) none of this

16. Express 25 m/s in kmph?

a)15km/hr b)99km/hr c)90km/hr d) None

17. Ten coins are tossed simultaneously find the probability of getting atleast seven heads?

a) $p(x\geq7)= 11/64$ b) $p(x\geq7)= 12/60$ c) $p(x\leq7)= 9/67$ d) $p(x\geq7)= 64/11$

18. If 6 2/3% of a number is subtracted from itself then result becomes 5670. Find the original number?

a)6075 b)6056 c)6078 d)6059

19. A speed of a train is 20 meters per second. It can cross a pole in 10 seconds. What is the length of a train?

a) 150m b)250m c)200m d)300m

20. Walking 6/7th of his usual speed, a man is 12 minutes too late. What is the usual time taken by him to cover that distance?

a)1hr 42min b)1hr c)2hr d)1hr 12min

21. The price of a T.V Set is decreased by 25% as a result of which the sale increased by 20%. What will be the effects on the total revenue of the shop?

a) No effects b)5% decrease c)5% decreased d) none of this

22.A body leaps up or is thrown up. Thereafter it falls back to the earth. Its flight traces a:

A. Parabola B. Hyperbola C. Semicircle D. Triangle

23.If I have a circle with a radius of 50 yards, what is the diameter?

a)314 yds b)150 yds c)90 m d)45.5 m

24.If 25% of a number is subtracted from a second number, the second number reduces to its five-sixth. What is the first number to the second number?

a) 1:3 b) 2:3 c) 3:2 d) data inadequate

25. The simplest form of 1.5 : 2.5 is .....

A. 6 : 10 B. 15 : 25 C. 0.75 : 1.25 D. 3 : 5

Date: Jun 24, 2020
Offer No : QS1958382

SONIYA B M
IKYA
BANGALORE 560095
KARNATAKA

EMPLOYMENT CONTRACT

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

DEPUTATION:

You are deputed to Client Place 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

TENURE:

The term of your Contract shall be valid from JUL 02, 2020

COTERMINOUS:

Your Employment shall be co-terminous with the project/work for which you are deputed and the same shall end as and when the project/work ends at the appointed location

LOCATION:

You are required to work at client's location at BANGALORE.

POSITION:

You are appointed as GRADUATE TRAINEE ENGINEER.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

PROBATION:

Unless otherwise notified to you in writing this contract of employment would be valid as per company's service agreement with client.

WORKING HOURS:

What do you understand by ends and means? Is non-violence an end (goal) or a means (method)? Can the ends and means be separated? Do the means influence the ends (that we would end up reaching by following the wrong means)?

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The judge also lives upto his duty and his sense of justice. Therefore, he sentences Gandhiji to six years of jail as part of his duty associated with the position of being a judge; but then resigns from his position of being a judge to follow his inner sense of justice.

7 Salt Satyagraha

In the Dandi March under salt satyagraha [1:57], Gandhiji made salt and broke the law [2:04]. Why did Gandhiji choose salt?

In the entry to the salt factory, the satyagrahis to enter the factory, chose to bear the violence without even trying to protect themselves. They failed to enter the factory. But did they win or lose in attaining their goal?

On the satyagraha, Walker the reporter from New York Times says "India is Free" [2:12]. What do you understand by it?

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 60 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 60 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

In case you do not serve the stipulated notice period , company reserves the right to initiate the recovery of the remaining notice period days and Proceed legally as well.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.You may be required to sign an individual NDA/BCG if the client so requires and the same will be binding on you.

LEAVES:

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you will be entitled for 30 days annual leaves which includes 18 days Privilege Leave and 12 Days Sick/Casual Leave.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. This will be governed by rules laid down at the locationand therefore you have to follow these rules as per the prescribed rules.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee

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concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

PERFORMANCE INCENTIVE::

You are eligible to receive 0 to 4 months Gross salary as performance incentjve based on your performance. The actual amount and the administration of the performance incentive rest with the client organization and the decision of the management in this regard is final. The payout will be done once every half year. The employee needs to be on the active rolls (should not have raised the resignation application) of the Client Organization to be eligible for receiving the Performance Bonus. If the separation is initiated either by you or by the client organization, before the same, you will not be eligible for receiving the Performance Incentives.

You shall report to work on Jul 02 2020 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

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

With warm regards,

For **QUESS Corp Limited.**

Tej Hans Raj Singh

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

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COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining,in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:..... Signature:.....

Place:..... Date:.....

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
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Gandhiji said that there is no need of a trial, as he accepts the charges that he asked the people to break unjust laws. What option does he offer the judge - that the judge should give him the maximum punishment under the law? Why did Gandhiji not offer any defense of himself?

The judge gave Gandhiji six years of imprisonment (same as given to Tilak some time earlier). And, as it turns out, after that, the judge resigned from his position of judge. (The actual speech by Gandhiji can be found on the internet under the name "The Great Trial". The trial took place on 18 March 1922.)

Discussion: *Gandhiji wanted to high-light that there are unjust laws. And if there are unjust laws, he would not follow them.*

He appeals to something higher than merely legal. But he asks the judge to follow his duty, of following the legal. In one stroke, he transcends the British laws and questions the moral basis of colonialism.

The judge also lives upto his duty and his sense of justice. Therefore, he sentences Gandhiji to six years of jail as part of his duty associated with the position of being a judge; but then resigns from his position of being a judge to follow his inner sense of justice.

7 Salt Satyagraha

In the Dandi March under salt satyagraha [1:57], Gandhiji made salt and broke the law [2:04]. Why did Gandhiji choose salt?

In the entry to the salt factory, the satyagrahis to enter the factory, chose to bear the violence without even trying to protect themselves. They failed to enter the factory. But did they win or lose in attaining their goal?

On the satyagraha, Walker the reporter from New York Times says "India is Free" [2:12]. What do you understand by it?

QUESS

Annexure A

Compensation Sheet

Offer No: **QS1958382** Associate Name: **SONIYA B M**

Designation: **Graduate Trainee Engineer** Location: **BANGALORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	16000	192000
House Rent Allowance	6400	76800
City Compensatory Allowance	2525	30300
Statutory_bonus	1333	15996
Gross Salary	**26258**	**315096**

Employer's Contribution		
Employer Provident Fund	2075	24900
Total Contribution	**2075**	**24900**
Cost to Company: (CTC)	**28333**	**339996**

Deduction: (Subjected to change)		
Provident Fund	1920	23040
Professional Tax	200	2400
Total Deduction	**2120**	**25440**
Net Take Home	**24138**	**289656**

Group Medi-claim Insurance : You and your approved dependent family members (Spouse+2 kids) are eligible to enroll in company's group mediclaim insurance policy

Tej Hans Raj Singh
COO Staffing

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

ACS College of Engineering

(Approved by AICTE, New Delhi, Govt. of Karnataka & Affiliated toVisvesvaraya Technological University, Belgaum)

Sponsored by : MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

IAO | NAAC 'A' Accredited | NBA | ISO 9001:2008

Purchase Order for Supply of GSLV MK-II & Middilr for Aerospace Dept. of ACSCE

ACSCE/PO/K110/2019-20 **Date: 06/02/2020**

To,
M/s. Precision Model Designers,
No.117, 5th Cross, 1st Main, Vijayananda Nagar,
Nandini Layout, Bangalore – 560096.
Contact Person: Mr.K.N.Sridhar/Mr.Yogendra **GST No. 29AAKFP0940Q1ZL**
Email: pmd@pmdmodels.com **Mob:** 9980769769

We are pleased to place the Purchase Order for the supply of following items as per specification & price mentioned in your quotation Ref. No. PMD/ACS/47/2019-20 dated 29/01/2020 for our ACSCE

Sl No	Particulars	Qty. Reqd	Price/Unit Rs.	Amount Rs.
1	**GSLV MK-III** – Length Main Unit-15', Dia :600mm, Length of sub thrusters -10', Dia :400mm, Material : FRP/Metal	01 No	4,50,000.00	4,50,000.00
2	**Akash Missile** – Length : 06', Dia :300mm, Material : FRP/Metal	01 No	1,87,500.00	1,87,500.00
			Sub Total	**6,37,500.00**
	Note : As per sample approved & Image as annexed		**Add : GST @ 18%**	**1,14,750.00**
			Grand Total	**7,52,250.00**
			Advance 50%	**3,76,125.00**
			Balance 50%	**3,76,125.00**

Terms & Conditions:

1. All supplies/delivery to our Store premises & subjected to the approval & Quality confirmation at ACSCE, Kambipura, Mysore Road, Bangalore – 74
2. **Delivery: Within Two Months from the date of PO**
3. **Payment: Advance 50% & Balance 50% after completion of supply & Installation**
4. **Warranty: Five years from the date of supply.**
5. **Amount is inclusive of Transportation & Installation.**
6. Invoices for part supply will not be processed without prior approval
7. Invoice to be submitted our stores along with the material.
8. Deduction will be made on the bill amount for late supply or otherwise the entire order will be cancelled.
9. Inv./DC should quote our PO No. & Date along with your GST No.
10. PO Validity – 60 days from the date of PO Raised.

For A C S College of Engineering

06/02/2020

CHAIRMAN

Copies : 4 Originals {1 to File (Pur), 1 to Supplier, 1 to Finance & 1 to Stores}, Copy to EO, ACSCE

We accept the Purchase Order with terms and conditions as mentioned

Campus
207, Kambipura, Mysore Road, Bengaluru - 560 074
Ph: 080-2843 7955 / 855 Fax: +91-80- 28437989
E-mail: info@acsce.edu.in, principal@acsce.edu.in

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge Nxt App.

Please download InEdge Nxt application from

Play Store / Android:https://goo.gl/rqsMnr or App Store / iOS : https://goo.gl/DmHpEj

You will get User Id and Password via SMS.

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

ACS College of Engineering

(Approved by AICTE, New Delhi, Govt. of Karnataka & Affiliated toVisvesvaraya Technological University, Belgaum)

Sponsored by : MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

Work Order for AI Mentoring Systems for Aerospace Dept. of ACSCE

ACSCE/WO/K108/2019-20 Date: 04/02/2020

To,
M/s. Edge Opt, ,
No. 194-6B1, Thillankadu,
Pukkarambai Panchayat, Patuukkottai,
Thanjavur - 614803.
Contact Person: Mr.C.Ulaganathan GST No.33AFRPU7222A1ZH
Email: edgeopt@gmail.com Mob: 9361652583

We are pleased to place the Work Order for the supply of following items as per specification & price mentioned in your quotation ref. No. India-ACS-01 dated 31/01/2020 for our ACSCE

Sl No	Particulars	Amount Rs.
1	AI based Mentoring Project (Proof or Concept). 1. Data Engineering 2. Cloud Setup & Data Storage 3. Artificial Intelligence & Machine Learning 4. Dashboarding & Visualisation 5. Cloud Deployment, Application Delivery, Maintenance & Support	30,000.00
	Grand Total	**30,000.00**
	Advance 100%	**30,000.00**

Terms & Conditions:

10. All supplies/services to our Store premises & subjected to the approval & Quality confirmation at ACSCE, Kambipura, Mysore Road, Bangalore – 74
11. **Delivery: Within 03 months from the date of WO**
12. **Payment: Advance 100% thru' RTGS, Name : C Ulaganathan, Account No. 10772200279, IFSC Code: SBIN0000896.**
13. **Amount is inclusive of Taxes**
14. **Free Maintenance and support services for one year .**
15. Invoice to be submitted our stores .
16. Inv./DC should quote our WO No. & Date along with your GST No.
17. WO Validity – 60 days from the date of WO Raised.

For A C S College of Engineering

01/02/2020

CHAIRMAN

Copies : 4 Originals {1 to File (Pur), 1 to Supplier, 1 to Finance & 1 to Stores} Copy to EO, ACSCE

We accept theWork Order with terms and conditions as mentioned

(Signature of the Authorised Person)

Campus
207, Kambipura, Mysore Road, Bengaluru - 560 074
Ph: 080-2843 7955 / 855 Fax: +91-80- 28437989
E-mail: info@acsce.edu.in, principal@acsce.edu.in

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2020

Dear Soniya_B M

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2020 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch.

With regards to this program we would like to inform that you are now eligible to get trained on our "UNIFIED COURSE" at Pentagon Space after successful completion of your Graduation. Adding to the benefits, you get

1.500hrs of Unified Course worth INR 50,000/- for free inclusive of study materials.
2.Placement support till you get placed.
3.Depending on your performance in the interview, the average Salary package would be from 4lpa to 10lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____ **College name:**_____

Branch :_____ **USN:**_____ **Date:** _____

Student Signature

Best wishes from,

Madhusudhan H

Head Talent Acquisition & Technical Consultant

info@pentagonspace.in

Plot No.765,8th Cross Road, M.R.C.R Extension,
Govindaraja Nagar, Bangalore-560040

+91 99010 66669
080 4163 2964

www.pentagonspace.in

Reply all Delete Junk Block ···

Fwd: Infosys Update On Your Date of Joining

Dear Sunil Kumar C T,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyTQ, our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition

Infosys

Interview Result at BYJU's

1 message

Kishore PM <kishore.pm+14208@byjus.com>
Reply-to: kishore.pm+14208@byjus.com
To: tkydj22@gmail.com

Tue, Jun 23, 2020 at 10:15 AM



Dear Tejas Kumar Yadav P,

Congratulations!! We are thrilled to inform that you have been selected for the position of Business Development Trainee at **BYJU'S – The Learning App.**

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : Will inform shortly

BDT Training Location : Bengaluru

Role Location : Bangalore

Joining Location Address: Bangalore: 6th Floor, Tower D, IBC Knowledge Park, Banerghatta Road, Bangalore 95

Fixed CTC during training (not inclusive of incentives): INR 3 LPA

Annual CTC post successful completion of Training: INR 10 LPA (7 LPA fixed + 3 LPA variable) for the role of BDA - Direct Sales or **Rs 8 INR (5 LPA fixed + 3 LPA variable)** for the role of BDA - Inside Sales

Details of Business Development Trainee Program: You will be undergoing Business Sales Training for a duration of 2 months. **The first 2 weeks of this training will be** classroom training followed by 6 weeks of "On-the-Job Training", both at the BDT Training Location. You will be assessed and monitored during your training program. We are also happy to inform you that additional performance incentives will be applicable during your training period. Currently till our offices re-open, your training will happen in the Work from Home mode. Once our offices are open, your training will shift to the BDT Training Location.

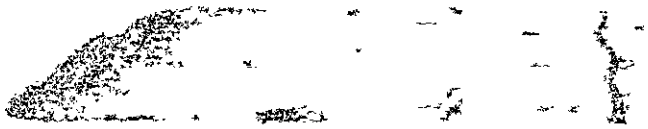
Upon successful completion of training based on clearing the company's expected parameters, you will be confirmed as BDA - Direct Sales (at 10 LPA) or BDA - Inside Sales (at 8 LPA). Also, only after confirmation to the BDA role, you will start work at your 'Role Location' (unless joining and training is being held at your role location itself)

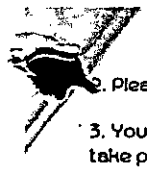
Note for candidates confirmed as BDA-Direct Sales: In the unlikely scenario where the Direct Sales model does not resume in your role location at the end of your Training Program, you will be offered the BDA-Inside Sales (at 8 LPA) role in Bengaluru. You will relocate to your role location as BDA-Direct Sales (at 10 LPA) as soon as the Direct Sales model begins at your role location.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.





2. Please note that without completing the above registration and receiving the offer letter, your onboarding would not happen.

3. You need to have a working broadband connection and laptop at all times during the Training period. Please note that this is a core requirement for you to take part in the Training. Training can't happen without fulfilment of this requirement.

4. Your training performance will be thoroughly evaluated during your 8 weeks with us as that will be an incubation period for your new role.

5. Business formals or business casual attire is mandatory during work hours.

6. Accommodation at the BDT training location will be provided by the company for the first two weeks of the BDT Program (only applicable for those whose role location is not Bangalore)

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT [illegible], GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a *BYJUite* officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way

Please visit https://youtube/2XeGI5RHypQ for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter (post offer release

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter.

Registration Link: Please click here to register

Regards,

Team BYJU's



FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027029

Dear VIDYASHREE N,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as an **Associate Developer**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,25,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049



FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	27,083	3,25,000
EPF	975	11700
Gratuity	391	4,687
Gross Salary	25,718	3,08,613
Calculating Taxable Income		
Gross Salary	25,718	3,08,613
HRA	4,062	48,744
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	16,714	2,00,269
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	25,718	3,08,613
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	24,000	2,99,013

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

ACS College of Engineering
Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
(A Unit of RajaRajeswari Group of Institutions)

NAAC 'A' Accredited

To,
The Executive Director,
Rajarajeswari Group of Institutions,
Kambipura, Mysore Road,
Bangalore – 560 074.

Date:20.11.2019

Respected Sir,

Through the' Administrative Officer & Principal'

Sub: Requirement of RFID Book tag inlays with add-on Adhesive Label and printed logo – reg.

~ ~ ~ oo ~ ~ ~

With reference to the above subject, I would like to bring into your kind notice that we request you to provide following items to access for the books to the library.

Sl. No.	Particulars	Qty. Required	Remarks
1.	RFID Book Tag inlays and label with Printed logo	**5000 No's**	-

Details of statistics of RFID Tag Received from the [illegible]

Candidate Name : Ms. Vinutha N
Branch : Computer Science Engineering

Sub: OFFER LETTER .

Dear candidate

With reference to the Interview process we had at your campus by Knowx Innovations we are pleased to offer you the position of **"Trainee Software Engineer"** and invite you to join Knowx family.

Your Cost to the Company (CTC) would be **Rs. 2, 40 ,000 - 3.25,000. (Post probationary period)**
Duration of probationary 3 / 6 months.

During Probationay period – Stipend paid Rs 10,000 PM
Based on performanace your Probationary period can be converted to Permanent role on any day.

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time.Your compensation will be reviewed in future as per Company policy.
On joining the company you shall be on probation for Six months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment letter will be given to you at the time of joining.
We expect you to join after completion of Engineering Degree

You will receive a mail with details of joining in the month of July – Sept 2020.

The company looks for a long-term association with all its employees and expects the same from you.

Thanking You.

Vinutha. N
Employment offer Accepted

For **KNOWX Innovations (P) ltd.**

Mrs Uma
[HR MANAGER]
Human Resources

(Ms. Vinutha N)

Placement officer Name : Mrs. Rekha A
Signature and college seal. Rekha A
Training & Placement Officer ACSCE .

ACS College of Engineering Bangalore - 74

Note : Please sign the document,get signature of your Placement officer and send us the scanned copy of the same.

ZYCUS

LETTER OF INTENT

Name: Kruthika J

Mobile No: 8660382472

Email ID: khushikruthi29@gmail.com

College/University: ACS College of Engineering, Bangalore

Specialization: Computer Science and Engineering

Dear Kruthika,

It was great interacting with you during the campus interview process. We are pleased to let you know that you have cleared our selection process and accordingly we intend to offer you to be a part of the Zycus family.

Your intended designation would be **Trainee Software Engineer** at Grade **4A** and we intend to offer you an annual compensation of INR **3,85,000 /-**.

Please note that this is not a formal offer letter. We shall issue a formal offer letter to you on the date of your joining and post successful completion of your final semester degree/diploma examination if any.

Further at the time of joining Zycus, you will be required to complete the joining formalities, which includes acceptance of employment terms and conditions and other agreements.

For Zycus Infotech Pvt. Ltd

Authorized Signatory

Name: Pramodh Kumar S
Designation: Manager - TA
Date: 20th Nov 2019

Authorized Signatory

Name: Pasupathy Mahalingam
Designation: DOE - Engineering
Date: 20th Nov 2019

I hereby accept the Letter of Intent and the terms and conditions provided in this letter.

Signature:

Name: KRUTHIKA. J

Date: 20 Jul 2019.

Qspiders Campus

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

Dated: 7th Sep 2020

Dear, Viraja. HV

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Manual Testing, Java, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th, 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

Qspiders Campus Connect Team

Mb: 9513684738 USN NO:.....

QSPIDERS Basavanagudi Bengaluru QSPIDERS

Saggezza India Private Limited
Registered Office:
9E, 9th Floor I.I.T Madras Research Park
Kanagam Road, Taramani
Chennai - 600 113
India

SAGGEZZA

December 18, 2020

Ms. Tejaswini
Bangalore

Dear Tejaswini,

We are pleased to offer you a position in **Saggezza India Private Limited** as **"Trainee Software Engineer – Grade I0"** under the following terms:

Date of joining:

We would like you to join not later than **December 21, 2020** and confirm your acceptance by returning a signed copy of this offer letter. You would be on probation for a period of **6 months** from the date of joining, at the end of which your position may be reviewed based on your performance.

Total Cost to Company:

Your cost to company will comprise of **INR. 3,85,000/-**

Fixed Annual Compensation:

Your fixed Annual Compensation from the effective date will be **INR. 3,50,000/-** this will include the following components:

- Basic salary
- House Rent Allowance
- Flexible Expense Program
- Employer's Contribution towards Provident Fund

The Flexible Expense Program includes Telephone, Leave Travel and Conveyance benefits and will be designed to give you tax shields as allowed by Indian Income Tax laws in force. Your compensation will be reviewed annually and prorated from your date of joining. Performance variable payout will depend on performance rating and /or utilization.

Performance Variable Pay Out:

You will be entitled for a performance variable pay out of **INR. 35,000/-** per annum which is payable half yearly based on your Key Result Areas as defined at the start of the quarter.

Saggezza India Private Limited
Registered Office:
9E, 9th Floor I.I.T Madras Research Park
Kanagam Road, Taramani
Chennai - 600 113
India

SAGGEZZA

Performance variable payout will be paid out twice a year. 50% of the performance variable payout will be paid out in September/October appraisal cycle and the balance 50% will be paid out in March/April appraisal cycle. Payout will be based on confirmation

Earned Leave:

You will be entitled in accordance with Company's leave policy.

Termination:

You will be required to provide us with 1 months' notice in case you decide to terminate your employment at Saggezza during probation. Post probation, the required notice period will be for 2 months.

Any significant or undisclosed discrepancies found during the Back-Ground Verification, initiated by Saggezza or one of its clients will lead to immediate termination of your employment.

Taxes:

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

Confidentiality & Intellectual Property:

You will abide by the company policies in force on keeping confidentiality of company business information and protection of company's intellectual property.

Exclusive employment:

You will agree to work exclusively for the company while in its employment and abide by the company policy on exclusive employment and non-compete.
Your individual remuneration is purely a fact between you and the company and has been arrived at based on your professional merit and the company's prevailing compensation guidelines. You are required to maintain this information and any changes hereafter, as strictly personal and confidential

Saggezza India Private Limited
Registered Office:
9E, 9th Floor I.I.T Madras Research Park
Kanagam Road, Taramani
Chennai - 600 113
India

SAGGEZZA

ANNEXURE 1

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ON DATE OF JOINING TO FACILITATE JOINING,
BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT SAGGEZZA INDIA PVT.LTD.

DOCUMENTS NEEDED FOR JOINING	
TWO SETS OF PHOTOCOPY OF THE FOLLOWING DOCUMENTS	
S.NO.	PARTICULARS
1	Copy of Offer Letter/Appointment Letter from last employer – (If Any)
2	Relieving & Experience Letters from all previous employer/employers (If Any)
3	Graduation/Post Graduation Certificates (convocation)
4	Copy of all Marks Cards (10th + 12th +Grad +PG)
5	Copy of any certifications received
6	4 Passport Size photographs (with white background)
7	Proof of Last drawn salary – Last 3 pay slips
8	Copy of Passport
9	Copy of Pan Card & Aadhar Card
10	Current Address Proof
11	Blood Group
12	Soft copy of your photograph to be mailed to hrd@saggezza.com
13	Address details with 'From' and 'To' for the last 10 years (Address where you resided. Proofs not required)
PLEASE CARRY YOUR ORIGINALS FOR VERIFICATION	

Saggezza India Private Limited
Registered Office:
9E, 9th Floor I.I.T Madras Research Park
Kanagam Road, Taramani
Chennai - 600 113
India

SAGGEZZA

Please sign and return to us the duplicate of this letter in token of your acceptance.
Sincerely,

Naveen Kuppusamy
Human Resources

I have read the terms and conditions of the offer and I hereby accept the same.

Signed: **Dated:**

Saggezza India Private Limited
Registered Office:
9E, 9th Floor I.I.T Madras Research Park
Kanagam Road, Taramani
Chennai - 600 113
India

SAGGEZZA

STACK – UP

S.no	*Salary Components*	*Annual Comp*	*Monthly comp*
A	**Basic Pay**	**212,616**	**17,718**
B	House Rent Allowance	73,256	6105
C	Bonus	42,528	3,544
		328,400	27,367
	Provident Fund - Employers Contribution	21,600	1,800
	Variable Pay-out	35,000	
	Cost to Company	**385,000**	

Note:

- Deductions will be made towards Professional Tax, Employee Contribution towards provident Fund, Income Tax & ESI as applicable.
- Basic salary restricted to Rs.15, 000/- for Provident Fund calculations.
- Your salary review shall be in accordance with the Appraisal Guidelines of the Company.
- On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in Annexure I. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at Saggezza India Pvt. Ltd.

I have read the terms and conditions of the offer and I hereby accept the same.

Signed: **Dated:**

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027038

Dear ABDUL HASEEB,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Computer and Information Research manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹4,00,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

ACS College of Engineering
Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
(A Unit of RajaRajeswari Group of Institutions)

NAAC 'A' Accredited

LIBRARY AND INFORMATION CENTRE

Date:07.08.2020

"CIRCULAR"

This is to inform to all HOD's/Concern faculties, instructed to 8th Semester students who have borrowed books form Library are hereby informed return books and Library card (Compulsory) before taking no due certificate without fail.

Note: Send a Soft copy to 8th Sem. Concerned Group.

Librarian

Principal

Copy to : All the HOD's/ Dept . Notice Board.

1. **CSE**
2. **ECE**
3. **Civil**
4. **Mech.**
5. **Aeronautical**
6. **Biomedical**
7. **Aerospace**

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	33,333	4,00,000
EPF	1,200	14,400
Gratuity	481	5,769
Gross Salary	31,653	**3,79,831**
Calculating Taxable Income		
Gross Salary	31,653	3,79,831
HRA	5,000	60,000
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	**21,686**	**2,60,231**
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	31,653	3,79,831
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	**30,000**	**3,70,224**

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

SIX 30 LABS
)DE. EAT. REPEAT

#5C/501, "George Court",
5th Main, II Floor, HRBR 2nd Stage,
Kalyan Nagar, Bangalore - 560043.
Office: +91 80 4208 7819
+91 80 2545 6337
www.six30labs.io

09th June,2021

Jattesh Hittinahalli,
No.36,16th cross, Kengeri Upanagar
Bengaluru.

Dear Jattesh,

On behalf of Tech630 Software Pvt. Ltd ("Tech630" or the "Company"), I am pleased to offer you the position of **Software Development Engineer-1.** This employment Agreement between you (the "Employee") and the Company is entered into with effect from **14th June 2021.**

Section 1. **Probationary Period**

There is an initial probationary period of **Three** months. During this period Internship can be terminated by the Company by giving thirty days of notice period. If the intern chooses to resign during the probationary period, he/she will have to serve a notice period of one month. A letter, notifying the Employee of his/her appointment to permanent staff, will be issued at the end of a successfully completed Probationary Period.

Section 2. **Compensation.**

Your starting annual salary will be **INR 2,50,000 per year.** Please refer to annexure I for the salary break up & Total CTC. Future increments in salary are dependent on employee performance and are solely at the Company's discretion.

Section 3. **Position/Duties**

The Employee shall serve as the **Software Development Engineer-1** for the Company. In this capacity the Employee shall have such duties, authorities and responsibilities commensurate with the duties, authorities and responsibilities of persons in similar capacities in similarly sized companies. In addition to this the Employee may be required to travel to client locations both inside the city of Bangalore as well as outside (PAN India). If such a need arises then all travel expenses shall be borne by the Company. Employment Term shall consist of a one and half year period, commencing on the joining date and shall continue until properly terminated pursuant to the terms of this appointment.

Section 4. **Annual leave**

a) During the probation period, there are no leaves and if taken will be considered as loss of pay. In addition to public holidays, the Employee is entitled to 12 days of casual leave per year (April 1st to March 31st.)

b) Absence due to illness: The Company must be notified as early as possible in event of illness. The employee can take a maximum of 12 sick days per year.

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c) Compassionate leave: This will be granted at the discretion of the Company on a case-by-case basis.

d) Leave of Absence: Approval and duration of unpaid personal leave shall be at the discretion of the Company.

Section 5. **Grievances**

Any Employee who has a grievance relating to his/her employment or work environment should file an official complaint and bring it to the Company's notice. The Company will do its best to resolve the grievance as expeditiously and fairly as possible. The Company's ruling shall be regarded as just and will be accepted as the final word on the subject.

Section 6. **Termination**

The Employee's employment Agreement shall terminate if any of the following occur:

a) Disability: Immediately upon written notice by the Company to Employee of termination due to Disability. For purposes of this Agreement, "Disability" shall be defined as the inability of the Employee to have performed his/her material duties hereunder due to a physical or mental injury, infirmity or incapacity for 180 days (including weekends and holidays) in any 365-day period, with or without reasonable accommodations as defined (and if required) by applicable government laws. The existence or nonexistence of a Disability shall be determined by an independent physician selected by the Company and reasonably acceptable to the Employee.

b) With Cause: Immediately upon written notice by the Company to the Employee of a termination for Cause. "Cause" shall mean:
(i)Intentionally and continually failing substantially to perform his/her reasonably assigned duties with the Company. This failure has continued for a period of at least 30 days after a written notice of demand for substantial performance has been delivered to the Employee, signed by a duly authorized member of the Board.

(ii) The Employee has committed an act of fraud, theft or dishonesty against the Company or any act or omission intended to result in the personal enrichment of Employee, at the expense of the Company.

c) Without Cause:
(i) Initiated by the Company: If there is no cause for termination, the Company will have to give a 3 months' notice period to the Employee prior to termination or compensate him/her with the equivalent pay.

(ii) Initiated by the Employee: If the Employee wishes to terminate the Agreement then he/she will have to give the Company a 3 months' notice period before he/she can do so.

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+91 80 2545 6337
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You are required to submit the following:

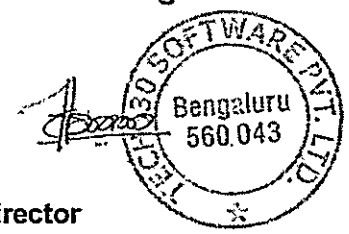
- Copy of Income Tax PAN Card
- Permanent Address proof.
- Xerox copies of all your educational and experience certificates.
- Five colour passport-size photographs.
- Previous Experience Certificates
- Previous company last 3 month salary slip/Salary certificate
- Bank statement 3months showing salary credited.
- Last company accepted resignation letter/relieving letter.
- Blood Group and Contact Telephone Number
- Self-attested Photo ID

On behalf of Six30 Team we congratulate you on your new employment and the decision to join an innovative group of people working in a fast-paced and challenging industry. We look forward to your future contribution towards Six30's growth.

Please confirm your acceptance of this offer on or before **13th June 2021** either by mail or by signing the copy of this letter and returning it to the HR-Department. You are required to report at our office on **14th June,2021.**

Welcome to SIX30 LABS!

Abraham George



Director

Declaration

I hereby declare and affirm that I have carefully studied and understood the terms and conditions of employment herein detailed and undertake to abide by the terms and conditions.

I will join company by_____

Signature of Applicant _____

Date: _____

Note: Please bring the original documents as mentioned above for verification & these shall be returned & signed copy of your Resume to be submitted on the day of joining. You will also be required to sign the Non-Competition and confidentiality agreement at the time of joining.

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Annexure

Name: Jattesh Hittinahalli

Designation: Software Development Engineer-1

Components	Per Month	Per Annum	Deductions	Amount (Rs)
Basic	8,333	99,996	Co PF	Nil
HRA	3,333	39,996	Employee PF	Nil
Conveyance	1,600	19,200	Professional Tax	200
Spl. Allowance	6,317	75,808	Employee ESI	Nil
Co PF	Nil	Nil	Income Tax (as applicable)	Nil
LTA**	Nil	Nil		
Medical ***	1,250	15,000		
Total Earnings	**20,833**	**2,50,000**	**Total Deductions**	**200**
Annual bonus*				
CTC	**20,833**	**2,50,000**		

***Annual bonus:**

Annual bonus will be given on the bases of performance and is at the Company's discretion.

****Medical :**

Taxable if bills are not produced

SIX30 SOFTWARE PVT. LTD. Bengaluru 560 043

Abraham George
Director

LogiWare
GLOBAL SHIPPING SOFTWARE
Advancing logistics together

LogiSoftware India Private Limited.
Bangalore.

Date: 28th December 2020

To,

Ms. Yashaswini S,

This letter is to inform you that LOGISOFTWARE has selected you to serve as "Process Associate (Accounts)" at our Bangalore, India office. You will involve with the BPO Team.

LOGISOFTWARE will pay you Rs 13300 per month (Thirteen Thousand Three Hundred Rupees Only) inclusive of all Statutory Benefits. Your joining date is on or before 28th December 2020. If you have any questions please let us know.

Thank you for your interest in working with us.

Sincerely,

Ramasamy Deivanayagam
Senior Manager – Software Development
Authorized Signatory

MICROLAND®

20-November-2018

BINDUSHREE K
INDIA-BANGALORE

Subject: Traineeship Letter

Dear Bindushree K,

We are pleased to welcome you to Microland and associate with us as **Service Engineer Trainee** from **10 December 2018** to **10 June 2019**, based at any of our offices in **Bangalore.** During this period, you would undergo classroom and on-the-job training.

You will be eligible for a stipend of **Rs. 16,000/- per month**. You are eligible for a leave of 1 day per month, which can neither be encashed nor carried forward, during your entire Traineeship period or later. The stipend will be prorated based on the number of days worked (present) accounting for the eligible leave and weekly offs.

Microland's core values shape our culture and define our character. The core values guide how we think, behave and make decisions. Our core values are Integrity, Ingenuity, Teamwork, Respect for Individual, Shareholder Value, Responsiveness. You will be governed by the policies of Microland which reflect our Core Values *viz*. Disciplinary Action policy, Prevention of Sexual Harassment (POSH) policy, Code of Business Conduct & Ethics and Dress code policy.

During your Traineeship with Microland or thereafter, you will be exposed to confidential information regarding the Company, our customers, employees and other stakeholders. You will hold all such information in utmost confidence and use such information only for the benefit of the Company and only to the extent required thereof. You will not divulge any information concerning the company's (or its associates) to operations, know-how, secrets etc. that you may come to acquire as an employee of the company any unauthorized person, nor use for any purpose other than Company's during the period of your employment with us, or thereafter.

Microland shall be the sole owner of any intellectual property developed by you, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the intellectual property. You shall neither claim any income nor benefit from any such development at any point of time. **You will be required to sign an Undertaking / Non-Disclosure Agreement and a Traineeship Agreement at the time of joining**. You will not divulge any information concerning the company's (or its associates) operations, know-how, secrets etc. that you may come to acquire to any unauthorized person, nor use for any purpose other than the company's.

Attendance and working hours: Work shift consists of 9.5 hours, which includes 1 hour of total break time (= two 15 minutes' breaks + one 30 minutes' break) for 5 days a week. For trainees deployed at different customer sites during their traineeship with Microland, they will be governed by the working hours/days as per the customer policies and guidelines.

Notwithstanding your obligation to provide accurate information/records about yourself to the Company, the Company reserves the right at any time to make such inquiries as it deems fit, including but not limited to inquiries for the purpose of ascertaining the accuracy of any information/records you have given to the Company, and to verify whether you have a criminal record or a record of any indiscipline or misconduct with previous employer/s If such verification proves data inaccuracy,

forgery, criminal record, termination based on indiscipline/misconduct and/or non-satisfactory performance you agree to forfeit all monetary and non-monetary benefits as was applicable/accrued. By signing this letter, you shall be deemed to have agreed to conduct the 'background check verification' and to have waived your right to lodge any claim or action against the Company, including but not limited to any claim related to invasion of privacy. Trainees should get their final qualification certificates, within of 3 months of joining the Traineeship program.

You will keep the Company informed of any change in your residential address and / or civil status. Any communication conveyed or letters/documents sent to the last recorded address with the company, shall be deemed to have been duly served on you.

You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by Microland for your use. On demand, you shall take steps to return such assets, properties etc., back in the same condition as given, subject to normal wear and tear, on cessation of Traineeship or any other time as may be required by the company. Failing this, the company shall be entitled to recover such cost / compensation as it may deem fit, keeping in view the cost of such assets, properties etc.

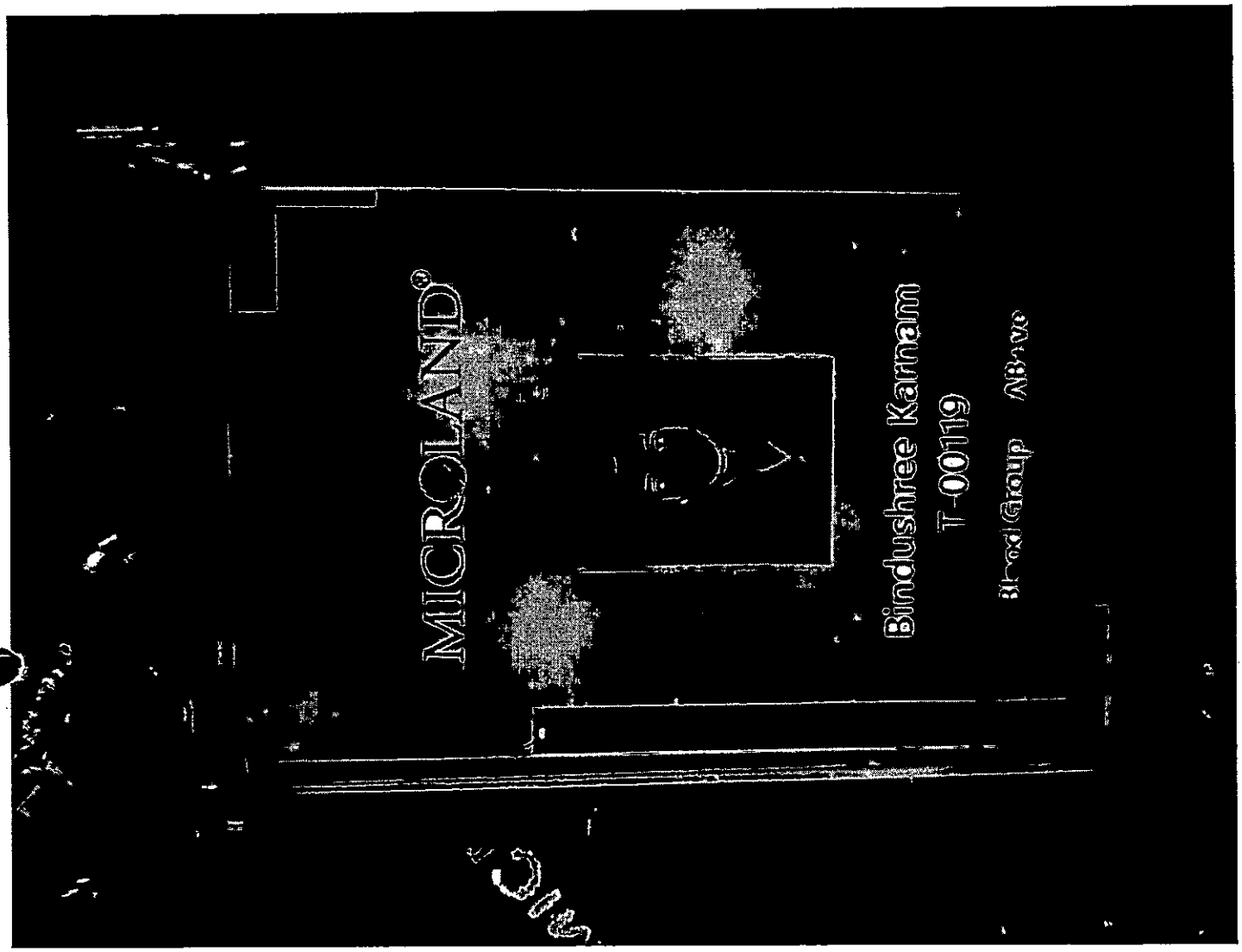
You shall be responsible for the use of e-mail facility provided by the Company on the express understanding that such usage will not be detrimental to the best interest of the Company. You agree not to transmit messages for personal commercial purposes, sending indecent/defamatory messages including any other unlawful materials; disseminate confidential information and trade secrets of the Company; knowingly cause interference or disruption to company's network by sending unsolicited bulk mails also prohibited. The Company shall have all rights and discretion to monitor and record your use of emails and its contents that are held, sent and received through the emails on all such equipment made available to you by the Company at any time. Random checks shall be conducted to ensure the rules of email facilities are observed. Any violation under this provision may result in disciplinary action including termination of Traineeship.

We wish you a successful Traineeship with us. You are requested to sign your full name on the duplicate copy of this letter and return it to us, as a token of acceptance after going through the above terms and conditions.

With Warm Regards
For Microland Limited

Sujitesh Das
Vice President - Strategic HR

Microland Limited
1B, Ecospace, Bellandur Outer Ring Road, Bangalore 560 103, India
P: +91 80 3918 0000 | F: +91 80 3918 0044 | www.microland.com
Corporate Identity Number (CIN): U85110KA1989PLC014450


MICROLAND
Bindushree Karnam
T-00119
Above

RE: Hebbale Labs :- Graduates Hiring/Interview, Final Semester Students

SHIVASHANKAR HEBBALE <shivashankar.hebbale@hebbalelabs.com>

Mon 2/26/2018 10:18 AM

To: Ramya Nayak <ramyanayak@acsce.edu.in>;

Cc: arvind07.baliga@gmail.com <arvind07.baliga@gmail.com>;

Hi Ramya,

We concluded the interview for graduate hiring on last Saturday.
We are pleased to inform you that have shortlisted 2 students for full-time internship and an offer of employment subject to and joining date will be confirmed after their graduation. (around JULY-2018)
We have offered a **CTC** of **INR 2,40,000 Per Annum subject to successful completion of internship.**

Full-Time Employment: - Shortlisted Students

Sl. No.	Name	Mobile Number	Email address	Branch
1	Ajay M P	9066125272	ajaymprasad26@gmail.com	Information Science Engineering
2	Chandan J	9731846406	chandan.j097@gmail.com	Computer Science Engineering

A separate mail be will sent to the above students detailing the Terms and Condition of the internship keeping you in loop.
As students will undergo training/learning during the internship to get project ready, they will not receive any compensation during the internship period.
We have shortlisted the below mentioned student **only for Internship**, as we found him to have the potential and deserved a chance.

Sl. No.	Name	Mobile Number	Email address	Branch
	Rakesh T	9739435079	rakiacsce@gmail.com	Computer Science Engineering

However, no offer of Full-Time Employment is made to him at this point.
He will undergo full time internship with us and subject to his performance, we may role out an offer to him as well at a later stage.
The offer letter will be sent to you directly in a couple of days which you may roll out to these students.

Warm Regards
Shivashankar Hebbale
7022690285

From: Ramya Nayak [mailto:ramyanayak@acsce.edu.in]
Sent: Friday, February 23, 2018 3:40 PM
To: SHIVASHANKAR HEBBALE <shivashankar.hebbale@hebbalelabs.com>
Cc: arvind07.baliga@gmail.com
Subject: Re: Hebbale Labs :- Graduates Hiring/Interview,Final Semester Students

Sure sir.. Thank you.

Dear Chandan J,

In continuation to the selection process & follow-up discussions, we have the pleasure to appoint you to the following position;

Position: **"College Envoy"**

You will be representing **"Elint Labz"** in your college **"ACSCollege of Engineering"** . You will be functioning from the campus based on the requirements of on-going projects & promotions, which will give you a number of opportunities to build & showcase your leadership & management skills.

At the end of the term based on your performance & benefits to the company, you will receive an experience letter, describing your achievements & active participation. You may also receive a PPO if you can maintain the expected track record. Your official starting date would be 1st of December 2017, if this presents any concerns please write back at the earliest.

We look forward to your acceptance & mutually beneficial enduring relationship. Please print a copy of this letter, sign the same & send it to us as acceptance of the position of College Envoy.

Please include 2 recent photographs & self attested copies of your College Identity Card & Adhaar Card along with the signed copy of this letter with-in one week from the date of dispatch of this letter.

For any further clarification please feel free to write back.

With best wishes,

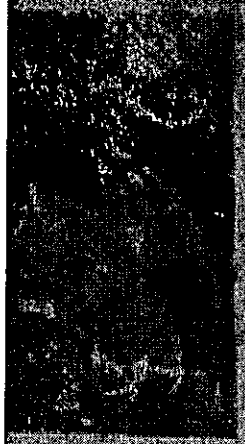
--

Elint Labz

Kalpeshkumar Gupta
Assoc. H R Manager
T: +91 855 377 2525
E: hello@elintlabz.in | W: www.elintlabz.in

Elint Labz is a subsidiary of Ajaramara Dynamics Pvt. Ltd. (Registered Address: 200, 1st main, 6th cross, Arekere MICO layout 2nd stage Bengaluru 560076 KA India) NOTE:: The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are here by notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

CHANDAN. J



Dr. Palekar Vaman Shivappa Claim this profile

MBBS, DOMS, DLO

Ophthalmologist/ Eye Surgeon, 44 Years Experience

Medical Registration Verified

Dr. Palekar Vaman Shivappa is a Ophthalmologist/ Eye Surgeon in Hosur Road, Bangalore and of 44 years in this field. more

Feedback(1) Consult Q&A Healthfeed

tronics City, Bangalore

ub clinic

Mon - Sat

4:00 PM - 8:00 PM

₹ 200.00

HR ASPL
to me, Lakshminarayana, Alloysius···
3 days ago View details

Hi Chandan ,

Congratulations !!!!

You have been shortlisted for the role of **System Engineer** for **KBL - Bangalore** location. Please find the attached details of your compensation package.

CTC offered – Rs. 2,00,160/- L.P.A

Joining Date – (December 17, 2018)

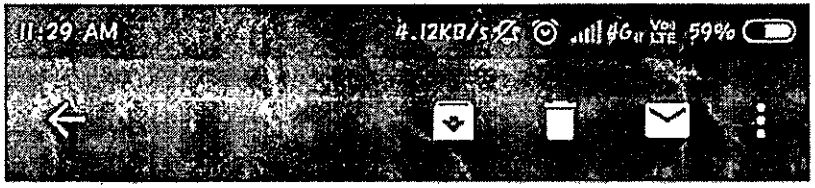
Please provide your acceptance within 3 days for proceeding further. (Till 19th December 2018)

Please fill in your details in the following link.

https://docs.google.com/forms/d/11gTWBEliUCIwbWk5JTjkfxWE49XW4payyfjS2QLNyb8/viewform

IMG-20181220-WA0001.jpg

https://mail.google.com/mail/u/0/#inbox/KtbxLvHHktgnVwjwWPBVkCwBPdrNwDMCZL?projector=1&messagePartId=0.1



HR ASPL
to me, Lakshminarayana, Alloysius···
3 days ago View details

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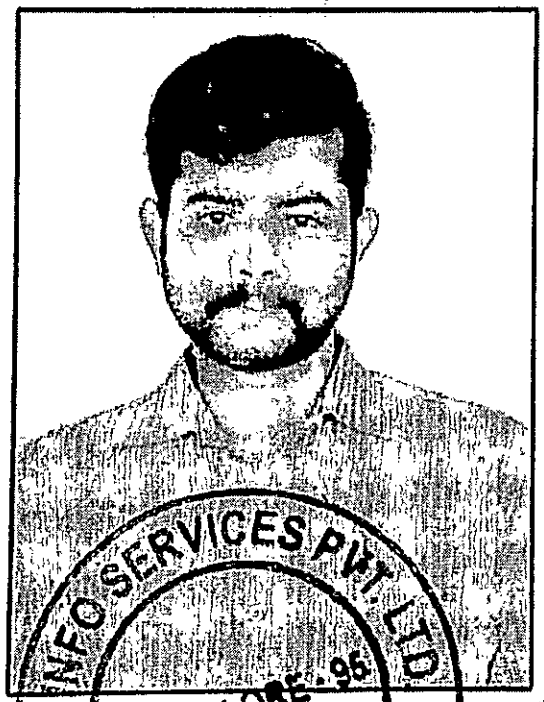
Please fill in your details in the following link.

https://docs.google.com/forms/d/11gTWBEliUCIwbWk5JTjkfxWE49XW4payyfjS2QLNyb8/viewform

Image removed by sender.
https://lh5.googleusercontent.com/T7nAoZGoB4OiZ_LioJZn0K0v6GvnoGH6mP31NdZAdOw1630-p

aspl



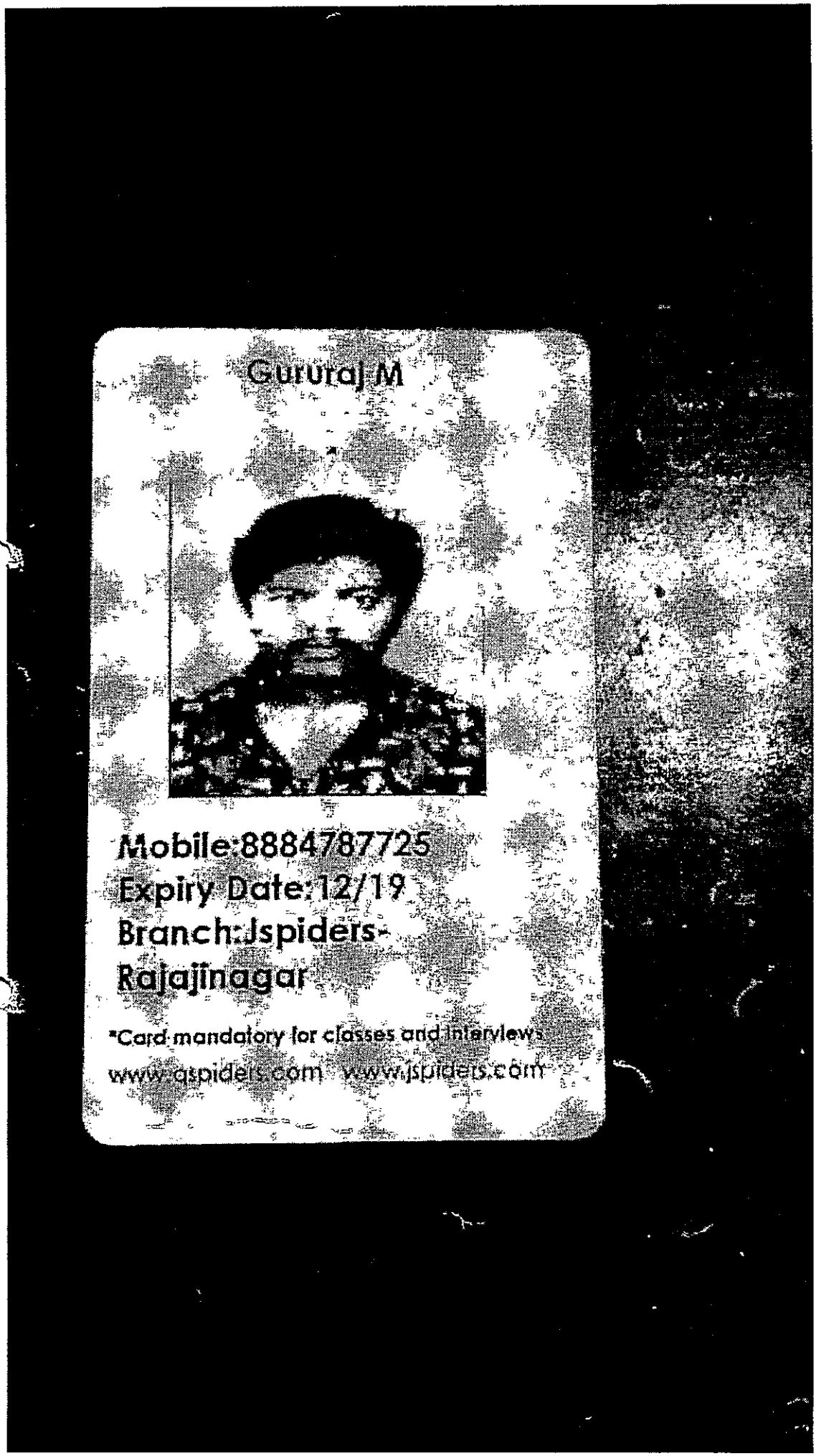
INFO SERVICES PVT. LTD. BANGALORE-95

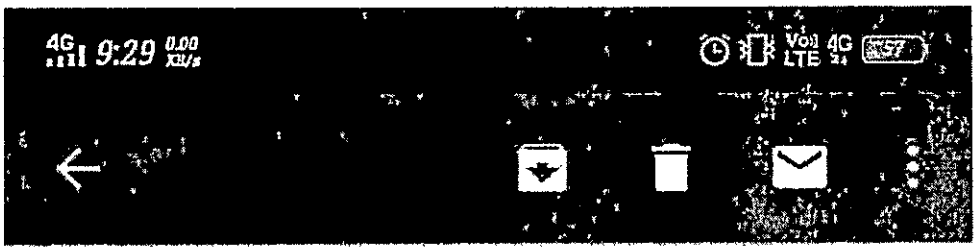
Name : CHANDA

Emp Id : 227

KORAMANGALA

Signature of Issuing Authority


Gururaj M
Mobile:8884787725
Expiry Date:12/19
Branch:Jspiders-
Rajajinagar
*Card mandatory for classes and interviews
www.jspiders.com www.jspiders.com



Offer for Graduate Apprenticeship training

Inbox

Nanjundaswamy
to psrajamani1997, mandarsi...
1:35 PM View details

Dear Sir/Madam,

We are pleasure to inform you that you have been shortlisted for Graduate Apprentice training in Bharat Electronics Limited, Bangalore.

Instruction sheet is attached for your information. For more details log on to our website- WWW.BEL-india.in.

Regards,

Nanjundaswamy

Dy. Manager (HR/CLD),

Bharat Electronics Limited, Jalahalli

ph.22195323

BHARAT ELECTRONICS LIMITED
JALAHALLI, BANGALORE - 560013
CENTRE FOR LEARNING AND DEVELOPMENT

HLT

Hope Light Technologies

Achieve Impossible

ISO 9001:2008 CERTIFIED

SOFTWARE SOLUTIONS & IT TRAINING

OFFER OF EMPLOYMENT

TO,

Date : 5th July,2018
Place: Tumkur.

AISHWARYA A M

Dear AISHWARYA A M,

We refer to your application and our recent discussion with regards to your employment with us.

We confirm our offer of employment to you as **Software engineer** for HLT software solutions

Your Joining Date from 1st Aug, 2018.

Please Read the Terms and conditions thoroughly.

Terms & Conditions

- Your reporting and responsibilities will be advised to you by Manager HLT.
- It is expected that you will discharge your assigned responsibilities with high standard of performance, quality, integrity, and discipline
- You shall, while in the services of the company, devote your most of the time and attention exclusively for the Company's work and responsibilities assigned to you. You shall not engage in any other commercial/business pursuit, either part time or otherwise, for any monetary gains without informing the Management.
- You have to stay in the Company in the Timings Proposed by the organization.
- You shall be obliged to follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.
- If any information furnished or declaration given by you in regard to your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.
- You are not supposed to Share any Company Secrets , material to any of Outsiders, if found your appointment would be liable for termination without any notice or compensation.
- Upon termination of employment, you will also return all company property, which may be in your possession. It would be obligatory on your part to get a proper relieving letter from the Management before your services are deemed to be concluded.

HLT

Leave Policy:

- There will be 1 Paid leave per month post which the Leaves are unpaid.
- Employee must inform 2 days in advance about the Date of Leave if it is One Day leave.
- Employees must inform 1 week in advance about the Date of Leave if it is Long leave more than 1 day.
- In case of Violation of Leave Policy, Company may take any serious action like delayed payment of Salary or Termination etc.

Dress Code:

- HLT expects employees to dress appropriately in business casual attire. Because our work environment serves customers, professional business casual attire is essential. Customers make decisions about the quality of our products and services based on their interaction with you.
- HLT Expects the Employees to Wear the ID Tags when they are in work environment.

Compensation Break Down & Rating:

- Your compensation will be fixed at 2,4000/- P.A.
- You will be reviewed and Rated every month by the Manager in charge based on your performance
    - Blue – Extraordinary performer where you are paid 110% of the salary.
    - Green- Up to the mark performer where you are paid 100% of the salary
    - Amber –Need to improve the performance-15 days grace period is given for improving your performance post which if there is no improvement only 90% of the salary will be paid.
    - Red-upon reviewing Amber if there is no improvement even after 1 month you are paid with only 70% of salary if there is no improvement leads to Termination.

Shares:

- You will be offered a 5% share on each successful admission by your referral or Marketing or strategy.
- You will be offered a 5% share on successful completion of the training batch which will be paid at the end of every 6 months.
- These share values are subjected to change based on the company and individual performance.

Separation Policy:

- Separation or termination of employment can be done by either of the parties with a valid reason. The Date of Termination needs to be informed by either employee or company 1 month in advance.
- If there is any misbehavior or Violation of the Terms & conditions, HLT can immediately terminate the Employment of such employees without any notice & can take serious action.

Sincerely

K.S. Sadiya
Human Resource executive.
Talent Acquisition Team
For and on behalf of
HLT software solutions

HOPE LIGHT TECHNOLOGIES
2nd Floor, 4th Cross, M.G. Road.
THRISSUR - 680 001.

HLT

DataNub Technologies

making data better than normal

OFFER LETTER

Date: **03-12-2018**

Dear **Madhushree G,**

On behalf of DataNub Technologies, we are pleased to offer you the position of **Developer** Attached are the specific terms and conditions of our offer – please read these important details carefully, including your compensation and benefits.

1. Date of Appointment: Your appointment will be effective on your date of joining, which shall be as soon as possible but no later than **03-12-2018**. Please contact us immediately if you require an alternative joining date. In the event, you fail to join us on or before 03.12.2018, this offer for appointment will automatically been withdrawn without any further obligation from our side.

2. Emoluments: Your per annum cost to company is INR **60000** the breakup of which is shown in Annexure - A. Your individual remuneration is purely between yourself and the Company and has been arrived based on your job, skill, specific background, and professional merit. We expect you to treat this information and any changes made therein from time to time as Personal and Confidential. Unless otherwise provided by Company, your salary shall be paid in monthly instalments and in arrears. The total amount issued will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment.

3. Designation: The management reserves the right to alter your designation as it shall from time to time determine, in accordance with Company's policy

4. Posting and Period of Employment: Your base location is Bangalore. Your services are transferable to any other place or office of the Company or subsidiary or associate company, whether now existing or still to be formed whether in India or abroad. You may also be deputed to any of our customer's locations. Such transfer / deputation will be in accordance with the Company's rules being in force at the time. (Note: It is clarified that DataNub may also require you to work from any such offices within the same city.

5. Please note that you will be on probation for 6 months. During this period, you will be assessed on your performance and after the completion of your probation, will receive confirmation about your association with the organization further via email.

080 23186546
info@datanub.in
www.datanub.in
315/ 16 Ramson Manor
1st H Cross Subanna Garden
Vijayanagar Bengaluru 560040



DataNub Technologies

making data better than normal

minimum extent required so that this letter shall otherwise remain in full force and effect and enforceable in accordance with their terms.

With best wishes

For DataNub Technologies

Soumya Prakasam
CEO, DataNub Technologies

DATANUB TECHNOLOGIES

Acceptance of Offer with Terms & Conditions

I agree that I have read, understand, and accept employment with DataNub under the terms and conditions stated above.

Signature: Madhu

Date: 03/12/18.

HLT

Hope Light
Achieve Impossible Technologies

ISO 9001:2008 CERTIFIED

SOFTWARE SOLUTIONS & IT TRAINING

OFFER OF EMPLOYMENT

TO,

Date : 5th July,2018
Place: Tumkur.

MAHESHWARI B

DearMAHESHWARI B,

We refer to your application and our recent discussion with regards to your employment with us.

We confirm our offer of employment to you as **Software engineer** for HLT software solutions

Your Joining Date from 1st Aug, 2018.

Please Read the Terms and conditions thoroughly.

Terms & Conditions

- Your reporting and responsibilities will be advised to you by Manager HLT.
- It is expected that you will discharge your assigned responsibilities with high standard of performance, quality, integrity, and discipline
- You shall, while in the services of the company, devote your most of the time and attention exclusively for the Company's work and responsibilities assigned to you. You shall not engage in any other commercial/business pursuit, either part time or otherwise, for any monetary gains without informing the Management.
- You have to stay in the Company in the Timings Proposed by the organization.
- You shall be obliged to follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.
- If any information furnished or declaration given by you in regard to your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.
- You are not supposed to Share any Company Secrets , material to any of

Outsiders, if found your appointment would be liable for termination without any notice or compensation.

- Upon termination of employment, you will also return all company property, which may be in your possession. It would be obligatory on your part to get a proper relieving letter from the Management before your services are deemed to be concluded.

HLT

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- If there is any misbehavior or Violation of the Terms & conditions, HLT can immediately terminate the Employment of such employees without any notice & can take serious action.

Sincerely

K.S. Sadiya
Human Resource executive
Talent Acquisition Team
For and on behalf of
HLT software solutions

HOPE LIGHT TECHNOLOGIES
2nd Floor, 4th Cross, M.G. Road
TUMKUR - 572 101.

HLT

QUINTELCOM

Offer Letter

To,

Rajesh R

#64, 15th Cross Marutinagar,
Sonnenahalii,
Bangalore-560056.

Dear Rajesh R,

We are pleased to offer you employment with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD, in the position of "Developer and Back End Process Engineer" for Qbox.

Commencement: Your employment with **QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD** will commence on 28/07/2018, and in subject to appointment as provided below. You shall be placed at Nagarabhavi office; however, you may be required to travel anywhere within India or Abroad. Your employment shall continue to be governed by the terms of this appointment letter even when deputed or positioned outside Bangalore.

At the time of reporting to duty you shall provide the Company, a copy of the documents, listed at the end of this Letter of Appointment.

Duties:

You shall serve the company in the capacity of **"Developer and Back End Process Engineer"** and shall carry out such duties as described to you and you have agreed to the same.

- You have agreed to work on a night shift as well.
- You have agreed to travel anywhere in India independently or along with the directors for official works.
- You have agreed to attend Official conferences for liaising with clients. You have also been informed that it may need you to follow a modern conference dress code.
- You will devote your full time, skill and attention to the work of the company, and shall carry your duties faithfully, sincerely, diligently, efficiently and to the best of your ability.
- Without the company's prior written consent, you will not perform any other work for pay during your employment term, nor will you, alone or with others, directly or indirectly establish or conduct work that is competitive with the company's work whatever its form, or take any financial interest in or perform work for such a business, whether or not for consideration.

Rajesh.

QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD

No 110/A

Intellectual property Rights:

All industrial and intellectual property Rights, including but not limited to patent rights, design rights, copyrights and related rights, database rights, trademark rights and chip rights, ensuring within the framework of the work performed by you pursuant to your employment contract will be exclusively vested in Company. You may not independently during your employment and subsequent to termination, disclose, multiply, use, manufacture, bring on the market or sell, leave, deliver or otherwise trade, offer on behalf of any third-party commission registration of the results of your work. To the extent that such inventions are performed under the company's direction, you shall fully, freely and immediately communicate any invention to the company and all rights, title and interest to any such invention shall be sole property of the company.

In pursuance of the above:

You will give the company and its solicitors and / or its patent attorneys all the necessary assistance and cooperation in connection with the preparation and prosecution of any application for patent, design, registration or copyright by the company in respect of the invention.

You irrevocably appoint the company and the managing director of the company jointly and severally your true and lawful attorney to execute all such documents and do all such things as in the opinion of the company may be necessary or requisite for any such purpose.

Confidentiality:

You are aware that in the course of employment under this appointment letter you will have access to and may be entrusted with information in respect of the work and financing of the company and its dealings transaction and affairs and intellectual property including patent, trade secrets and processes, all of which information is or may confidential.

Neither during the term of this agreement nor upon termination thereof will you inform any third party in any form, directly or indirectly of any particulars concerning or related to the business conducted by the company or its affiliate, including but not limited to technical, financial and business information and models, names of potential clients or partners, proposed transactions, reports, plans, market prognoses, computer software, databases, data technical knowledge, trade secrets, processes or other confidential information belonging to the company or the company's clients concerning, which you could or should reasonably have known were not intended for third parties, regardless of whether such information includes any reference to its confidential nature or ownership and regardless of how you learned of the particulars.

It is a condition of your employment that you will not except as authorized by the company, or as required by your duties for the benefit of the company, make copies, compile, merge, assemble or process information, products or systems of the company or disassemble, reproduce or decompile the source code of the computer software included in those products or systems or attempt to deduce the source code of such software in any manner.

Rajesh

This restriction shall cease to apply to any information or knowledge which may subsequently come into the public domain other than by way of authorized disclosure.

All confidential records, documents and other paper together with any copies or extracts thereof made or required by you in the course of your employment shall be the property of the company and must be returned on the termination of your employment.

Violation of any one of the prohibitions set out above the during the term of employment will constitute an urgent reason for the Company to summarily dismiss you and take any sort of Legal jurisdictions.

Confidential Information:

This shall include all intellectual property, trade secrets, all information which has been specifically designated as confidential by the Company, any information which relates to the commercial and financial activities of the Company or any such confidential information concerning any other company or any of its suppliers, agents, distributors or customers. The unauthorized disclosure of any such information, which may embarrass, harm or prejudice the Company. It does not extend to information already in public domain unless such information has arrived there through unauthorized means. All notes and memoranda of any confidential information which shall be the property of the company and shall be surrendered by you to someone duly authorized in that behalf at the termination of your employment or at the request of the management at any time during the course of your employment.

Violation of the prohibitions set out above during the term of employment will constitute an urgent reason for the company to dismiss you and take any sort of Legal actions.

Termination:

Your employment may be terminated at any time of yourself, or by the Company, upon providing one month's written notice to the other party. In the case of the company, termination may be effected by payment of salary equal to your notice period not worked as payment in lieu of notice. In the event that you seek to terminate your employment, the company shall have the sole discretion to terminate your employment with immediate effect, without making any payment.

The Company may dismiss you from employment without notice or any payment or salary equal to notice period / in lieu of notice, if you: engage in serious misconduct with your senior or any other employee harming the company's ambiance and image, commit a serious or persistent breach or nonobservance of any condition of your employment, are convicted of an indictable offence knowingly

or repeatedly act in excess of your powers; or in contravention of the instructions of the Supervisor or the management knowingly or repeatedly incompetence to negligence to the material detriment of the company and its affairs. Act with gross or repeated incompetence or negligence to the material detriment of the Company and its affairs. Grossly or repeatedly contravene the provisions of the Non-competition clause or the Confidentiality Clause hereof.

Rajesh.

If you are found not competent or are not anymore working competently upon termination of this Agreement you will be obliged to immediately return to the Company all property belonging to the Company including materials, documents and Information copied in any form whatsoever (laid down in any form whatsoever, data carriers, computer software and data files, articles, keys and similar items.

This Agreement of Appointment is governed by and shall be construed in accordance with the laws of India.

The parties to this Agreement submit to the exclusive jurisdiction of the courts of Bangalore, India. This Agreement contains the entire understanding between you and the Company supersedes all previous agreements and arrangements (if any) relating to your employment by the company (which shall be deemed to have been terminated by mutual consent). There are no collective agreements, which directly affect the terms and conditions of your employment with the company.

On termination of this Agreement of Appointment the company may deduct from sums then owing from it to you by way of salary or otherwise any sums owing from you to it. Company is excited about the prospective future growth of its business and the opportunities that creates for both its employees and the Company.

QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD welcomes you to our team and we are confident that you will make an effective contribution. We at Company look forward to work with you. If you are agreeable to the above terms and conditions of appointment, then kindly confirm your acceptance of appointment by signing and returning the attached copy of this Letter to Ms. Shylaja Shrikanth within five (5) days of receiving the appointment letter.

UNDERTAKING

I the undersigned employee of QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD Here by agree to work with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD for a Minimum period of 1 Year of my employment from the date of this undertaking as Mentioned in the specific agreement.

I understand that the company might have spent on my training and I would also have Been involved in projects during this period.

I agree and understand that if I decide to leave the company during this period I would have to bear any damages and losses that the company sustains because of my departure. At least a minimum of rupees One Lakh (Rs. 1 lakh)

Employee:

Signature: Rajesh. Date: 28/07/2018.

Acknowledgement

I Rajesh R have read and understood the above, and accept the appointment upon the terms and conditions as outlined for my position at Quintal Digital Telecommunications Pvt Ltd.

Rajesh.

Signature of the employee

Name: Rajesh R

Date: 28/07/2018

Signature of the Employer

Name: Shylaja Shrikanth

Date: 28/07/2018

Witnessed by:

Name of the witness: SAHANA .M

Signature:

Designation: Accountant

Department:

Date: 28/7/2018

1. List of documents to be furnished by you to the HR department:
2. On the day of reporting please furnish the original copy of the following documents:
3. Proof of the age
4. Educational certificates and mark sheets (original and Xerox)
5. Certificates of previous experiences (original and Xerox)
6. Relieving letter from last employer (original and Xerox)
7. Salary certificate from the last employer (original and Xerox)(if any)
8. Form 16 from the last employer (if any)
9. Passport size photographs (4 nos.)
10. Send a confirmation regarding your acceptance of this job to info@quintelcom.com

Gmail

Kavya G <itskavyag@gmail.com>

Fwd: Regarding Confirmation of Job – Rashmi K B

1 message

Rashmi K B<Rashmib0311 @lordshire.com> Mon, Nov 12, 2018 at 12:51 PM
To: itskavyag@gmail.com

---------- Forwarded message ---------
From: Subha Deepika <subha@lordshire.com>
Date: Fri, Nov 2, 2018, 5:45 PM
Subject: Regarding Confirmation of Job - Rashmi K B
To: Rashmi K B < Rashmikb0311@lordshire.com>
Cc: Nagaraj H N <hnnagaraj@lordshire.com>, HN Ramesh <hnramesh@yahoo.com>

Dear Rashmi K B,

After reviewing your performance by the management, it has been observed that there was a good performance all throughout.

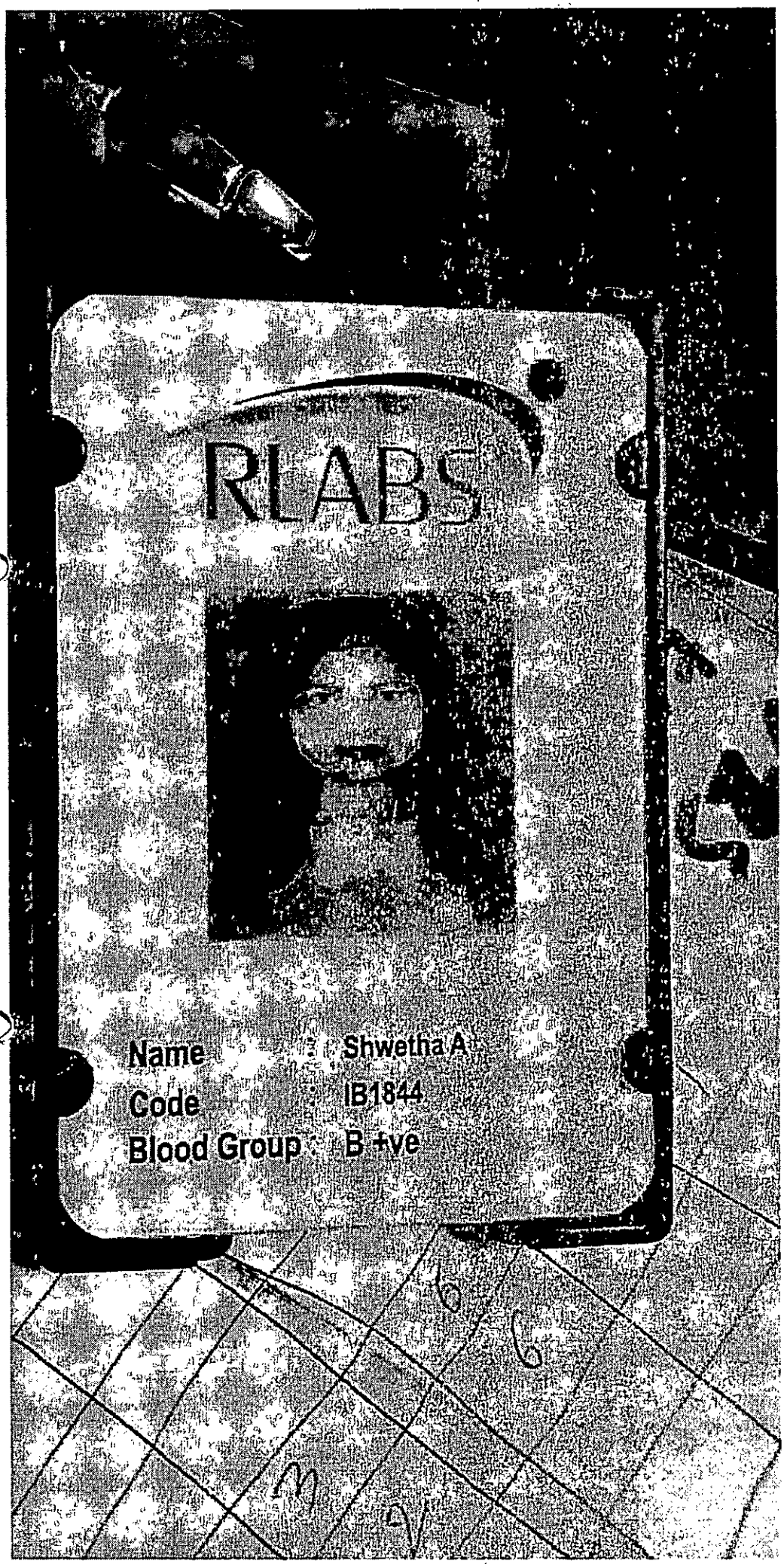
But the expectation from management is that everyone should contribute to all the tasks related to the company. As long as you are in the company, you are obliged to take all the tasks whenever it is required and assigned.

Please note that you are being confirmed considering that you would follow these going forward.

Thanks & Regards,

Subha Deepika
HR Manager

LORDSHIRE


RLABS
Name : Shwetha A
Code : IB1844
Blood Group : B +ve

RLABS

Ref No-RLABS/HRD/BLR/AL 705/2018

August 13, 2018

To,

Shweta A

Employee Code: IB1844

Appointment Letter

Dear **Shweta A**

With reference to the offer letter dated, **August 7, 2018** you have been appointed as **Support Consultant** from **August 13, 2018** in our Company with following terms and conditions.

Your CTC will be **Rs.250000** /- per annum, inclusive of Statutory deductions, Taxes, Annual benefits etc.

Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of company policy by you.

Your compensation package is unique to you and not for comparison with other employees of the company.

You will be on probation for a period of **six months** from the date of your joining.

You will be confirmed in the service s of the Company on successful completion of your probation and confirmation, as and when done, shall be in writing.

Your probation may be extended at the discretion of the management, if your performance or conduct is not found satisfactory during your probation.

You will be governed by the terms and conditions stipulated in the Annexure A and those from time to time as stipulated by the Company.

We take this opportunity to welcome you and look forward to a long and mutually beneficial association.

Thanking you,

For RLABS Enterprise Services Ltd

S.Keerthi

Sr. Manager–Human Resources

I accept the terms and Conditions

Signature

Date 13/08/2018

Corporate Office : RLabs Enterprise Services Limited, (Formerly Known as iLABS Enterprise Services Pvt. Ltd.)
H.No. 6-3-883/6/B, 2nd Floor, Singhania Towers, Green Lands, Panjagutta, Hyderabad - 500 082. Ph : 040-40391234
Other Locations : #40, 6th Sector, 12th Main, Behind BDA Complex, HSR Layout, Bengaluru - 560 102. Tel : 080-61226400
E-mail : info@rlabsglobal.com, Website : www.rlabsglobal.com

HGS
HINDUJA GLOBAL SOLUTIONS

Oct 04, 2018 HR/BP/1018/380733

Ms. Sushma S
no 61, 1st cross, 1st main road, kamadhenu nilaya, rangnathpura,
kamakshipalya, bangalore-79,
Bangalore-560079

Letter of Appointment

Dear Sushma,

1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as **"Trainee Process Consultant"** 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 04, 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,

Kiran Kumar G
Assistant General 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: Sushma.S
Name: 04/10/18
Date: SUSHMA.S

Encl: Annexure – I & II

Scanned by CamScanner



Scanned by CamScanner

Gmail

Kavya G <itskavyag@gmail.com>

Fwd: Regarding Confirmation of Job – Swetha R

1 message

Swetha R<swethagowda666 @lordshire.com> Mon, Nov 12, 2018 at 12:51 PM
To: itskavyag@gmail.com

---------- Forwarded message ---------
From: Subha Deepika <subha@lordshire.com>
Date: Fri, Nov 2, 2018, 5:45 PM
Subject: Regarding Confirmation of Job - Swetha R
To: Swetha R < swethagowda666@lordshire.com>
Cc: Nagaraj H N <hnnagaraj@lordshire.com>, HN Ramesh <hnramesh@yahoo.com>

Dear Swetha R,

After reviewing your performance by the management, it has been observed that there was a good performance all throughout.

But the expectation from management is that everyone should contribute to all the tasks related to the company. As long as you are in the company, you are obliged to take all the tasks whenever it is required and assigned.

Please note that you are being confirmed considering that you would follow these going forward.

Thanks & Regards,

Subha Deepika
HR Manager

LORDSHIRE

IN TIME TEC
Visionsoft Pvt. Ltd.

401-403, Amrapali Plaza, Amrapali Circle, Vaishali Nagar, Jaipur -302021. Ph.: - 0141-4027370
Third Floor, Site No.271, Sri Ganesha Complex, Hosur Main Road, BTM 1st Stage, Bangalore-560068. Ph.:-08065473795
Unit No. 1204, 12th Floor, Rupa Solitaire, MBP Circle, Mahape, Navi Mumbai - 400710

Date: 31th Jan'19

Employment Offer Letter

Tejasvi M Arya
Email: tejasviarya1996@gmail.com
Contact No: +91- 9108712525

Dear Tejasvi M Arya,

This is a response to your application for employment with **In Time Tec Visionsoft Pvt. Ltd.** We are pleased to offer you an employment with **In Time Tec Visionsoft Pvt. Ltd.** as **Jr. Software Engineer** at our Bangalore office located at **3rd Floor, Ganesha Complex, opposite Central Silk Board, Madivala, Bangalore (Karnataka) – 560034.**

Joining date and salary

You are required to report to duty at our office on **4th Feb'19**. Your monthly cost to company on joining **In Time Tec Visionsoft Pvt. Ltd** is Rs. 29,167/- **(Rs. Twenty-nine thousand one hundred and sixty-seven only per month)**

Probation period &Confirmation

You shall serve a probationary period of six months from the date of joining. Upon your satisfactory completion of the probation period, you shall be confirmed in the permanent establishment of the company. The company reserves the right to either extend the probationary period or terminate your employment in the event that your performance is not up to expectations.

Bonus Plan

You will be eligible for the bonus plan from the day of your joining depending on your performance according to the company policy.

Appraisal

Performance reviews and annual appraisals are done in the month of April and increments are therefore granted on merit according to the company policy. You will be eligible for the first appraisal in the month of April on pro rata basis in case duration of service is less than one year.

INTIME TEC
Visionsoft Pvt. Ltd.

401-403, Amrapali Plaza, Amrapali Circle, Vaishali Nagar, Jaipur -302021. Ph.: - 0141-4027370
Third Floor, Site No.271, Sri Ganesha Complex, Hosur Main Road, BTM 1st Stage, Bangalore-560068.
Ph.:-08065473795
Unit No. 1204, 12th Floor, Rupa Solitaire, MBP Circle, Mahape, Navi Mumbai - 400710

Place of work and mobility

You will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

Non-Disclosure and Intellectual Property rights

As a condition of your employment, you will be required to sign the company's standard form of employee non-disclosure and intellectual property assignment agreement at the time of your joining. The company retains ownership of intellectual property rights relating to copyrights concerning works undertaken while in the employment of the company. You are also not allowed to carry portable storage device in and outside of the company premises.

Termination and Notice period

Either the company or you may at any time terminate this agreement by giving in writing to the other party two months' 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 though the buyout of notice period will be entertained only subject to management approval. This clause will be applicable only after successful completion of probation. During probation period of the six months, prior notice of 15 days is required. Your offer will be considered as null and void in case you have any backlogs at the time of joining.

Annual Leave

From the day of joining, you shall be entitled to annual leave accordingly to company rules. The company's holiday year runs from the first day of January to the last day of December.
The number of annual leave is determined by the number of declared holidays for that business area. The total number of holidays taking into account declared national holidays and annual leave entitlement for the calendar year is 18 (Excluding all national holidays) for all employees. Employees with less than 1 years' service receive a proportional amount of annual leave entitlement. Further details would be given to you at the time of your joining the organization.

IN TIME TEC
Visionsoft Pvt. Ltd.

401-403, Amrapali Plaza, Amrapali Circle, Vaishali Nagar, Jaipur -302021. Ph.: - 0141-4027370
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Salary Break-up Letter

Dear **Tejasvi M Arya,**

Your monthly salary detail & total cost to company is as follows:

Components	Monthly Rs.
Basic Salary	14584
House Rent Allowance	7292
Academic Research Allowance	1000
Telephone & Internet Allowance	1500
Other Allowance	1490
Gross Salary	25866
Health Insurance	800
Provident Fund (Employer Part)	1800
Gratuity	701
Total cost to company	29167

Kindly note:
The company is responsible for deducting taxes, PF, Health Insurance & any other govt. liability that is binding by the law. The salary paid to you will be calculated by deducting any such payments from your gross salary.

Best Wishes,

For In Time Tec Visionsoft (p)Ltd.

Kritika Gupta
Asst. Manager-Recruitment

This is a Computer Generated Document. No Signature Required.

IN TIME TEC
Visionsoft Pvt. Ltd.

401-403, Amrapali Plaza, Amrapali Circle, Vaishali Nagar, Jaipur -302021. Ph.: - 0141-4027370
Third Floor, Site No.271, Sri Ganesha Complex, Hosur Main Road, BTM 1st Stage, Bangalore-560068.
Ph.:-08065473795
Unit No. 1204, 12th Floor, Rupa Solitaire, MBP Circle, Mahape, Navi Mumbai - 400710

Rules and Regulations

Your Job will be subject to the policies, rules and regulations of the company, as promulgated and modified from time to time in relation to your conduct, employment and all other matters. In addition to the above, all other policies, rules and regulations as may be in operations at the time of your accepting the appointment with the company as may be amended or altered from time to time at the discretion of the company will apply to you.

Acceptance

Please sign the duplicate copy of this letter indicating your acceptance to the offer of employment and send it to us as early as possible. If we do not hear from you within 10 days from the date of this letter, we shall assume that you do not take up the company's offer of an employment and our offer expires. We look forward to having you in the **In Time Tec Visionsoft** family.

Regards,

Kritika Gupta
Asst. Manager-Recruitment
In Time Tec Visionsoft Pvt.Ltd.

I hereby agree to and accept the terms of employment offer and shall report for duty on the .....

Signature
(Name).....
Date.....

Gmail

Megha Devraj <meghadevaraju@gmail.com>

You have been made a offer of INTERN SAP ABAP

1 message

hema.hotti <hema.hotti@naukrirms.com> Fri, Nov 9, 2018 at 5:22 PM
Reply-To: "hema.hotti@savictech.com" <hema.hotti@savictech.com>
To: "meghadevaraju@gmail.com" <meghadevaraju@gmail.com>, "hr@savictech.com" <hr@savictech.com>, "seema.raikar@savictech.com" <seema.raikar@savictech.com>, "hema.hotti@savictech.com" <hema.hotti@savictech.com>, "payal.nayak@savictech.com" <payal.nayak@savictech.com>

SAVIC Technologies Private Limited

Congratulations! You have been made a offer.

Dear Megha D,

Address:
#89, 9th cross, 17th main,
Freedom fighters colony,
Laggere Ext, Bengaluru-58
Karnataka, India.

Mobile: 9980733065
Email ID:meghadevaraju@gmail.com

Please find the offer details below:

- **Designation:** INTERN SAP ABAP
- **Offer Date:** 09 Nov 2018
- **Joining Date:** 12 Nov 2018
- **Location:**Bengaluru / Bangalore

Office Address:
SAVIC Technologies Pvt. Ltd.
7, 1st Floor, 3rd cross, Wilson Garden,
Bangalore - 560027

Office Time: 9:30 AM - 6:30 PM

We would like you to join as early as possible, but not later than **12th November 2018** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon in writing.

Upon acceptance of this offer Company may, if required, carry necessary background/referral check including but not limited to enquiries with your present employer. Employment as per this offer is subject to your background/referral check and being medically fit at the time of your joining. By accepting this offer you are accepting our background verification policy.

At the time of joining, we would request you to bring along with you photo copy / xerox of each of the documents listed below. Also bring Originals of each document for verification, to expedite the process.

1.Proof of Date of Birth (Birth Certificate / Passport / Driving License) (2 copies)
2. Educational Qualification Certificates (S.S.C., H.S.C., Degree, Post Graduation and Technical Qualification Certificates if any).
3. Proof of Professional Qualification.
4. Relieving certificate from the previous employer.
5. Appointment letter of the previous employer and salary revision letters(if any).
6. Last pay slip received from the previous employer.
7. Form 16 (TDS certificate)
8. Passport Size photographs (5 Nos.)
9. Passport
10. PAN Card
11. Aadhar Card
12. Proof of current Residential Address
13. **Carry your personal laptop (mandatory)**
14. Cancelled Cheque (for verification of bank details).

Kindly confirm your acceptance of the offer.

Thanks and Regards
Hema Hotti
hema.hotti@savictech.com
SAVIC Technologies Private Limited

After viewing the offer, you can choose to accept it or reply to the recruiter

Accept Reject Reply

The sender of this email is using naukrirms.com services and is registered as SAVIC Technologies Private Limited (Office No. 707, B Wing, Great Eastern Summit,, Plot No. 66, Sec - 15, CBD,, Belapur, Navi Mumbai, THANE, Maharashtra - 400614).

Unsubscribe

PROVISIONAL _TERMS_ CONDITIONS.pdf
90K


MEDICLARE
Gunavathi N
Technical Support
Representative - LS 1016
Uniclare

- You will accept, support and work within the management, financial, personnel, internal, control and reporting systems, policies, practices, procedures as determined by the Company or your Supervisor, from time to time.
- You will be required to sign a bond of 1 year on joining the firm. Acceptance to this order itself indicates your confirmation.

Hours of work:

- There is no limited office time limits and will attend the office whenever called for. This might include early morning hours or late night hours.
- Notwithstanding the above the official time of work will be between 9.30 AM to 6.30 PM.
- Leaves have to be taken with written permission by mail or else it may be considered as insubordination.
- As this job does involve your personal attention, you have agreed that you will work on any holidays or Sundays when called for.

Conduct:

You shall conduct yourself in befitting manner and abide by all the conduct policy, the rules, and regulations of the Company.

Remuneration:

You will receive a consoled gross monthly remuneration package of Rs.15, 000/- (INR Fifteen Thousand only) during your probationary period of 3 months, agreed after which you will be confirmed on a permanent basis, later to which you will get other benefits as per company policies.

Review of salary:

Your remuneration shall be reviewed annually by the method of performance appraisal. Any increase in your remuneration package shall be on the sole discretion of the management and determined by considering your performance in the Company, the Company's performance and your contribution to the company.

Expenses:

The company will compensate you for all expenses that are reasonably incurred and that are directly related to the performance to your work. The reimbursement will be made only based on a statement of expenses that has been approved by the company. You should note here that a clear statement of expenses should be provided by you for claiming the reimbursement.

Method of Payment: Salaries and wages will be paid monthly by electronic funds transfer any day between 5th to 10th each month. The Company reserves the right to vary this procedure at its option. However, such variance will be communicated to you in advance.

Rajesh.

Gmail

Kavya G <itskavyag@gmail.com>

Fwd: Regarding Confirmation of Job - Gunavathi

1 message

Gunavathi N <gunavathi@lordshire.com> Wed, Dec 19, 2018 at 12:51 PM
To: itskavyag@gmail.com

---------- Forwarded message ---------
From: **Subha Deepika** <subha@lordshire.com>
Date: Fri, Nov 2, 2018, 5:45 PM
Subject: Regarding Confirmation of Job - Gunavathi
To: Gunavathi N <gunavathi@lordshire.com>
Cc: Nagaraj H N <hnnagaraj@lordshire.com>, HN Ramesh <hnramesh@yahoo.com>

Dear Gunavathi,

After reviewing your performance by the management, it has been observed that there was a good performance all throughout.

But the expectation from management is that everyone should contribute to all the tasks related to the company. As long as you are in the company, you are obliged to take all the tasks whenever it is required and assigned.

Please note that you are being confirmed considering that you would follow these going forward.

Thanks & Regards,

Subha Deepika
HR Manager

LORDSHIRE

Hebbale Labs

Hebbale Labs Private Limited
#2627, 38th Cross, 9th Block, Jayanagar,
Bengaluru 560069, Karnataka, India.
Tel.: +91 80 26541055 Mobile: 7022690285
Website: www.hebbalelabs.com

PRIVATE AND CONFIDENTIAL

15 October 2018

JEEVAN A

Dear Mr Jeevan,

Further to our recent discussions, we are pleased to offer you an employment with **Hebbale Labs Private Limited ("the Company")** on the following terms and conditions.

1. START DATE

Your employment with the Company shall commence on 15th October 2018 ("the Start Date") or such earlier date as is agreed between you and the Company.

2. JOB

You are being engaged as **Software Trainee** and will be expected to carry out duties appropriate to this appointment.

The Company will have the right to transfer you to any department or establishment forming a part of the Hebbale Labs Private Limited, inside or outside India, temporarily or permanently without any additional compensation.

3. JOB DESCRIPTION

You are required to carry out your duties to a high standard. The Company will have the right to require you to undertake additional duties and/or transfer you to other duties compatible with your skills and experience within Hebbale Labs Private Limited.

4. REMUNERATION

Your commencing CTC will be 2,40,000/- INR (Rupees Two Lakh Forty Thousand only)

5. PLACE OF WORK

You will initially perform your duties principally at the address given below. The Company will have the right to transfer you to any other work locations within Hebbale Labs Private Limited. You may be required to travel in the course of your duties.

#367, 2nd Floor, 9th Main Road, J.P.Nagar 4th Phase, Dollars Colony, Bangalore-560076.

Hebbale Labs

Hebbale Labs Private Limited
#2627, 38th Cross, 9th Block, Jayanagar,
Bengaluru 560069, Karnataka, India.
Tel.: +91 80 26541055 Mobile: 7022690285
Website: www.hebbalelabs.com

6. PROBATIONARY PERIOD

Appointment to a permanent role is subject to confirmation following the completion of a satisfactory probationary period of not less than six months, or such additional period as may be deemed necessary by the company in its absolute discretion.

7. UNDERTAKING

The acceptance of this offer would mean that; you will be mandated to serve the company for at least one year from the start date.

8. TERMS OF EMPLOYMENT

is enclosed in Annexure-1.

This offer of employment is contingent upon you fulfilling the background verification process that the organisation will conduct. This offer will be open for you to accept until 17th October 2018. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

We welcome you as a member of our organisation and look forward to many years of beneficial collaboration. You must endorse your acceptance of this offer by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned either mailing it or handing it over to us.

Yours Sincerely,

For Hebbale Labs Private Limited.

Prajna Sridhara

Director-HR & Finance

Hebbale Labs

Hebbale Labs Private Limited
#2627, 38th Cross, 9th Block, Jayanagar,
Bengaluru 560069, Karnataka, India.
Tel.: +91 80 26541055 Mobile: 7022690285
Website: www.hebbalelabs.com

PRIVATE AND CONFIDENTIAL

15 October 2018

RAKESH T

Dear Mr Rakesh,

Further to our recent discussions, we are pleased to offer you an employment with **Hebbale Labs Private Limited ("the Company")** on the following terms and conditions.

1. START DATE

Your employment with the Company shall commence on 15th October 2018 ("the Start Date") or such earlier date as is agreed between you and the Company.

2. JOB

You are being engaged as **Software Trainee** and will be expected to carry out duties appropriate to this appointment.

The Company will have the right to transfer you to any department or establishment forming a part of the Hebbale Labs Private Limited, inside or outside India, temporarily or permanently without any additional compensation.

3. JOB DESCRIPTION

You are required to carry out your duties to a high standard. The Company will have the right to require you to undertake additional duties and/or transfer you to other duties compatible with your skills and experience within Hebbale Labs Private Limited.

4. REMUNERATION

Your commencing CTC will be 2,40,000/- INR (Rupees Two Lakh Forty Thousand only)

5. PLACE OF WORK

You will initially perform your duties principally at the address given below. The Company will have the right to transfer you to any other work locations within Hebbale Labs Private Limited. You may be required to travel in the course of your duties.

#367, 2nd Floor, 9th Main Road, J.P.Nagar 4th Phase, Dollars Colony, Bangalore-560076.

Hebbale Labs

Hebbale Labs Private Limited
#2627, 38th Cross, 9th Block, Jayanagar,
Bengaluru 560069, Karnataka, India.
Tel.: +91 80 26541055 Mobile: 7022690285
Website: www.hebbalelabs.com

6. PROBATIONARY PERIOD

Appointment to a permanent role is subject to confirmation following the completion of a satisfactory probationary period of not less than six months, or such additional period as may be deemed necessary by the company in its absolute discretion.

7. UNDERTAKING

The acceptance of this offer would mean that, you will be mandated to serve the company for at least one year from the start date.

8. TERMS OF EMPLOYMENT

As enclosed in Annexure-1.

This offer of employment is contingent upon you fulfilling the background verification process that the organisation will conduct. This offer will be open for you to accept until 17th October 2018. If you have not accepted the offer by then, or been granted an extension of time for your acceptance, the offer will lapse without further notice being given to you.

We welcome you as a member of our organisation and look forward to many years of beneficial collaboration. You must endorse your acceptance of this offer by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned either mailing it or handing it over to us.

Yours Sincerely,

For Hebbale Labs Private Limited.

Prajna Sridhara
Director-HR & Finance

Nichi-In
An ISO 9001:2015 Certified Company

Nichi-In Software Solutions Pvt. Ltd.
No.813, 100 Feet Ring Road, Hosakerehalli, Banashankari III Stage, BENGALURU - 560 085, India
Tel: +91-80-26720882/3/4, Fax: +91-80-26726861, E-mail: contact@nichi.com, Web: www.nichi.com

Ref: NIS/402/2018

November 19, 2018

Mr. Sanjayvardhan K R
S/o Sri. Rangareddy K M
#10/32, 26th Main Road, 5th Block
Nandini Layout
Bangalore 560096

Dear Mr. Sanjayvardhan,

APPOINTMENT

With reference to your application and subsequent discussions, we have pleasure in offering you an appointment in our organization as:

- Designation: Trainee

you will be governed by the Terms and Conditions, Non Disclosure Agreement and the Agreement dated November 19, 2018.

Please return the duplicate copy of this letter duly signed in as token of your having accepted the appointment.

Thanking you.

Yours faithfully,
For Nichi-In Software Solutions Pvt. Ltd.

Authorized Signatory

Encl: 1. Terms and Conditions - General
2. Non Disclosure Agreement
3. Terms and conditions on Deputation

QUINTELCOM

Offer Letter

To,

Sagar R Gowda

#37, 5th Cross 8th Block
Malagala, Nagarbhavi,
Bangalore-560061.

Dear Sagar R Gowda,

We are pleased to offer you employment with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD, in the position of "Software Testing and Marketing Manager" for QMedia.

Commencement: Your employment with **QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD** will commence on 26/07/2018, and in subject to appointment as provided below. You shall be placed at Nagarabhavi office; however, you may be required to travel anywhere within India or Abroad. Your employment shall continue to be governed by the terms of this appointment letter even when deputed or positioned outside Bangalore.

At the time of reporting to duty you shall provide the Company, a copy of the documents, listed at the end of this Letter of Appointment.

Duties:

You shall serve the company in the capacity of **"Software Testing and Marketing Manager"** and shall carry out such duties as described to you and you have agreed to the same.

- You have agreed to work on a night shift as well.
- You have agreed to travel anywhere in India independently or along with the directors for official works.
- You have agreed to attend Official conferences for liaising with clients. You have also been informed that it may need you to follow a modern conference dress code.
- You will devote your full time, skill and attention to the work of the company, and shall carry your duties faithfully, sincerely, diligently, efficiently and to the best of your ability.
- Without the company's prior written consent, you will not perform any other work for pay during your employment term, nor will you, alone or with others, directly or indirectly establish or conduct work that is competitive with the company's work whatever its form, or take any financial interest in or perform work for such a business, whether or not for consideration.

QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD

No 110/A, 8 cross, 2 block, 2 stage, Nagarbhavi, Bangalore-560072
www.quintelcom.com info@quintelcom.com

July 30, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Chaitra V

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

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

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

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



July 30, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Chaitra V

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

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

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e August 7, 2019. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

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

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3,Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

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

hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving License
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in BANGALORE, However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during

the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.

- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
    - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
    - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
    - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).

- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and

registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/– annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.

- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance – A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

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ANNEXURE A

DATE	July 30, 2019		
NAME	Chaitra V	BAND	04G
DESIGNATION	Associate – Technical Engineer	LOCATION	BANGALORE
Compensation Components		IBM Offer (in INR)	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		154459	
3. Annual Reference Salary (ARS)		334459	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		364699	

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

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

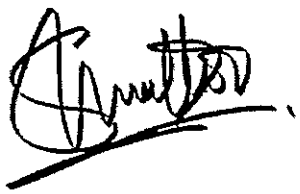
You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

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

Signed By – IBM Authorized Signatory
Director – Talent Acquisition ISA



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

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

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

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

SIGNATURE

PRINTED NAME

DATE

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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and

maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) Incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

Maternity Benefit:

All women IBM employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and IBM Maternity Leave Policy as may be amended from time to time. These benefits currently include:

1) Maternity Leave for:

a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.

b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.

c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.

d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

2) Leave for Adoption/Surrogacy: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.

3) Group Medical Insurance Policy covers expenses for pre and post natal consultations, prescribed medications and prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on production of complete and detailed bill and documents.

4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer IBM Maternity leave policy and IBM Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.

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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____ Date Of Hire : __ __ / __ __ / __ __ __ __

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.
(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM doe business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or t

the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.
I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM

Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM.I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date

Date: Jun 26, 2020
Offer No : QS1960220

MAKAM S MEGHANA
KORAMANGALA
BANGALORE 560095
KARNATAKA

EMPLOYMENT CONTRACT

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

DEPUTATION:

You are deputed to Client Place 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

TENURE:

The term of your Contract shall be valid from JUL 02, 2020

COTERMINOUS:

Your Employment shall be co-terminous with the project/work for which you are deputed and the same shall end as and when the project/work ends at the appointed location

LOCATION:

You are required to work at client's location at BANGALORE.

POSITION:

You are appointed as GRADUATE TRAINEE ENGINEER.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

PROBATION:

Unless otherwise notified to you in writing this contract of employment would be valid as per company's service agreement with client.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 60 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 60 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

In case you do not serve the stipulated notice period , company reserves the right to initiate the recovery of the remaining notice period days and Proceed legally as well.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.You may be required to sign an individual NDA/BCG if the client so requires and the same will be binding on you.

LEAVES:

you will be entitled for 30 days annual leaves which includes 18 days Privilege Leave and 12 Days Sick/Casual Leave.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. This will be governed by rules laid down at the locationand therefore you have to follow these rules as per the prescribed rules.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee

concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

PERFORMANCE INCENTIVE::

You are eligible to receive 0 to 4 months Gross salary as performance incentive based on your performance. The actual amount and the administration of the performance incentive rest with the client organization and the decision of the management in this regard is final. The payout will be done once every half year. The employee needs to be on the active rolls (should not have raised the resignation application) of the Client Organization to be eligible for receiving the Performance Bonus. If the separation is initiated either by you or by the client organization, before the same, you will not be eligible for receiving the Performance Incentives.

You shall report to work on Jul 02 2020 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

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

With warm regards,

For **QUESS Corp Limited.**

Tej Hans Raj Singh

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining,in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:..... Signature:.....

Place:..... Date:.....

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

QUESS
WORKING TOGETHER

Annexure A

Compensation Sheet

Offer No: **QS1960220** Associate Name: **MAKAM S MEGHANA**

Designation: **Graduate Trainee Engineer** Location: **BANGALORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	16000	192000
House Rent Allowance	6400	76800
City Compensatory Allowance	2525	30300
Statutory_bonus	1333	15996
Gross Salary	**26258**	**315096**

Employer's Contribution		
Employer Provident Fund	2075	24900
Total Contribution	**2075**	**24900**
Cost to Company: (CTC)	**28333**	**339996**

Deduction: (Subjected to change)		
Provident Fund	1920	23040
Professional Tax	200	2400
Total Deduction	**2120**	**25440**
Net Take Home	**24138**	**289656**

Group Medi-claim Insurance : You and your approved dependent family members (Spouse+2 kids) are eligible to enroll in company's group mediclaim insurance policy

Tej Hans Raj Singh
COO Staffing

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
http//:www.quesscorp.com | Toll Free No: 1800-208-9900

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge Nxt App.

Please download InEdge Nxt application from

Play Store / Android:https://goo.gl/rqsMnr or App Store / iOS : https://goo.gl/DmHpEj

You will get User Id and Password via SMS.

EEDT - 2019 Selection -- ACS College of Engineering

List of selected students:

Sl. No	Full Name	Roll No.
1	Chaitra V	1AH15CS013
2	Harshad Jain A	1AH15EC012
3	Harshitha K	1AH15CS016
4	Kruthika L	1AH15CS022
5	Lisha S	1AH15EC016
6	Lohith R	1AH15EC018
7	Niranjan B S	1AH15CS032
8	Niranjan R Kumar	1AH14EC018
9	Shwetha Subbarao	1AH15EC036
10	Sohini D S	1AH15CS053
11	Sushma	1AH15CS056
12	Swathi S	1AH15EC042

Total 12 students

Date: 01 October 2018

Kalpeshkumar Gupta

Elint Labz (Division of Ajaramara Dynamics Pvt. Ltd.)
Comm. Office: #677, 1st Floor, Suite No. 345, 13th Cross Road,
27th Main Road, 1st Sector HSR Layout, Bengaluru 560102 KA
+91 80250 43120 hello@elintlabz.in
www.elintlabz.in

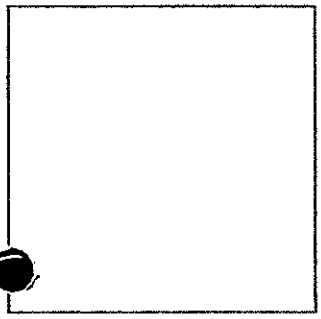
Madam,

I've attached the list of selected students. Though we did not get 15 students, since the college is in Bangalore, the core team has decided to proceed as proposed.

I've also attached a draft copy of the the MOU, please get it approved & we can finalize on the possible date for signing it.

We thank you for the support provided & for ensuring the process completes successfully.

--



Anupama Vasanth
Communications Officer
T: +91 80250 43 120 | W: +91 855 377 2525
E: hello@elintlabz.in | W: www.elintlabz.in

Elint Labz is a subsidiary of Ajaramara Dynamics Pvt. Ltd. (Communications Office Address: #677, 1st floor, Suite No. 345, 27th main, 13th cross, HSR Layout Sector 1, Bengaluru 560102 KA) NOTE:: The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are here by notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

Gmail

likhith gowda <likhithgowda18@gmail.com>

NTT DATA Joining Details : Bangalore, White Field Office : 30 Oct 2019 : Wednesday - ICS

6 messages

Nidamarthy, Prashanth <Prashanth.Nidamarthy@nttdata.com> Mon, Oct 28, 2019 at 4:58 PM
To: "likhithgowda18@gmail.com" <likhithgowda18@gmail.com>

Dear Likhith,

We are pleased to inform you that your training commences on **30 Oct 19, Wednesday at *Bangalore*** (refer attachment 'Venue_Letter ***Bangalore*** for address).

Joining & Training Location: Wednesday, 30-Oct-19 (White Field Office)
NTT DATA Services Shivalaya, No 123, Phase II, Whitefield Industrial Area, EPIP Zone, Bengaluru, Karnataka 560066 **Landmark:** Diagonally Opposite to SAP Labs, Next to Ginger hotel (Bus Stop: IGATE stop, all buses to ITPL)
Contact Person: Prashanth N

You would be paid a gross stipend of **Rs. 12,000** per month (payable on a prorated basis depending on the duration of training).

The following documents are attached to this mail; please go through each of the documents carefully and send all the required documents without fail.

1. ***Certificate Checklist:***

As part of the pre-joining formality you are required to fill up the Certificate Checklist attached to this mail. Please ensure that all the details are filled (where applicable) and sent across to us via e-mail.

Ensure you carry all the original documents mentioned in the Checklist, failing which you will not be allowed to join the company. If any original Mark list is not issued, get an attested copy of the same from your college authority.

2. ***Venue Letter:***

Contains useful information about the Joining location and documents that you need to carry.

3. ***Address Table:***

Please fill the below table with required details.

S.No	Name	Address	DOB	Joining Location
1	Full Name	Permanent Address	DD-MMM-YYYY	Bangalore

Failing to accept this entitles the Company to consider severance of this offer, at Company's sole discretion.

Please send us an e-mail on or before 10:00 AM by 29th Oct 19 confirming:

1. You are meeting all the Eligibility Criteria mentioned in the Intent to Offer letter, understanding and accepting the terms stated above and your availability to participate in the training session on the above said date.
2. Availability of all required documents.
3. Certificate Checklist & Address table to be sent.

Note: Travel tickets will be reimbursed (Till 2 Tier AC Fare Cost) and accommodation will not be provided.

Feel free to reach out to me in case of any confusion or for clarifications.

-

-

Thanks & regards,

Prashanth N | Talent Acquisition Specialist

Prashanth.Nidamarthy@nttdata.com | VoIP. 8814.3631 | M. +91.702.269.2907 | nttdataservices.com

NTT DATA Services

Consulting | Industry Solutions | Technology & Digital Services

NTT DATA, Inc

Disclaimer: This email and any attachments are sent in strictest confidence for the sole use of the addressee and may contain legally privileged, confidential, and proprietary data. If you are not the intended recipient, please advise the sender by replying promptly to this email and then delete and destroy this email and any attachments without any further use, copying or forwarding.

---

2 attachments

Venue Letter_Bangalore, White Field.docx
22K

Certificate Checklist.xls
35K

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likhith gowda <likhithgowda18@gmail.com> Mon, Oct 28, 2019 at 11:18 PM
To: "Nidamarthy, Prashanth" <Prashanth.Nidamarthy@nttdata.com>

NINELEAPS
TECHNOLOGY SOLUTIONS PVT. LTD

HRD/03-201920/224

14th March 2019

Shree Lakshmi K,
158, GF-1, Vijayasree Apartments,
5th stage, 5th main, BEML Layout,
Rajarajeshwari Nagar,
Bangalore-560098.

Subject: Offer of Employment

Dear Shree Lakshmi,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position as "Graduate Engineering Intern" with Nineleaps Technology Solutions Private Limited (the "Company"). Your location of reporting is Bangalore, India and the scheduled date of your joining will be communicated to you shortly.

Offer would stand automatically cancelled in case of any deviations in information or if you fail to report on or before agreed date.

Your CTC will be Rs. 4,50,000 /- per annum (Indian Rupees only). In addition to the above you may be included to be a part of the variable pay scheme of the company. This has been detailed in the Compensation Details sheet.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. Please sign the duplicate of this offer as your acceptance and forward the same to us. If you do not do so within seven days after the date of this letter, the offer will lapse. Please also note that the terms of this letter and the attached offer letter are confidential.

Welcome to the Nineleaps family! We look forward to your joining us and wish you a long and fruitful career with the Company.

Your sincerely,

for Nineleaps Technology Solutions Private Ltd.

TECHNOLOGY SOLUTIONS PVT LTD BANGALORE

Devshree Shrivastava
Human Resource

I have read understood and accept the terms and conditions and will join on _____

Signature: Date:

NINELEAPS TECHNOLOGY SOLUTIONS PVT LTD
#1025 & 1030, First Floor,
80 Feet Road, Koramangala 1 Block,
Bangalore - 560034, Karnataka, India
Tel: +91 80-4172-3826, E-mail: contact@nineleaps.com

verzeo
learn here lead anywhere

11/12/2018

Dear Harshitha K

We are pleased to offer you a **6 month's** internship with Verzeo Edutech Pvt. Ltd. **"At-will basis"** which can be extended. Please find the following confirmation of your internship:

Start Date: 01/01/2019.

You will be brought on board as a **"Business Development Intern".** Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. In accepting this internship offer you will be required to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR 10,000 per month with statutory deductions. Stipend will be applicable as per company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During internship period, the company will have all the rights, to terminate your service without offering any reason and vice versa.**

By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

By accepting this offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. **Official communication either within the company or outside the company should be through the company Email of your manager only.**

To indicate your acceptance, please sign and return this internship offers to company. If you do not return the required documents within the **next 5** days, we will assume that you do not intend to accept this employment offer and it will be automatically withdrawn without further action on the part of **VERZEO EDUTECH.**

Acceptance

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before 16/12/2018.

SIGNATURE: _____ DATE: _____

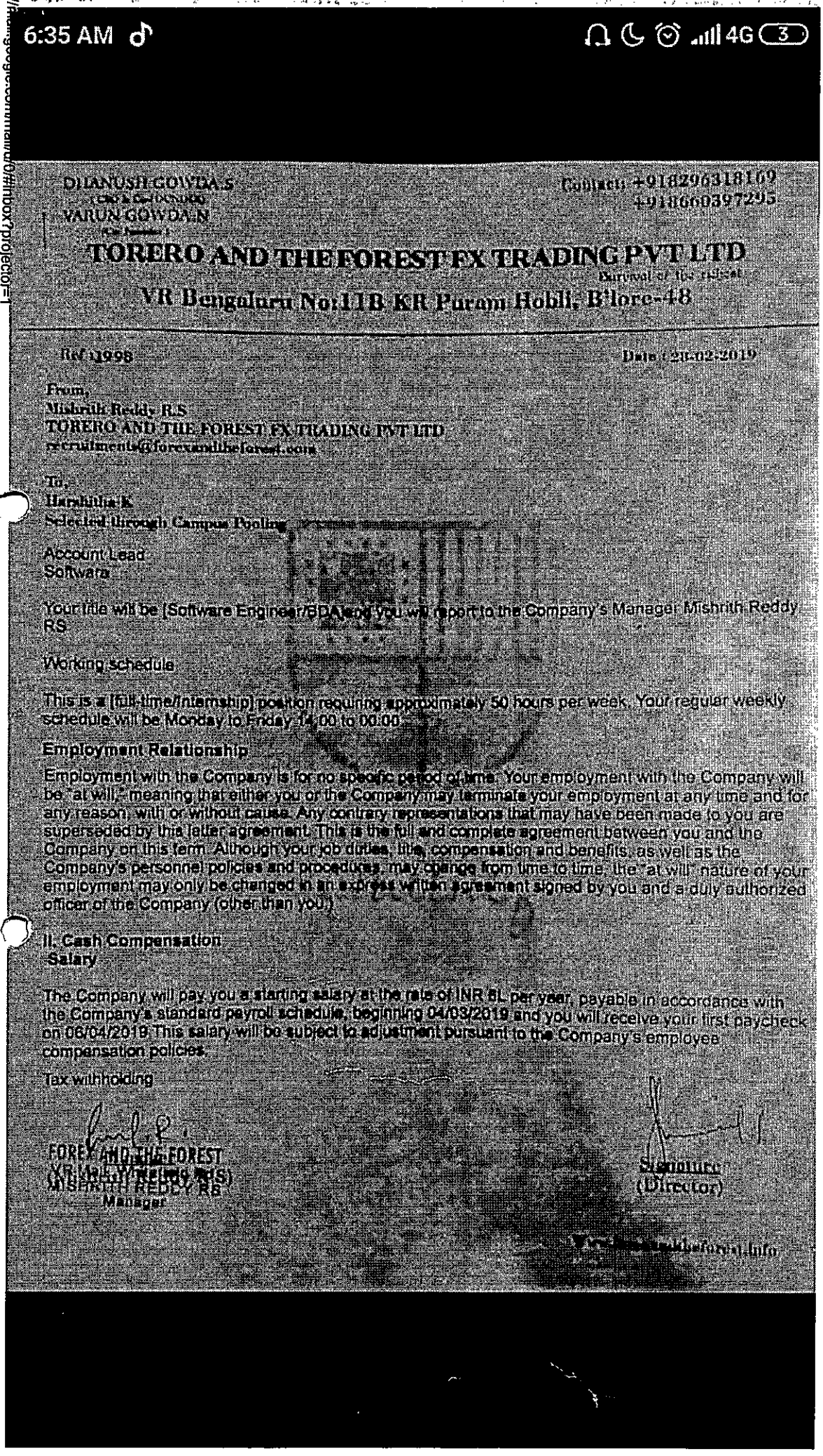
With Regards,

HR/Director,

VerzeoEdutechPvt. Ltd.

https://mail.google.com/mail/u/0/#inbox?projector=1

3/2/2019



6:35 AM 4G 3

DHANUSH GOWDA S
CEO & Co-Founder
VARUN GOWDA N
Co-Founder

Contact: +918296318169
+918660397295

TORERO AND THE FOREST FX TRADING PVT LTD

Branch of the regist...

VR Bengaluru No:11B KR Puram Hobli, B'lore-48

Ref:1998 Date:28-02-2019

From,
Mishrith Reddy R.S
TORERO AND THE FOREST FX TRADING PVT LTD
recruitments@forexandtheforest.com

To,
Harshitha K
Selected through Campus Pooling

Account Lead
Software

Your title will be [Software Engineer/BDA] and you will report to the Company's Manager, Mishrith Reddy RS.

Working schedule

This is a [full-time/internship] position requiring approximately 50 hours per week. Your regular weekly schedule will be Monday to Friday 14:00 to 00:00.

Employment Relationship

Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

II. Cash Compensation

Salary

The Company will pay you a starting salary at the rate of INR 6L per year, payable in accordance with the Company's standard payroll schedule, beginning 04/03/2019 and you will receive your first paycheck on 06/04/2019. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

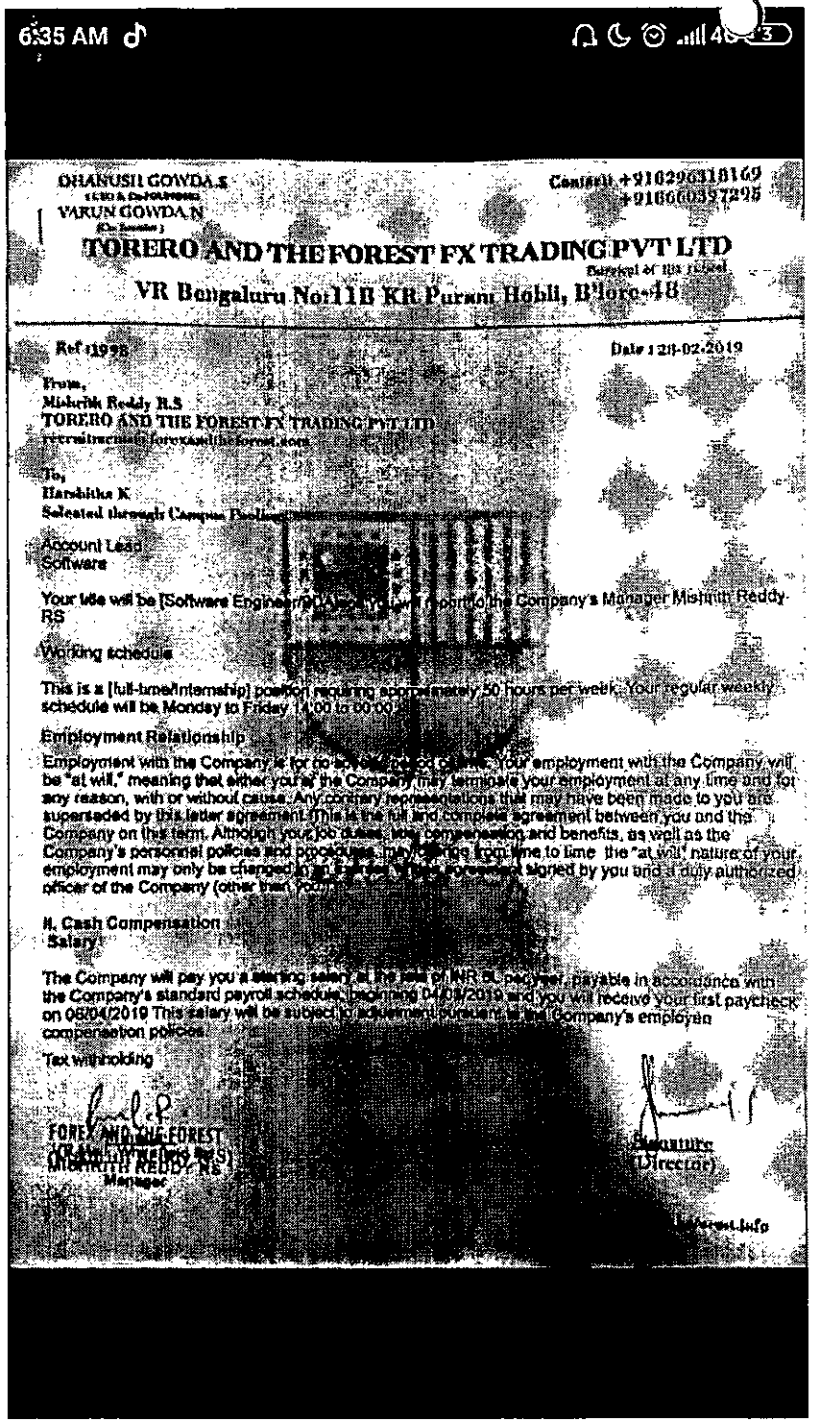
Tax withholding

FOREX AND THE FOREST
(VR Mall, Whitefield, BIS)
MISHRITH REDDY RS
Manager

Signature
(Director)

https://mail.google.com/mail/u/0/#inbox?projector=1

IMG-20190228-WA0003.jpg



6:35 AM

DHANUSH GOWDA.S
(CEO & Co-Founder)
VARUN GOWDA.N
(Co-founder)

Contact: +916296318169
+916660397295

TORERO AND THE FOREST FX TRADING PVT LTD

Surgical of this school

VR Bengaluru No:11B KR Puram Hobli, B'lore-48

Ref : 1998

Date : 28-02-2019

From,
Mishrith Reddy R.S
TORERO AND THE FOREST FX TRADING PVT LTD
recruitment@forexandtheforest.com

To,
Harshitha K
Selected through Campus Pooling

Account Lead
Software

Your title will be [Software Engineer/QA] and you will report to the Company's Manager Mishrith Reddy RS

Working schedule

This is a [full-time/internship] position requiring approximately 50 hours per week. Your regular weekly schedule will be Monday to Friday 14:00 to 00:00

Employment Relationship

Employment with the Company is for no [illegible] period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

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Tax withholding

FOREX AND THE FOREST
(Mishrith Reddy RS)
MISHRITH REDDY RS
Manager

Signature
(Director)

[illegible]/forest.info

Qspiders Campus

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

Dated: 01/03/2019

Dear Bhagyashree. Y.

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

USN NO ...1AH15CS011...

Aradhya's Brilliance Centre
for java & testing

....Leaders in Technology Training

Ref.

Subject: CSR Campus Drive - 2019 – SHORTLISTED

Date 05.03.2019

COLLEGE NAME: ACS

PLACE: Banglore

Dear Harshitha K

Congratulation on getting shortlisted to ABC's UNIFIED COURSE.

On behalf of ABC group, we are pleased to invite you to undergo "Unified Course" free training program at ABC campus on successful completion of your graduation.

You will be invited to attend FINAL ROUND OF INTERVIEW at any of the ABC centers. A detailed mail will be reaching you mentioning date, time and interview venue.

Please retain this letter to attend the FINAL PROCESS.

Process of selection:
Senior Technical and HR Interview.

On selection of the above process you will be issued JOINING LETTER for the course,

You will be eligible to attend all client interviews visiting ABC centers.

There would not be any limitations enforced on the number of drives you can attend until you get placed.

The duration of the training would be 100 days and you will be trained on "ABC's UNIFIED COURSE".

Please go through the brochure about the course.

Best wishes.

Authorized Signatory

Thanking you.

NAME USN DATE

Student Signature.

VIJAYANAGAR (Head Office) : No. 1133/B, 1st & 2nd Floor, 30 Ft. Service Road, Hampinagar, Vijayanagar, Bangalore - 560 040, [illegible] (Opp. to Bunt's Sangh & Attiguppe Metro Station. Adjacent to Sharavathi Nursing Home. Phone [illegible]
BTM LAYOUT : No. 73, 2nd & 3rd Floor, Bank Officers / Officials Colony, HBCS, BTM Layout, Bangalore. Phone [illegible]
OLD AIRPORT ROAD : No. 29, 4th Floor, Old Airport Road, Diagonally Opp. Kemp Fort (Shiva Temple), Adjacent [illegible] Kodihalli, Bangalore - 560 008, Karnataka, INDIA. Phone +91 96208 81666

tradeocean®
SHIP MANAGEMENT PVT. LTD.

Ref : - TOSM / GES / 2018-19 DATE : 29/10/2018

Dear ..... Mohit Asati .....

Congratulations from Team **Tradeocean®** Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of ..... GES ....., For Deck department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at ..... A.C.S.C.E ..... Place : ..... Bangalore ..... on ..... 29/10/2018 ...

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor **(Approved by D.G. Shipping, Govt. of India)** at ..... Bangalore ....., ... Karnataka ..... **on** ..... 3rd November 2018 ..... for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-) , which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a ... 4 ... month's residential training program at approved academy along with Mandatory **STCW** courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of **INR 29,500/-** (Inclusive of 18% GST) in favour of **"Tradeocean Ship Management Pvt. Ltd."**, payable at **"MUMBAI"**. The last date for submission of Demand Draft is .....

After successful completion of aforesaid program. The cash bond mandatory on-board program will be informed by the sponsoring company accordingly. (Please read & refer our **"Student Undertaking"** for further details. Subject to change without notice, market condition & variation applicable*).

Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.

Authorized Signatory,

Tradeocean® Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

Office:- 414, 4th Floor, Raheja Arcade, Plot No. 61, Sector-11, C.B.D. Belapur, Navi Mumbai -400 614. (M.S.) INDIA
Phone :- 022-27560293 / 94, Mobile :- 09594118752
Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

tradeocean®
SHIP MANAGEMENT PVT. LTD.

Ref : - TOSM / GES / 2018-19 DATE : 29/10/2018

Dear Nayandeep Sen

Congratulations from Team **Tradeocean® Ship Management Pvt. Ltd !!!**

We are pleased to inform you that you have been primarily selected for the program of GES, For Deck department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at A.C.S.C.E. Place : Bangalore on 29/10/2018.

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor **(Approved by D.G. Shipping, Govt. of India)** at Bangalore, Karnataka on 3rd November 2018 for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-) , which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a 4 month's residential training program at approved academy along with Mandatory **STCW** courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of **INR 29,500/-** (Inclusive of 18% GST) in favour of **"Tradeocean Ship Management Pvt. Ltd."**, payable at **"MUMBAI"**. The last date for submission of Demand Draft is .....

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Wishing you All the Best.

Authorized Signatory,

Tradeocean® Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

Office:- 414, 4th Floor, Raheja Arcade, Plot No. 61, Sector-11, C.B.D. Belapur, Navi Mumbai -400 614. (M.S.) INDIA
Phone :- 022-27560293 / 94, Mobile :- 09594118752
Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

Edit and reply

Hide email

Book3

Print | Data | Find | Comments | ...

C	D	E	F	G
USN	Email ID	Date of Birth	College Name	
1ah15cs035	ppoojapoo1209@gmail.com	8-Aug-97	ACS COLLEGE OF ENGINEERING	
1AH15CS040	puneetsingh1427@gmail.com	7-Oct-96	ACS COLLEGE OF ENGINEERING	
1AH15CS045	ranvirrana1997@gmail.com	2-Jan-97	ACS COLLEGE OF ENGINEERING	
1AH15BM021	sushmashubha@gmail.com	2-Mar-97	ACS COLLEGE OF ENGINEERING	

infosys selection list

VP VTU Placement <vtu

Yesterday, 12:50 PM

pdf drive 05 for IBM
259 KB

Download Save to OneDrive

Regards,
Karthik.K.R
Placements coordinator
VTU CPC Bangalore
...

VP VTU Placement <vtu

Yesterday, 12:33 PM
Ramya Nayak

Book3.xlsx
3 MB

Download Save to OneDrive

Fwd: Infosys Lex platform for Campus Recruits

pooja gowda <ppoojapoo1209@gmail.com>

Thu 12/20/2018 7:18 PM

To:Ramya Nayak <ramyanayak@acsce.edu.in>;

2 attachments (967 bytes)

image004.png; image005.png;

---------- Forwarded message ---------
From: **Varadharaj V** <TA_Vardha@infosys.com>
Date: Thu, 20 Dec 2018 12:42 pm
Subject: Infosys Lex platform for Campus Recruits
To: ppoojapoo1209@gmail.com <ppoojapoo1209@gmail.com>


cid:image001.jpg@01D46C74.77986830

Dear Pooja K ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

CALL LETTER

Dated: 01/03/2019

Dear Priyanka H.J.

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

USN NO 1AH15CS039

HealthAsyst

Business Office:
147,111 Floor, Anjaneya Techno Park
Old Airport Road,
Bangalore 560008, India
P: +91 80 4266 7700

SOFTWARE TRAINING AGREEMENT

THIS AGREEMENT is made on **November 28, 2018** between: HealthAsyst (P) Ltd., a company incorporated under the Companies Act 1956, having its place of business at No 147, 3rd Floor, Anjaneya Techno Park, Kodihalli, Airport Road., Bangalore – 560008 represented by its HR, Mr. Pranay Khadke, hereinafter referred to as the "Company", (which term shall, unless repugnant to the context, mean and include its successors-in-interest and assignees) of the ONE PART :

AND:

Mr. Puneet Singh Son of Mr. Kewal Singh aged about 21 years, currently residing at Sanyarthawa, Bajah, Doda, Jammu and Kashmir - 182201, hereinafter referred to as the "Trainee" (which term shall unless repugnant to the context mean and include his/her heirs, legal representatives, assigns, executors and administrators) of the SECOND PART:

AND:

Mr. Kewal Singh son of Mr. Mool Raj aged about 50 years, currently residing at Sanyarthawa, Bajah, Doda, Jammu and Kashmir - 182201, hereinafter referred to as the "Surety" (which term shall unless repugnant to the context mean and include his/her heirs, legal representatives, assigns, executors and administrators) of the THIRD PART:

A. WHEREAS THE Trainee *has* applied to the Company to be appointed as a 'Software Trainee';

B. AND WHEREAS in pursuance of such application, the Company *has* agreed to appoint the Trainee as a software trainee ("Software Trainee") on the terms and conditions contained herein;

C. AND WHEREAS the Trainee recognizes and accepts that at this time other than an exposure to academic learning, the Trainee has received no formal, effective technical or practical training enabling him/her to independently function and carry out duties as a Software Engineer;

D. AND WHEREAS the Trainee further recognizes and accepts that prior to and at the time of joining the Company, he/she has not been exposed to and, therefore, has not acquired any domain, technical or soft skills, which are essential to ensure that the performance of duties by the Trainee meets the current business needs, parameters, standards and efficiency levels that the market place demands;

E. AND WHEREAS the Trainee has agreed and accepted to receive formal, structured and extensive training through courses, modules and programs developed by the Company in order to enhance his/her skills and expertise and impart specialized knowledge;

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F. AND WHEREAS upon successful completion of the training to the satisfaction of the Company, the Company may at its sole and exclusive discretion, absorb the Trainee as an employee with suitable designation and compensation;

G. AND WHEREAS the Trainee is aware that in order to impart the type of training, the Company would be expending substantial sums of money and incurring substantial related costs. In addition, valuable resources of the Company would be utilized for this purpose;

H. AND WHEREAS the Trainee recognizes and accepts that the Company would be put to substantial financial loss, inconvenience, loss of resources, loss of business opportunities, man hours, computer time etc., in the event the Trainee separates from the Company within 6 (Six) months from the date of commencement of training or within 24 (Twenty-Four) months from the date of absorption of the Trainee as an employee;

I. AND WHEREAS THE TRAINEE further recognizes and agrees that in the event the Trainee separates from the Company (a) within 6 (six) months from the date of commencement of training or thereafter within 24 (twenty-four) months from the date of absorption of the Trainee, she/he would be liable to compensate the Company in the manner as set forth in this Agreement:

NOW THIS AGREEMENT WITNESSESS AS FOLLOWS:

1. The Trainee has applied for and the Company has agreed to appoint the Trainee as a "Software Trainee".
2. The commencement of the training shall be from 1st July 2019
3. The training ("Training"), primarily in the nature of classroom training and project assignment, shall last for a period of 6 (six) months ("Training Period").
4. The Trainee shall be paid monthly stipend and an ex-gratia amount (Ex-Gratia) as provided in Exhibit A during the Training Period. This shall be paid for each month on last working day of the month.
5. The Trainee agrees to undergo the Training immediately on commencement of the Training. The objectives, methodology, content and evaluation process of the training are outlined in Exhibit B and are detailed in the HealthAsyst Training Program for Trainees ("HATPT") module document, which is available to the Trainee for reading with the Company's Human Resource ("HR") department. The Trainee is expected to qualify in the training, which is intended to render him/her competent to undertake software development tasks.
6. The Trainee would be required to undergo project assignment under the guidance and supervision of an employee of the Company as a part of the Training.

HealthAsyst

7. The Trainee undergoing Training is subjected to Company's Assessment and Evaluation Policy. Trainee may peruse the HATPT module document at HR department and it is assumed that the Trainee is aware of the contents of this policy.

8. On the Trainee successfully completing the Training, subject to the satisfaction of the Company, the Company may at its sole discretion, absorb the Trainee as an employee with suitable designation and compensation. In the event of such offer of absorption, the Trainee shall serve the Company as an employee for a period of not less than 24 (twenty-four) months.

9. The Trainee accepts, agrees and admits that in the event of his/her:
   a) separation (voluntary or otherwise) from the Company during or within 6 (six) months of the commencement of the training; or
   b) separation (voluntary or otherwise) from the Company within 24 (twenty-four) months from the date of absorption;

   the Company would not only incur substantial damages and losses but would also be compelled to once again incur similar expenses to advertise and select a replacement Trainee and carry out the exercise of training with a new trainee.

10. The Trainee further accepts, agrees and admits that the nature, quality, intensity and content of Training to be imparted by the Company is normally not found in or available with or imparted in the market or if available at all is at very high cost. The Trainee is aware that the Company would have earned considerable revenue by deploying its resources on other commercial tasks instead of using them for imparting the training to the Trainee. The Trainee admits and recognizes that the training offered by the Company involves substantial training costs, man-hours, and resource utilization.

11. The Trainee acknowledges that in the event of his/her separation (voluntary or due to breach of code of conduct from the Company before the completion of the Training Period within 6 (six) months from the date of commencement of Training, or within 24 (twenty-four) months from the date of absorption of the Trainee as an employee, he/she would be in material breach of his/her obligations under this Agreement and would therefore be liable to pay the Company, on demand and without demur, the amount demanded by the Company towards the expenses incurred by it on account of and in connection with the Training of the Trainee, which includes the cost of supervision, overhead expenses and other direct and indirect expenses incurred by the Company. The same is quantified and the Trainee agrees is a fair determination of the expenses, for the purposes of this Agreement as follows:

   (a) 100% of total Ex-Gratia paid to him/her each month by the Company as provided in Exhibit A, until the date of separation of the Trainee;
   (b) An amount of Rs. 2,50,000/- (Rupees two lakh fifty thousand only) towards Training Costs

   In all cases of separation for whatsoever from the Company, the Trainee shall compensate the company for the amount set forth in clause 11 (a) and 11 (b) ('Liquidated Damages').

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12. The Liquidated Damages shall be recovered on a pro-rata basis in the following manner:

i. 100% of the Liquidated Damages in the event Trainee separates from the Company within 6 (six) months from the date of commencement of training or within 6 (six) months from the date of absorption ;
ii. 75% of the Liquidated Damages in the event Trainee separates from the Company after 6 (six) months to 12 (twelve) months from the date of absorption;
iii. 50% of the Liquidated Damages in the event Trainee separates from the Company after 12 (twelve) months to 18 (eighteen) months from the date of absorption;
iv. 25% of the Liquidated Damages in the event Trainee separates from the Company after 18 (eighteen) months to 24 (twenty-four) months from the date of absorption;

13. The Surety herein solemnly declares to pay the Liquidated Damages as applicable immediately upon receipt of demand being made by the Company. The Surety shall raise no objections on any grounds whatsoever, including deficiency of training or any other reason as a ruse to avoid the Surety's responsibility to pay the amounts demanded by the Company.

14. The Surety is aware and agrees that the Company need not make a prior demand on the Trainee before making a demand on the Surety. The Surety is also aware and agrees that Surety cannot question the basis of the demand, whether the demand is genuine, fair, reasonable, or truly represents the damages or loss suffered by the Company in providing the Training and opportunity to the Trainee.

15. Both Surety and the Trainee are aware that the Company has the right to terminate the Training or employment of the Trainee for misconduct, indiscipline, absence, refusal to obey orders or for unsatisfactory progress due to fault of the Trainee during the Training Period.

16. The Surety hereby undertakes and covenants:

a) that his/her liability is coextensive with that of Trainee, that he/she shall be jointly and severally liable with the Trainee for payment of all amounts that may become due and payable to the Company under this Agreement;
b) that the Company shall be entitled to enforce this guarantee in this Agreement furnished by the Trainee against the Surety without necessarily seeking to enforce the same against the Trainee in the first instance;
c) that the Company shall be entitled to proceed either against the Trainee or Surety or both for recovery of any amount due under this Agreement;
d) that any demand made or notice served under this Agreement shall be deemed to be sufficient notice of such demand to the Surety; and
e) that the Surety guarantees the performance by the Trainee of each of the clauses, terms obligations and conditions of this Agreement voluntarily and after being

HealthAsyst

fully aware of all legal ... rising out of being a surety to ensure due performance of each of the ... igations and conditions of this Agreement.

17. In the event of any dispute or ... r the interpretation of any of the terms herein above contained or any claim, ... part, the same shall be referred for arbitration to a person to be nominated by ..., whose decision shall be final and binding upon the Parties hereto.

18. Such reference shall be deeme... ion to arbitration under the provisions of the Arbitration and Conciliation A... ndments or substitutions thereto.

19. The seat and venue of arbitrati... re.

20. Courts in Bangalore shall have ... tion to the exclusion of all other Courts.

21. The Trainee and Surety agree t... sulted an external counsel and is entering into this Agreement voluntarily an... rcion or undue influence.

IN WITNESSES WHEROF the C... nd the Surety have signed this Agreement on the date, month and year first abov... llowing witnesses:

WITNESSES:

COMPANY
Mr. Pranay Khadke, HR Head

TRAINEE
Mr. Puneet Singh

SURETY
Mr. Kewal Singh

HealthAsyst

Exhibit A

The Trainee will be paid the following [illegible] during the period of Training:

Stipend:	Rs. 8,0[illegible]
PF (Company contribution):	Rs. 1,8[illegible]
Gratuity:	Rs. 8[illegible]0
Ex-Gratia:	Rs. 2[illegible]
Total Gross:	Rs. 3[illegible]

HealthAsyst

Annexure B

Outline of HealthAsyst Training Program for Trainees (HATPT)

The HATPT may consist of several training modules (module and program used interchangeably) which is currently two namely

1. Technical and
2. Development Life Cycle Processes, Domain, and Soft skills

1. Technical Training:

The Trainee shall undergo Technical training in all or any of the following Company designed courses as a specified program. The training may be defined based on the Company's requirement from time to time. At present the modules are as follows:

Generic modules like programming, Software Testing, Database concepts, Quality Systems Concepts, Computer Hardware & Software subjects.

2. Management skills Training:

The Trainee shall undergo predetermined management skills programs during and as a part of the HATPT. These programs would comprise of communication skills and business skills and such other components as the Company may determine from time to time depending upon varying business requirements.

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID: ppoojapoo1209@gmail.com**
- **Password: NHabpJm7**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

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tradeocean®
SHIP MANAGEMENT PVT. LTD.

ef : - TOSM/GES/2018-19 DATE : 29/10/2018

ear ..... Puneet Singh .....

Congratulations from Team **Tradeocean®** Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program f..... G.E.S. ....., For Deck department, after clearing Aptitude test & GD/PI ounds, at the campus recruitment drive for 'Merchant navy', which was held at ..... C.I.S.C.E. ..... Place : ..... Bangalore ..... on ..... 29/10/2018 .....

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor **(Approved by D.G. Shipping, Govt. of India)** at ..... Bangalore ....., ... Karnataka ..... **on** ..... 3rd November 2018 ..... for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-) , which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a ..... 4 ..... month's residential training program at approved academy along with Mandatory **STCW** courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of **INR 29,500/-** (Inclusive of 18% GST) in favour of **"Tradeocean Ship Management Pvt. Ltd."**, payable at **"MUMBAI"**. The last date for submission of Demand Draft is .....

After successful completion of aforesaid program. The cash bond mandatory on-board program will be informed by the sponsoring company accordingly. (Please read & refer our **"Student Undertaking"** for further details. Subject to change without notice, market condition & variation applicable*).

Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.

Authorized Signatory,

Tradeocean Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

ffice:- 414, 4th Floor, Raheja Arcade, Plot No. 61, Sector-11, C.B.D. Belapur, Navi Mumbai -400 614. (M.S.) INDIA
Phone :- 022-27560293 / 94, Mobile :- 09594118752
Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

Fwd: Infosys Lex platform for Campus Recruits

puneet singh <puneetsingh1427@gmail.com>

Fri 12/21/2018 10:52 AM

To:Ramya Nayak <ramyanayak@acsce.edu.in>;

1 attachments (488 bytes)

image005.png;

---------- Forwarded message ---------
From: **Varadharaj V** <TA_Vardha@infosys.com>
Date: Thu, 20 Dec, 2018, 6:00 PM
Subject: Infosys Lex platform for Campus Recruits
To: puneetsingh1427@gmail.com <puneetsingh1427@gmail.com>, trifrixpuneet@yahoo.com <trifrixpuneet@yahoo.com>

Dear Puneet Singh ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers

- You will also receive a financial incentive of Rs. 25,000 along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID: puneetsingh1427@gmail.com**
- **Password: s8IMf1HR**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

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wd: Infosys Lex platform for Campus Recruits

Ranvir Rana <ranvirrana1997@gmail.com>

Fri 12/21/2018 10:59 AM

To:Ramya Nayak <ramyanayak@acsce.edu.in>;

1 attachments (309 KB)

image001.jpg;

---------- Forwarded message ---------
From: Varadharaj V <TA_Vardha@infosys.com>
Date: Thu, Dec 20, 2018, 6:02 PM
Subject: Infosys Lex platform for Campus Recruits
To: ranvirrana1997@gmail.com <ranvirrana1997@gmail.com>, ranacoolest@gmail.com <ranacoolest@gmail.com>

cid:image001.jpg@01D46C74.77986830

Dear Ranvir Rana ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

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If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID: ranvirrana1997@gmail.com**
- **Password: 4zMr8ci6**

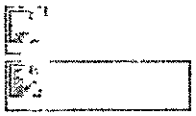
Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited







Copyright © 2018 Infosys Limited

CALL LETTER

Dated: 01/03/2019

Dear Boomika S

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

USN NO 1AH15CS061

Ann K <maryann@nineleaps.com>

Reply all

Fri 14-09, 19:15
ShashiKumar
H M

Action Items
Hi Shashi,

Thanks for your co-operation and support.

Please find below the selected students:

First Name	Last Name	Email
Shravan	Kumar B	chavantwenty@gmail.com
Sree Lakshmi	K	sreelakshmikuruba@gmail.com

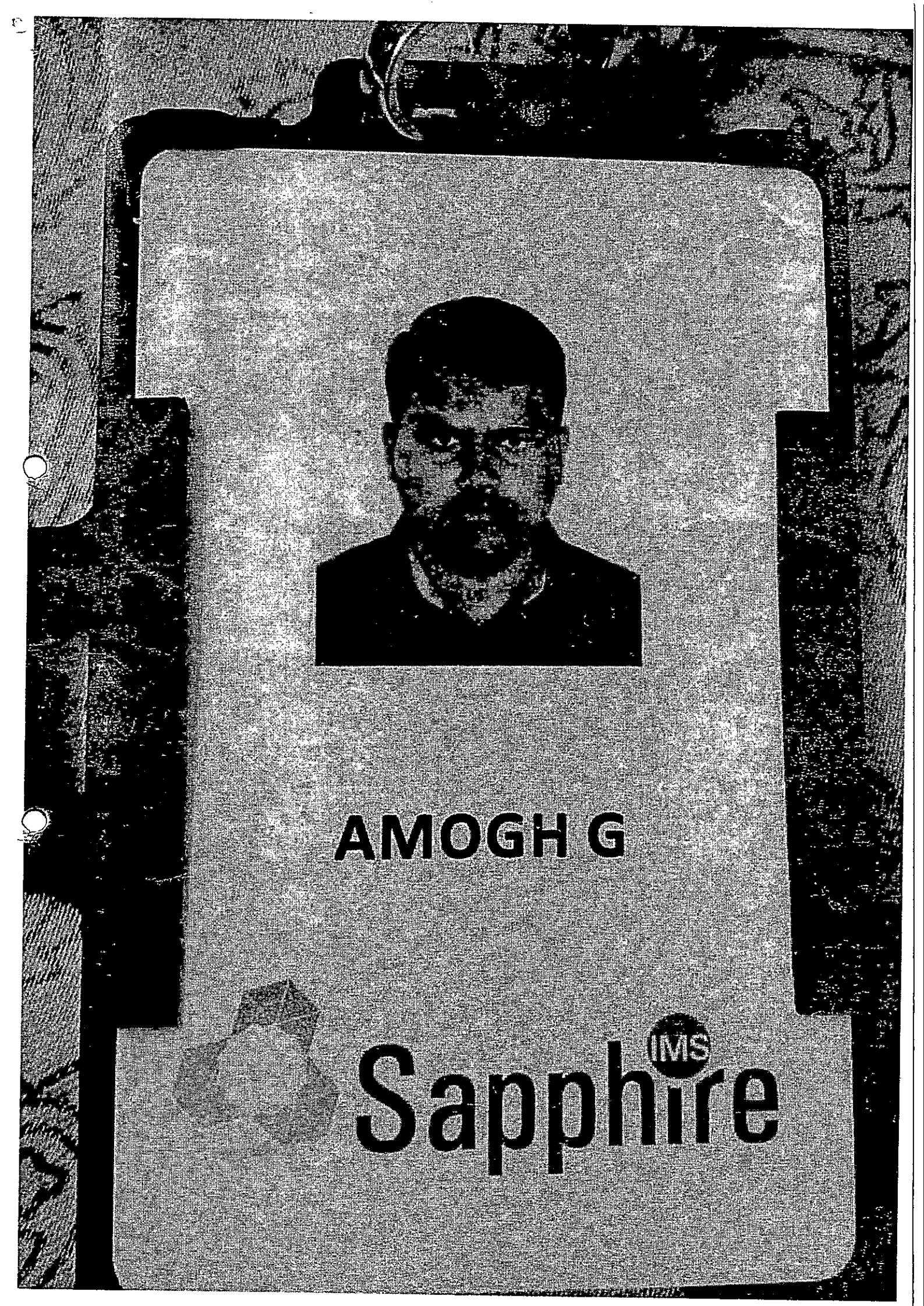
Hearty Congratulations to the entire RRCE team and the above said students!

We will be taking them as interns initially as discussed with a stipend of Rs.12,000 per month. As the students give final examinations, they will be converted to full time employees with a CTC of 4.5 LPA.

We will be sharing further details shortly.

Request you to stop them from attending further interviews.

Please acknowledge.


AMOGH G
IMS
Sapphire



15th November, 2017

Amogh G,
#4, 1st Cross, Garden Villas,
Nagarbhavi Main Road,
Bengaluru-560072.

Dear Amogh,

We are pleased to extend an offer to you to join Tecknodreams Software Consulting Pvt. Ltd. ("the Company") as **Software Engineer** on the following terms and conditions:

1. Your appointment will be effective from your date of joining, which shall be not later than **4th December, 2017.**

2. Your Total Annual Compensation (Cost to Company) will be Rs. 220,000/- (Rupees Two Lakh Twenty Thousand Only). The details of the compensation break-up are provided in Appendix A.

3. As per company policy, you will be on probation for a period of six months and your confirmation will be subject to your performance being rated as 'being able to meet the expectations of the role or above' during this period. A confirmation letter shall be given to you in writing upon confirmation. During probation, the employment can be ceased by either party giving to the other a notice of fifteen days (15 days) in writing or pay in lieu without assigning any reason thereof.

4. The Company seeks excellence in standards of work. Therefore, you shall at all times honestly, faithfully and diligently perform such duties as may from time to time be assigned to you by the Company in a professional manner at all times, and shall obey and comply with all lawful orders and directions given to you by the Company and endeavor to the utmost of your ability to promote the interests of the Company.

5. You will abide by the agreement in Appendix B (Confidentiality, Conflict of interest agreement).

6. You are liable to be transferred to any of the establishments of the Company, its subsidiaries, holding company or any associate company, in India or Overseas. Upon such transfer, the terms and conditions applicable to that establishment and location will govern you.

7. The employment can be ceased by either party giving to the other a notice of three months (90 days) in writing or pay in lieu without assigning any reason thereof. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary in lieu of such shortened notice period.

SYORE GLOBAL
SOFTWARE PRIVATE LIMITED

Date: 8th January , 2018

To,

Amulya

No 215 , 6th cross,
G.K.W Layout ,
Vijaynagar,
Bangalore - 40

Sub: Offer Letter

Dear Amulya B. S

With reference to your application and subsequent interview conducted at our office, we are pleased to offer you the position with **SYORE GLOBAL PVT.LTD** ("Company") Bengaluru as a **"WEB DEVELOPER "**

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization.

Your consolidated salary would be **Rs 1.44 LPA** .You may be eligible for other compensation and fringe benefits subject to term set by Company, any of which may be amended from time to time. The compensation will be paid to you monthly in arrears on **10th** of every month and management reserves right to change salary date.

Please bring along the below listed documents / details on your day of joining.

a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
b) Original & Copy of Academic Certificates (all from 10th to Highest)
c) Resignation Proof (Resignation Acceptance /Relieving Letter from previous employer)
d) Proof of compensation last drawn (3 Months – Original& Copy)
e) Three passport size photographs (Recent)

You are required to join the Company on or before **08-1 -2018**. Please return a signed copy of this letter as a token of your acceptance of the offer confirming your date of joining.

1. **WORKING HOURS:**

   Your standard working hours will be **10:00AM to 6:00PM, Monday through Saturday**. In view of your position in the company, you shall effectively perform to ensure results and you will be expected work beyond the standard working hours to achieve the results, whenever your job so requires.

Scanned by CamScanner

- In case of maternity leave, the employee must submit application at least 2 months in advance with the expected date of delivery. The employee is required to produce a medical certificate confirming the pregnancy and detailing the expected date of birth and the date on which the maternity leave is to commence.

We look forward to a mutually rewarding relationship.

Yours faithfully

For Syore Global Pvt. Ltd

SYORE GLOBAL SOFTWARE PVT. LTD. ★ Bangalore

Human Resources

Accepted & Agreed

Signature: Amulya B S

Name: AMULYA·B·S

Scanned by CamScanner

eValai

Phone: 080-4200 2339
Web: www.evalai.com
Email: info@evalai.com

To

Amulya B S
#215, 5th cross ,
GKW layout , Vijayanagar
Bengaluru-560040

Dear Ms. Amulya,

Sub: Offer Letter as "Software Engineer"

We are pleased to offer you as "**PHP Developer**" in eValai Infotech Solutions, effective from 19th September 2018 .

You will be on probationary period for 6 months from your date of appointment. At the end of probationary period, you will be moved into full time staff of our company and you would be entitled to receive all benefits as per your designation.

We believe your presence will add value to our company and our clients. Looking forward to see you on board.

With best wishes,
Yours truly,
For eValai Infotech Solutions,

Vasu Devan
Manager

eValai

Phone: 080-4200 2339
Web: www.evalai.com
Email: info@evalai.com

Salary and other terms & conditions.

Salary: Your salary details are given below

1	Salary – CTC	2,40,000 PA

Variable Pay will be based on your Performance (KRA). KRA points will be shared with you in a separate mail.

Reporting authority: Your reporting authority during Client assignments will be a representative from the client side and the same will be communicated to you before every new assignment. He/She will be your single point of contact for any project related issues.

Policies: During Client assignments, you are expected to follow the rules and regulations of the client. That includes policies relating to leave, working hours, code of conduct, etc. Your Client site reporting authority will be the decision maker on all these.

Confidentiality: It is specifically understood and explicitly binding upon you that you shall not at any time disclose, divulge or communicate to any person or persons any information whatsoever or secrets of confidential nature relating to the activity trade or business of all or any of the products/services of the organization relating to your area of activity or otherwise the disclosure of which is likely to be prejudicial to the interest of the organization.

Leave: You will be entitled for leave as per Company rules and regulations. During probation period you are eligible only for Medical or Sick leave. No Casual Leave is allowed during probation period.

Exit: In case termination by company due to any unavoidable situations OR vice versa, the notice period would be 45 days.

eValai

Phone: 080-4200 2339
Web: www.evalai.com
Email: info@evalai.com

Payday: Stipend/Salary will be credited to your account on or before the 5th of every month for the previous month worked. In acceptance of the above terms and conditions, please sign the duplicate copy of this letter and return it to us for our records.

We emphasize total dedication and upkeep of the lofty ideals our organization was started with. We welcome you to associate with our organization and are confident you will feel proud to have the association.

With best wishes,

For eValai Infotech Solutions,

Vasu Devan
Manager

PRIVATE AND CONFIDENTIAL

To

Date of Issue 20th August 2018

ARPITHA B R
#273, Himarpitha Nivasa, 6th cross, 2nd main,
Kaveripura, Kamakshipalya
Bengaluru-560079
Phone 8884214409
Email ID himarpitha@gmail.com

Dear Arpitha,

SUBJECT: Letter of Appointment

This letter bears reference to your application for employment for the position of **Software Engineer**, and the recent interviews and discussions you have had with us. We are pleased to welcome you on board and wish you great success with us. Your employment with us will be subject to the following terms and conditions at all times during your tenure (unless specified otherwise) –

1. This offer of employment is valid starting 20th August 2018 and will remain valid until indicated otherwise by the management of InnovationBees.

2. You will be under probation for a period of three months from the date of joining and subject to satisfactory performance, you would be confirmed as a regular employee of the company. Upon confirmation, your salary will be revised.

3. The details of the role and Key Result Areas are documented and detailed in Annexure A and the details of the compensation offered are available in Annexure B.

4. A primary prerequisite for the validity of this document is a successful medical examination and employment background verification, the results of which should be documented in your personal file on or before your date of joining us. In case of a delay or exception, the employment will only be valid upon receiving successful results for both the tests. If found unsatisfactory, the offer of employment will be revoked and treated as void.

5. You may be transferred to any other role or/and location as per requirement and management's discretion. There may also be times that you'll be required to work in our other offices at other locations, at client premises or in our partner companies, depending on the needs of the business.

6. During your employment with us, you shall not, without the prior consent of the company's management in writing, engage yourself in any other business or occupation, nor shall you render your services as an advisor or consultant (paid or otherwise) to any other company, party or institution. You will dedicate all your time to the faithful and diligent performance of your duties to the company.

7. You shall not (during the course of your employment with us and thereafter) divulge any business or internal information, technical data and documents of confidential nature to anyone (even to employees within the company who many not be directly concerned). Violating this condition will render you liable for immediate removal from the services of the company, apart from any other legal action that may be deemed appropriate and necessary.

8. Any computers, books, documents, circulars, files, notepads, tools or other equipment that may be supplied to you by the company in connection with your work requirements shall at all times remain the property of the company. The same shall be safeguarded and returned by you to the company when you cease to be employed by the company. If you fail to do so, the company may withhold any payments or dues to you (if any), or choose to take any other form of legal action as deemed appropriate or necessary. If such an item or items are misplaced by you while in your custody, you will report them immediately to all the concerned authorities (management and local police authorities if required) for necessary action.

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9. All information regarding your remuneration and terms of employment is confidential and you shall not divulge its contents to any person except with the consent and permission of the company's management.

10. Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The company reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

11. You will be required to work 48 hours each week (8 hours, 6 days per week). Due to the nature of this post, you may be required to work additional hours as are reasonably necessary to perform your duties. Employees are provided with the opportunity to take 6 paid leave in the first year accrued at the rate of 0.5 leave per month. From the 2nd year, Employees are provided with 12 paid leave accrued at the rate of 1 leave per month. The company also provides annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only if there is prior notice of at-least 3 days and if it has been approved by manager.

12. Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a frequent basis by your managers providing the criteria for your increments and promotions. Regular performance reviews will be conducted as per company policy.

13. A notice of 3 months is required during the first year of your employment with the company by either party to terminate this contract. In subsequent years either party may terminate the contract with a notice period of 2 months. Notice period is considered to start from the point the termination notice is received by the manager. However when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect. On resignation / termination of services from the company, you shall not accept employment with any of the company's vendors or customers for a period of at-least 2 years from the date of leaving our services.

14. You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.

15. Your employment shall be governed by and construed in accordance with the laws of India and the courts of <Karnataka / Bangalore> shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any disputes arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Upon accepting this offer, you are also confirmed that

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

At the time of joining, you will be required to produce the following documents –

1. Proof of education and academic qualification in original (and a copy of each for records)
2. Proof of date of birth in original (and a copy for records)
3. Original and copy of your relieving letter / service certificate from your present employer
4. Copies of PAN card, Aadhar card and Passport (if available)
5. Passport size photo

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ANNEXURE A

Position Title: Software Engineer

Roles and Responsibilities

- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]
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- [illegible]
- [illegible]

KRA's

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- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]

For [illegible] Technologies Private Limited

Director

Authorised Signatory

Date [illegible]

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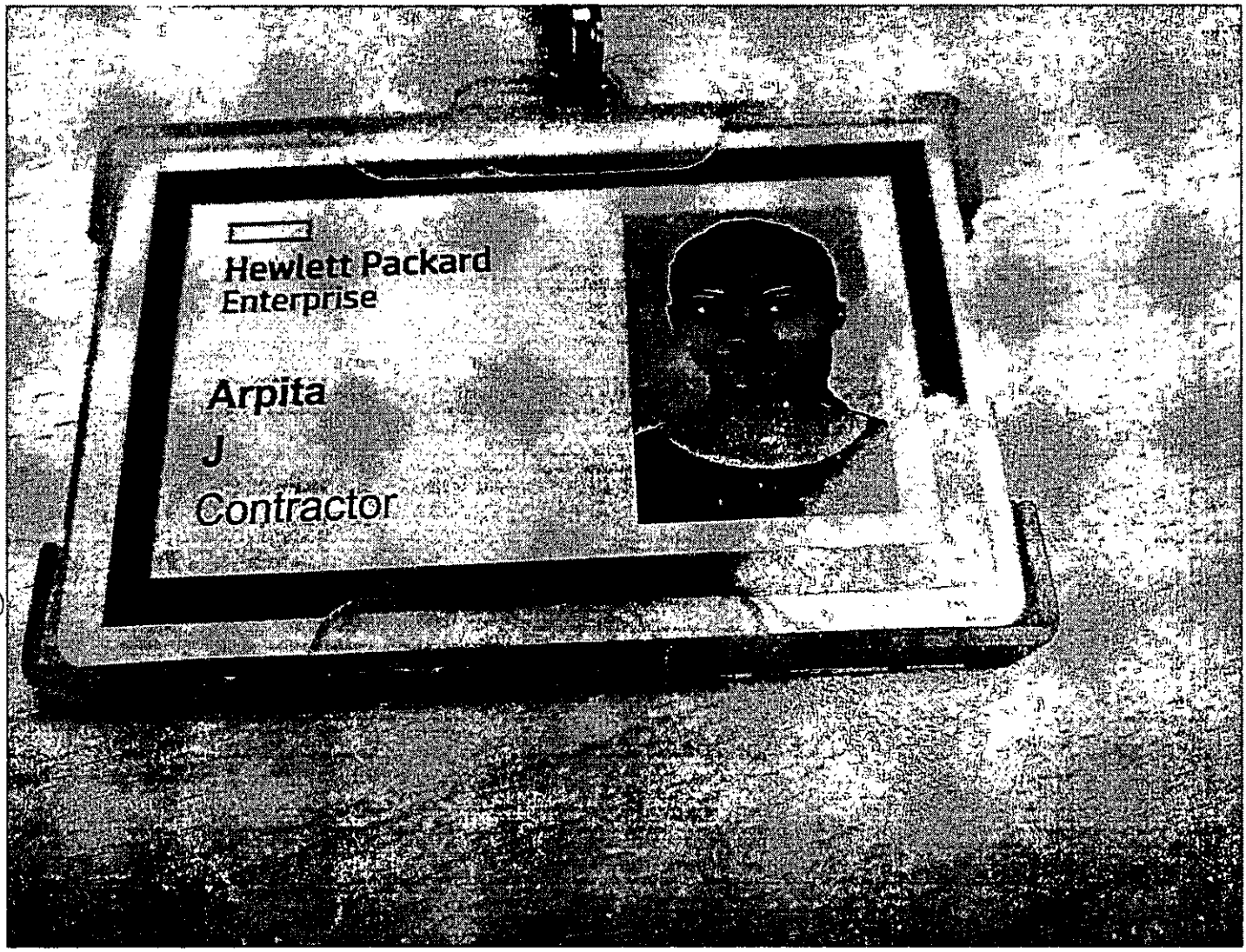
InnovationBees
Technologies Pvt. Ltd.

Director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Enterprise
Arpita
J
Contractor





XPLORE INFORMATION TECHNOLOGY PRIVATE LIMITED

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LETTER OF INTENT

Date: 14.03.2017

To

Mr./Ms. Assif Imran
A C S College of Engineering, Bangalore

Dear Mr/Ms. Assif Imran,

On the basis of particulars furnished in your bio-data of your application and the subsequent test and personal interview with us, we are pleased to inform you that you have been selected to be trained as a **"SOFTWARE TRAINEE"** in our organization subject to your acceptance.

You will be a Trainee for a period not exceeding six months from the date of joining 24.07.2017 and on successful and satisfactory completion of your training, you will be eligible, subject to your acceptance of our offer and subject to availability of regular vacancies, to be appointed to the position for which you have been trained.

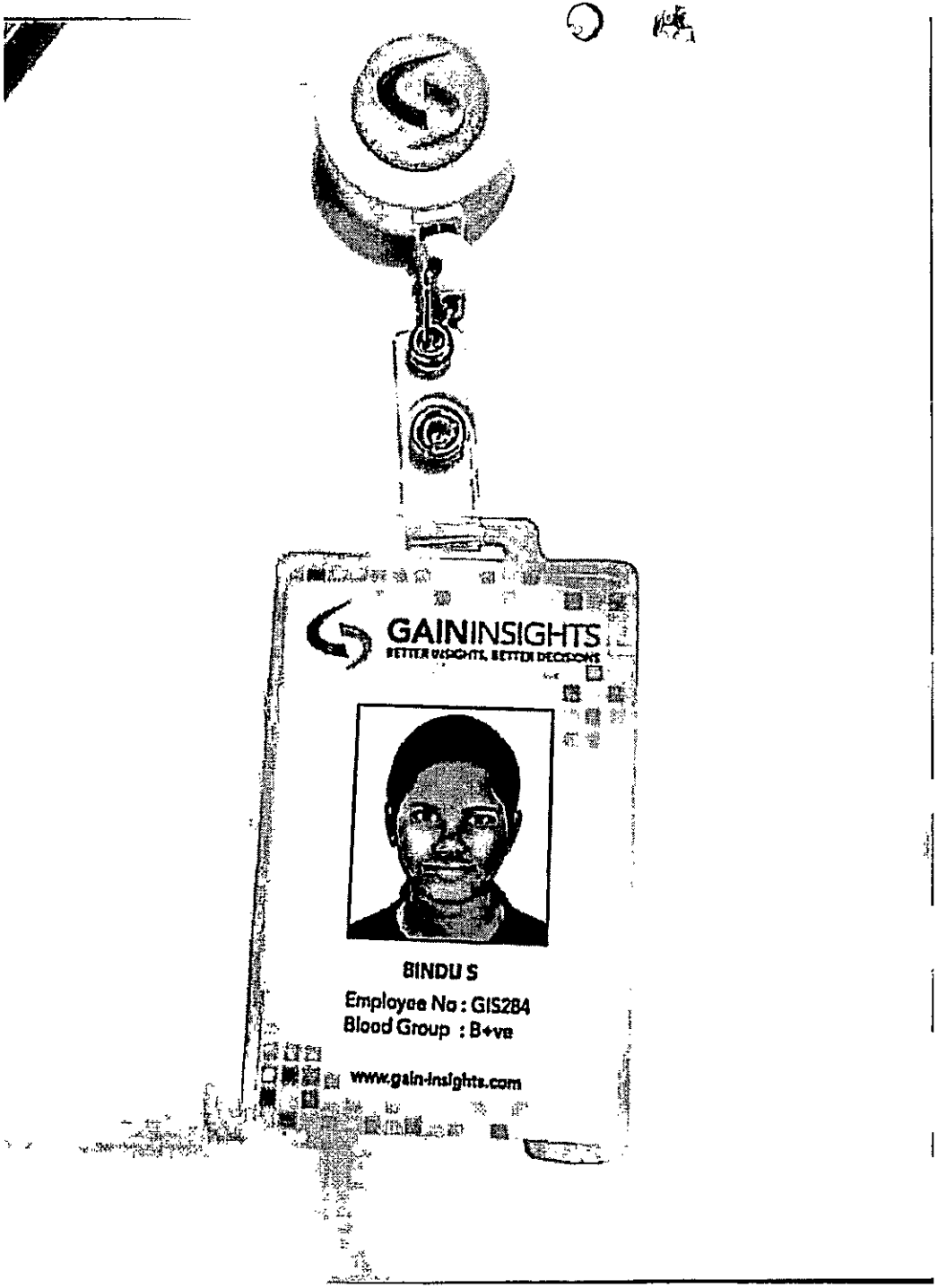
For XPORE INFORMATION TECHNOLOGY PRIVATE LIMITED

XPLORE INFORMATION TECHNOLOGY PRIVATE LIMITED CHENNAI 600 017

HEAD – Human Resources & Management

Agree and Accepted

Administrative Office : #39, Railway Station Road, Alandur, Chennai - 600 016.
Corporate Office : #8/23-B, Ground Floor, Dhandapani Street, T Nagar, Chennai - 600 017.
Phone : 86081 41133/44/55 E.Mail Id : hr@xploreinformationtechnology.com
Web Site : www.xploreinformationtechnology.com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SOFTWARE TESTING TRAINING INSTITUTE
A Unit of Best Yantra Software Solutions India Pvt Ltd

www.qspiders.com

CALL LETTER

Date : 16.2.17

Dear : Bindu ,

We are happy to inform you that you have been shortlisted in our screening test. Training in our Incubation center starts from 4.3.2017. On the day of joining we would explain complete program with schedule in detail.

Note:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any of the interviews and placement activities conducted from our end.
- The training includes Manual, Core JAVA, SQL, and Aptitude.
- No other additional subjects/courses are included in this program.

Rules : Following are the rules for placement activity :

- You should have 90% of classroom and practical attendance / sessions.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi).
- Complete the given assignments on time.
- Give everyday presentations.
- Bring this offer letter on the first day along with all semester marks cards, 10th & 12th / PUC and any Government ID proof document.

**This letter is valid only for 4.3. 2017. If you come on any other date, free training will not be valid. You may have to pay fees and attend the training. **

Incubation address : #13 & 14, 1st Floor, Puttanna Chetty Complex, Bull Temple Road, Bengaluru, Karnataka 560004

Prakash

USN No: 1AH13CS010

L&T Technology Services

Ref.: LTTS–Bangalore/HR/2018-19/20154892 **December 05, 2018**

Mr. Divyashree S
#3195,17th Block,Janapriya Township,
Kadabagere,Mayadi Road
Bangalore - 562130. Karnataka.
Mobile - 9008258955.

Sub.: Offer of Employment as Full Time Employee

Dear Divyashree S,

Congratulations! We are pleased to offer you employment appointing you as **Engineer** with **L&T Technology Services Limited** (referred to as 'Company'). Your tenure with the Company will include the period of Contractual employment effective **February 05, 2018.**

You are required to **join on or before November 05, 2018.** If you do not join by this date, this offer stands withdrawn – unless the Date of Joining is extended and communicated to you in writing.

At the time of joining, please report to **Ms. Priyanka Bharadwaj (Human Resources-Operations & Compliance)** at the following address:

L3, Manyata Embassy Business Park,
Nagawara Outer Ring Road,
Bangalore – 560045

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

a. Aadhar Card.
b. PAN Card.
c. Education certificates including mark sheets.
d. Relieving certificate or Service Certificate from your present employer (without which you will not be allowed to join) and other experience Certificates.
e. Passport (if available).
f. Four copies of your recent passport size photograph (with white background-in formals).
g. Your last Employer's EPF and EPS numbers.
h. Universal Account Number (UAN).
i. Provisional Form-16 for the current financial year.

L&T Technology Services

Mr. Divyashree S

Please note that salary payment will not take place until and unless PAN, Bank (salary) account details are registered in our Shared Services Centre portal. All our reimbursements are through the Bank and hence you are requested to also open an Employee Reimbursement Account (ERA) after joining.

If you intend to accept this offer, please return the duplicate copy of this letter, duly signed as token of your acceptance, **within 7 days** from the date of the issue of the letter.

Your association with us will be bound by the following terms and conditions:

1. **Grade and Salary**

   Your Grade and Basic Salary will be as under

   Grade : **LTTS-3**

   Basic Salary : **Rs.11,250/- p.m.**

   The details of other Allowances are indicated in the Salary Card attached herewith.

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

3. The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current/previous employment history, education/professional credentials and other background checks. If any discrepancy with regard to documentation is discovered after you have joined the Company, you are liable to be terminated, apart from legal action being initiated against you.

4. **Place of Work**

   You will be based at our **Bangalore** location. You will be employed at SEZ/STPI/DTA unit. You may be transferred to any of the Company's establishment including its successors or assigns, or affiliates or subsidiaries anywhere in India or abroad, as and when required by the Company.

5. **Code of Conduct**

   You are expected to operate with the highest degree of efficiency, economy and responsibility, bearing in mind always, the best interest of the Company. You will at no time, do anything which compromises the Company's integrity and reputation. You shall abide by the internal regulations specified in the Company's '**Code of Conduct**' which includes policies such as Confidentiality policy,

18. Disclosure of Personal Information by the Company

You hereby agree that the Company can share your personal details disclosed by you to the Company as a part of your employment, with third parties in India and outside India as a part of Company's contractual, business obligations, in compliance with data protection laws in India and you will have no objection towards the same.

19. Disputes & Arbitration

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

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

20. Unauthorized Absence from Work

Your unauthorized absence from work for a continuous period of more than 3 days will be treated as absconding from duty, and in the event you do not report for work within 10 days from the date of absence, the same would be treated as "voluntary abandonment of service" and it shall be deemed that you are no longer interested in the employment and have resigned from the services of the Company on your own accord. In such an event, you shall be liable to refund the salary in lieu of shortfall in notice period and other dues payable to the Company, as specified and/or the Company shall be entitled to deduct, adjust from the dues payable to you.

21. Passport

You are required to possess a valid passport. In case you do not already have one, you are required to obtain this, at your own time and expense, and inform the same to Operations & Compliance - HR at your location, within three months of your joining.

22. Other Matters

a. You will be governed by all rules, regulations and policies of the Company.
b. You are to devote your full time, attention and ability to the interest of the Company.
c. You are not to interest yourself in any business or do any trading on your own account.

d. The above and below terms and conditions may be modified by the Company from time to time in writing depending upon prevailing circumstances and practice in the industry and in relevance with prevalent laws and regulations. Such variations shall be binding on you.
e. You will abide by the laws of India in your dealings with the Company, its stakeholders and society.

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

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

We look forward to a long and meritorious association!

Yours truly,
For L&T TECHNOLOGY SERVICES LIMITED,

Boban George
Senior Manager-HR Operations & Compliance

I have read the above contents and accept the same and take full responsibility for compliance as required.

(Name)
(Signature & Date)

L&T Technology Services

Salary Card

Ms. Divyashree S	Date	December 05, 2018
Executive	Stream	Enabling
	Grade	LTTS-3
	Location	BANGALORE
Salary Components	MONTHLY	ANNUAL
	INR	INR
Basic Salary	11,250	135,000
Flexible Benefit Plan (FBP)	23,359	280,307
- House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the FBP Sheet	
Gross Monthly	**34,609**	**415,307**
Retirement Benefits		
- Provident Fund (@ 12% of Basic)		16,200
- Gratuity (@ 4.81% of Basic)		6,494
Total Fixed Compensation		**438,000**
Bonus		12,000
Total Compensation		**450,000**

February 01, 2018

RIVATE AND CONFIDENTIAL

Giridhar S
IQD - 010

Dear Giridhar,

Thank you for your application and the personal interview you had with us.

We congratulate you on your selection to join us as JUNIOR SOFTWARE ENGINEER on February 01, 2018. Your appointment will be effective from February 01, 2018.

The terms and condition of your employment with us are as follows : -

1. **Compensation :** Your Total Cost to Company (CTC) is Rs.96,000/- which and all inclusive of Salary and all other benefits you are entitled to, as per the current company policy.
2. **Medical expenses :** Reimbursement of actual expenses up to a maximum of Rs.15000/- per annum (Optional Component).
3. **Salary Review :** Your Salary will be reviewed periodically as per the policy of the company. Your salary increase will be subject to and on the basis of your effective performance and results during the review period . Presently, the performance appraisal and salary review are done annually.
4. **Retirement :** The retirement age is 60 years.
5. **Notice Period :** The contract of employment is terminable by either party giving 60 days notice. The company reserves the right to pay or recover Basic salary in lieu of Notice period.
6. **Work Schedule :** You will be required to observe the normal working hours of the location to which you are assigned. You will also be required to work on shifts depending upon business exigencies.
7. **Confidential Information :** You will not any time, without the consent of the Chief Executive, disclose or divulge or make public, expect on legal obligations, any information regarding the company"s affairs or administration or research carried out which may be confided to you or become known to you in the course of your service or otherwise you will be required to sign an undertaking to this effect.
8. **Use of Software Licenses / Internet / E-Mail:** The company disclaims any misuse or illegal use of Software Licenses available on the Internet or otherwise. Access to Internet, Company's E-mail or such other facilities as may be extended to the employees. You will be required to sign an undertaking to this effect.
9. **Sexual Harassment :** The company disapproves of sexual harassment, which includes such unwelcome sexual determined behavior, whether directive or by

...plications including in sexual harassment is a misconduct under the provisions of the Conduct and discipline rules.

11. Protection of Interests: If you have any new or advanced methods of ...ving process / systems in relation to the operation of the company, such ...opment will be fully communicated to the company and will be and remain ...e right /property of the company.

12. Past Record: If the declaration given by you to the company proves to be ...lse, your services will be liable for termination without any notice.

13. On Separation: On termination of the contract of service, you will immediately give up to the company before you are relieved, all the correspondence, specifications, books, literature, drawings & other records belonging to the company or relating to this business an shall not make or retain any copies of these.

Immediately after serving notice of termination of services on the company, the company shall designate an officer to whom you shall handover charge. Such officer may be the manager to whom you report or any other employee of the company who may be designated for this purpose. You shall ensure that besides handing over the property of the company as mentioned above, you shall do all things necessary to transfer the information and knowledge pertaining to projects and assignments on which you are working to the officer taking over charge to the satisfaction of the officer.

You shall not be relieved from the services of the company till such time as the designated officer certifies for having taken over charge.

13. Compliance with policies and Procedures: The terms and conditions of employment including those mentioned above are subjected to and will be governed by the rules, regulations and information security policies as applicable from time to time, for your category of employees in the company.

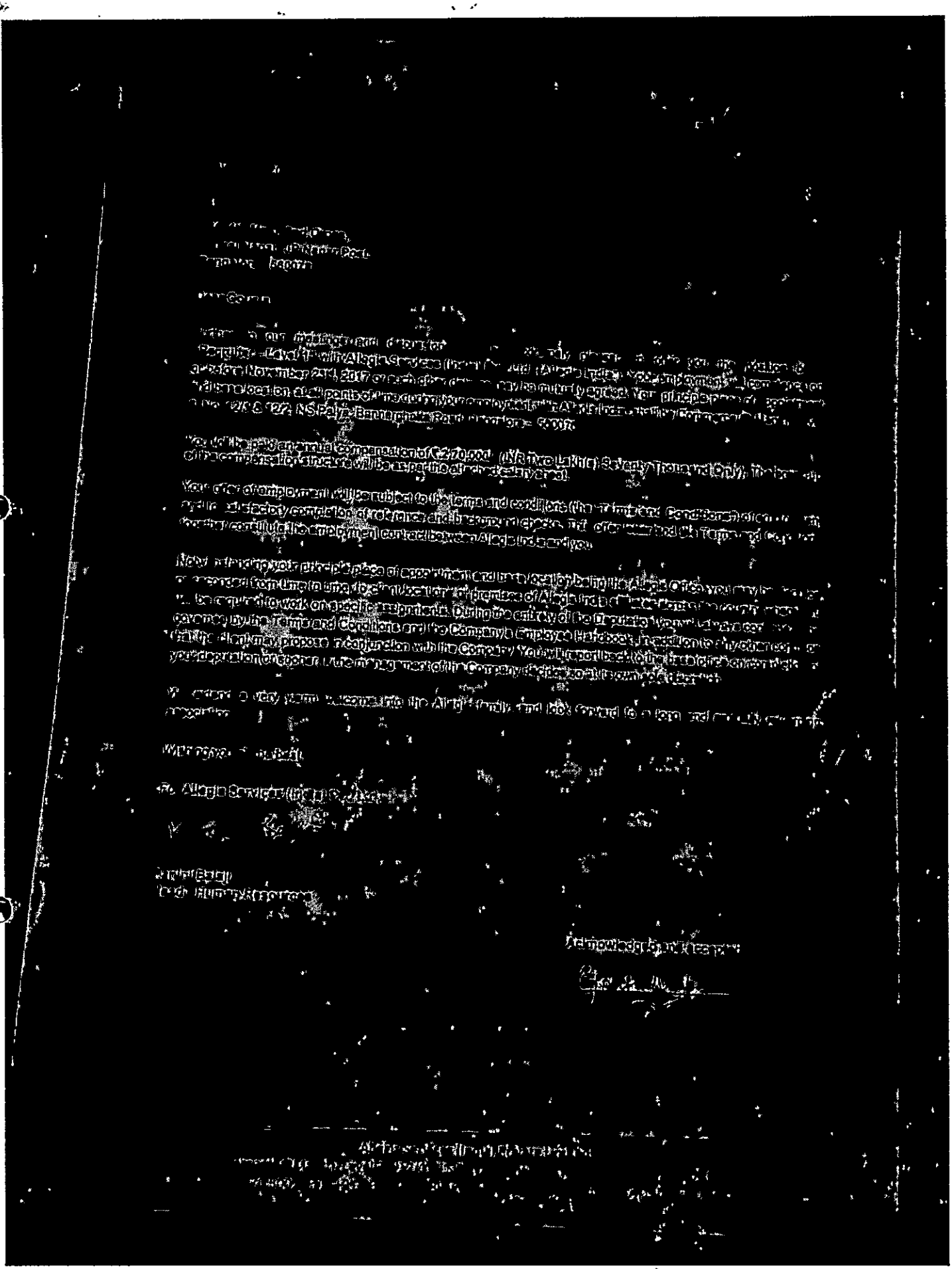
...dly sign and return a copy of this letter in token of acceptance of the above terms ... conditions.

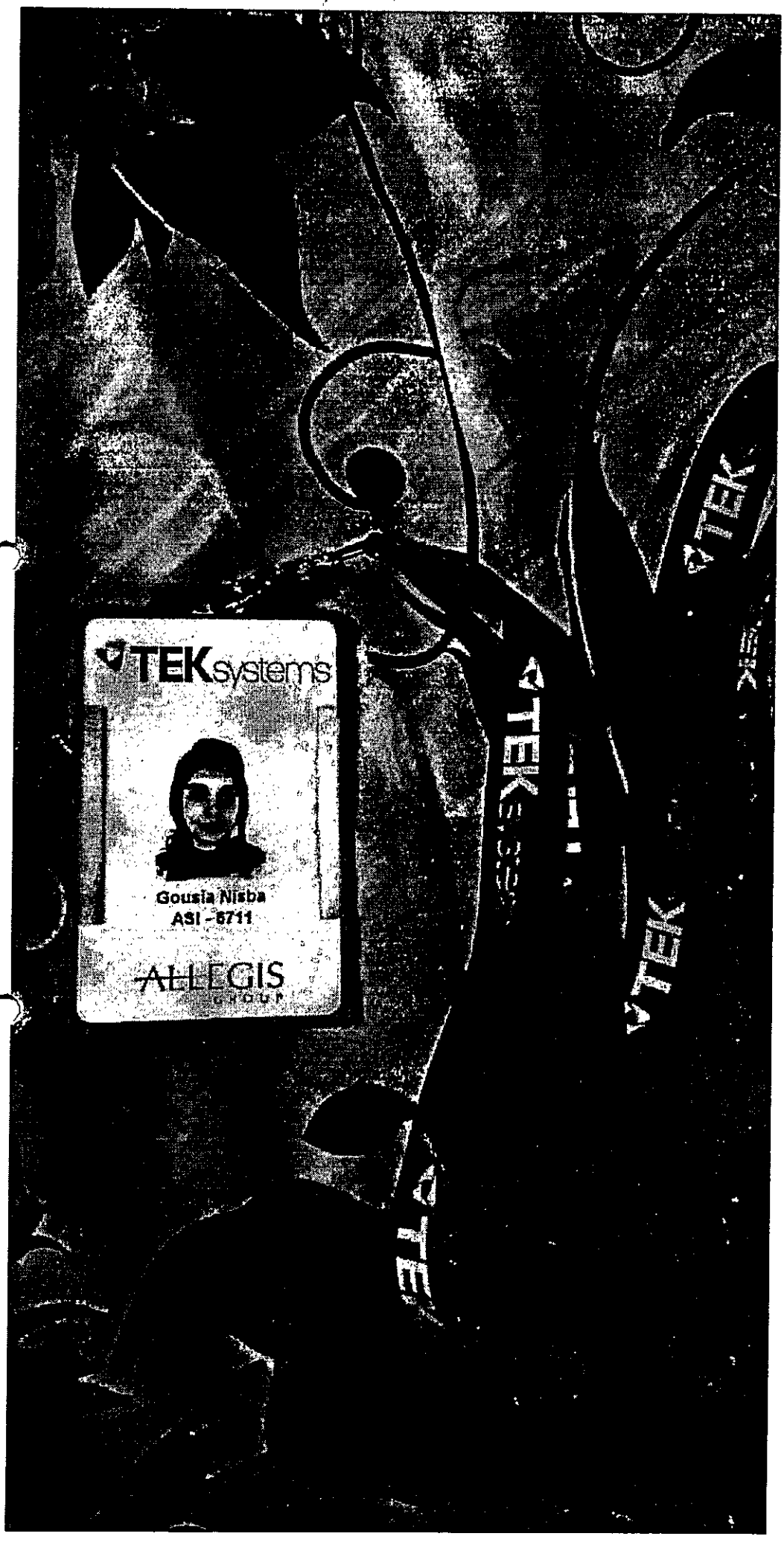
W... welcome you to INQUDE family to be a part of the resonant team visionary to ...cel.

W...hing you a rewarding career With us.

...s Sincerely,

(A ...V Venkatesh)
Director

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Gousia Nisba
ASI - 6711
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TEK

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GLOBAL WORKFORCE SOLUTIONS. MAXIMIZED.

Address: #94, 4th Main, 2nd Cross, Minaj Nagar, JP Nagar, Bangalore - 78

Date 20.2.17

Sub: Letter of Intent

Dear Gousia Nisba,

Kindly accept this as a formal Offer mail from **Artech Info systems Pvt. Ltd.** We have decided to offer you as an **"Associate Recruiter"** in our Noida/Bangalore, India Core Team. Please note that you will be required to join us SEP/OCT. Your total cost to the company would be **INR 2,30,000 (Two Lakhs Thirty Thousand only) Per Annum.**

I would request you to make necessary arrangements in your organization and complete all the formalities before that since your joining date will not be extended in any case.

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void and would lead to withdrawal of the offer.

Please carry the originals of all the documents listed below at the time of joining, along with one set of photo copy.

1. Copies of Certificates in support of your Qualifications
2. Copies of Certificates in support of your Experience
3. Original Relieving Certificate from the current employer
4. Last Salary Slip along with the Bank statement OR Bank updated passbook
5. 5 Passport size photographs
6. Form 16/ Salary Certificate
7. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Pass Port, Credit Card with Photo)
8. Permanent and Local Address Proof
9. Pan Card Number and Copy

The management reserves the rights to cancel the offer in case of negative reference check from your last employer.

Artech will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have wilfully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay. Your appointment letter will be handed over to you once the background check is completed positively.

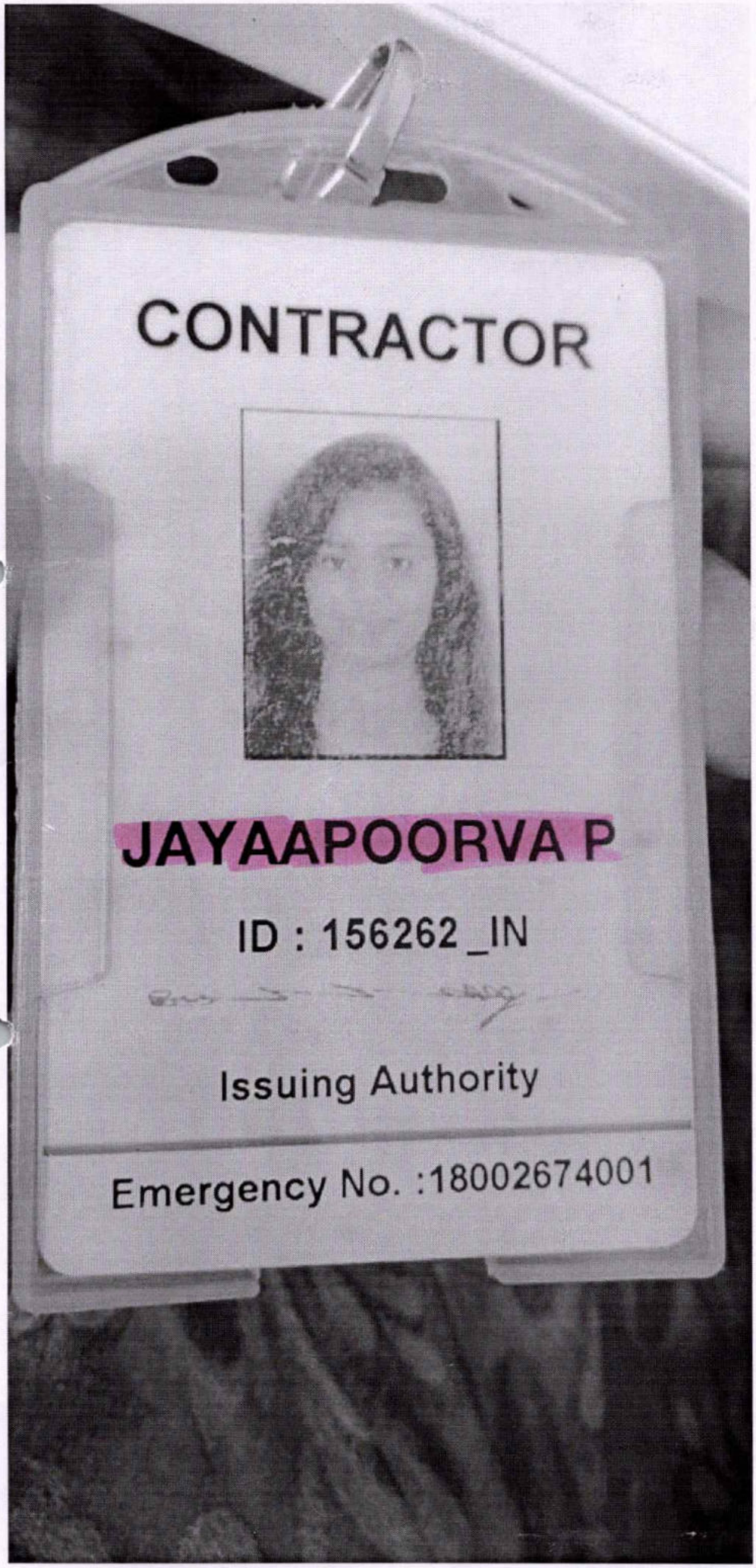
We welcome you to the Artech family and look forward to a long-term fruitful relationship.
Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

You are expected to serve the organisation for a minimum period of 18 months from the Date of joining for which a sum of 40 K (Forty Thousand) would be paid as retention bonus or else a penalty amount of Rs. 1 L (One Lakh) would be imposed to recover the tangible and intangible cost incurred on you.

Thanking You,
Yours Sincerely,
For Artech Info systems Pvt. Ltd.

Pooja Anand
Manager - Human Resources

Artech Infosystems Pvt Ltd
Cyber Park, 1st Floor, Block B, Plot No.76-77, Electronic City Phase - 1, Doddathogur Village, Bangalore - 560 100 INDIA
Tel :+ 91 80 6734 4999, 4098 3500, Fax: 6734 4900
E-mail : info@artechinfo.in, Website : www.artechinfo.com
Regd. Office : B-47, Connaught Place, New Delhi - 110 001 INDIA
CIN - U74899DL1980PTC010770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XPLORE INFORMATION TECHNOLOGY PRIVATE LIMITED

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LETTER OF INTENT

ACS - CSE

Date: 14.03.2017

To

Mr./~~Ms.~~ MAROTHI R.
A C S College of Engineering, Bangalore.

Dear Mr/~~Ms.~~ Marothi R,

On the basis of particulars furnished in your bio data of your application and the subsequent test and personal interview with us, we are pleased to inform you that you have been selected to be trained as a "**SOFTWARE TRAINEE**" in our organization subject to your acceptance.

You will be a Trainee for a period not exceeding six months from the date of joining 24.07.2017 and on successful and satisfactory completion of your training, you will be eligible, subject to your acceptance of our offer and subject to availability of regular vacancies, to be appointed to the position for which you have been trained.

For **XPORE INFORMATION TECHNOLOGY PRIVATE LIMITED**

CHENNAI 600 017

Jayshri

HEAD – Human Resources & Management

Marothi. R

Agree and Accepted

Administrative Office : #39, Railway Station Road, Alandur, Chennai - 600 016.
Corporate Office : #8/23-B, Ground Floor, Dhandapani Street, T Nagar, Chennai - 600 017.
Phone : 86081 41133/44/55 E.Mail Id : hr@xploreinformationtechnology.com
Web Site : www.xploreinformationtechnology.com

HERAIZEN
TRANSFORM.TRANSCEND

LETTER OF EMPLOYMENT

December 28th, 2018

Ms. Nandini L N Gowda
#67 Pushpagiri Nagar,
Hosakerehalli Kerekodi,
Hosakerehalli Extension,
Hosakerehalli, Bangalore – 560085

Dear Nandini,

It is our pleasure to extend this offer of employment to you on behalf of **Heraizen Technologies**. You are expected to join us on 28th December 2018.

You will join us as **Professional Services Engineer** with an annual remuneration of Rs.2,25,000 (Rupees Two Lakh Twenty-Five Thousand Only). You are requested to sign this letter of employment, signifying your acceptance of the same.

Detailed terms and conditions of employment will be shared with you on the date of joining.

We look forward to a very fruitful association with you.

Sincerely,

Kiranmayee U.

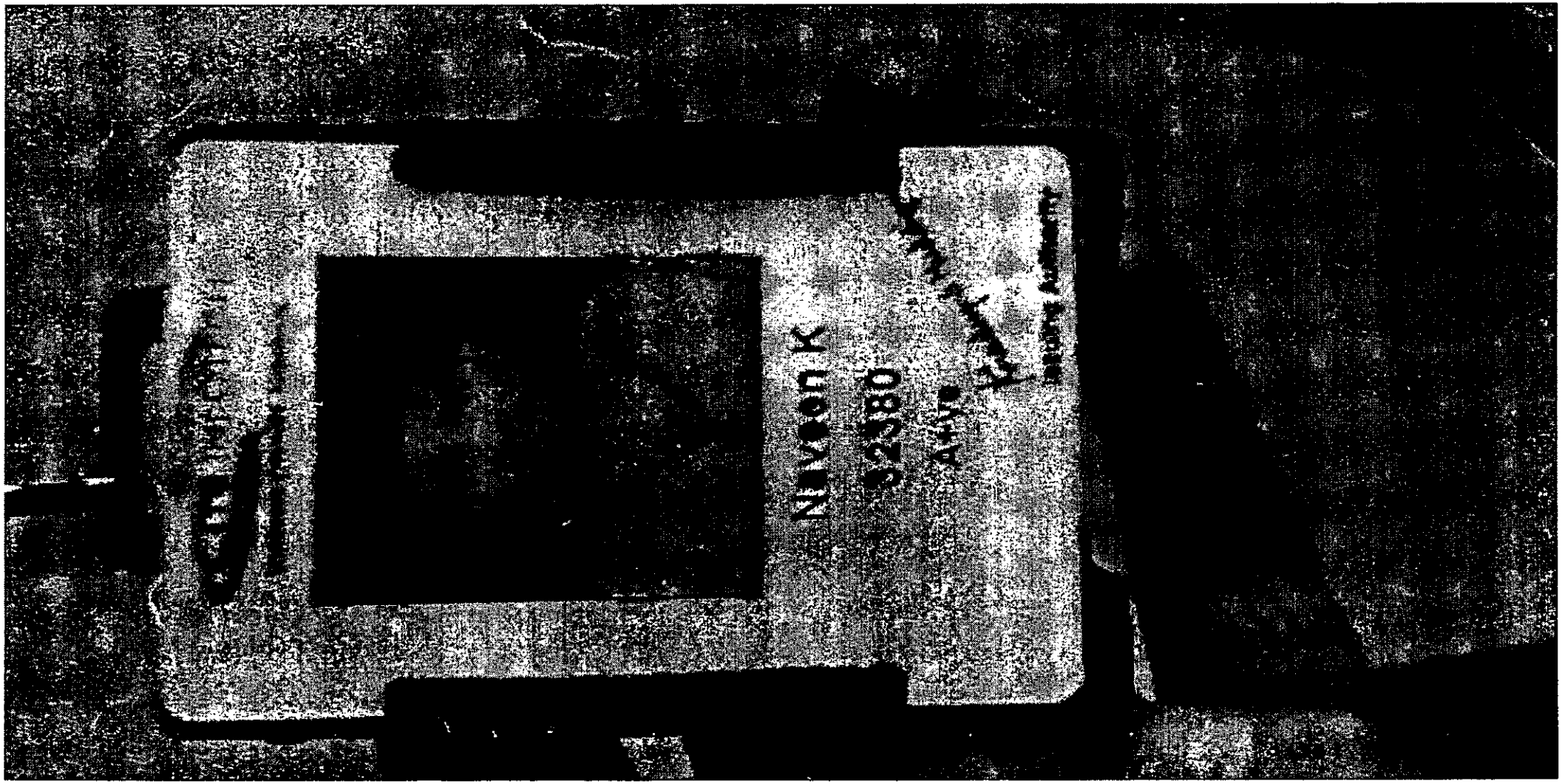
Kiranmayee Urva
Vice President

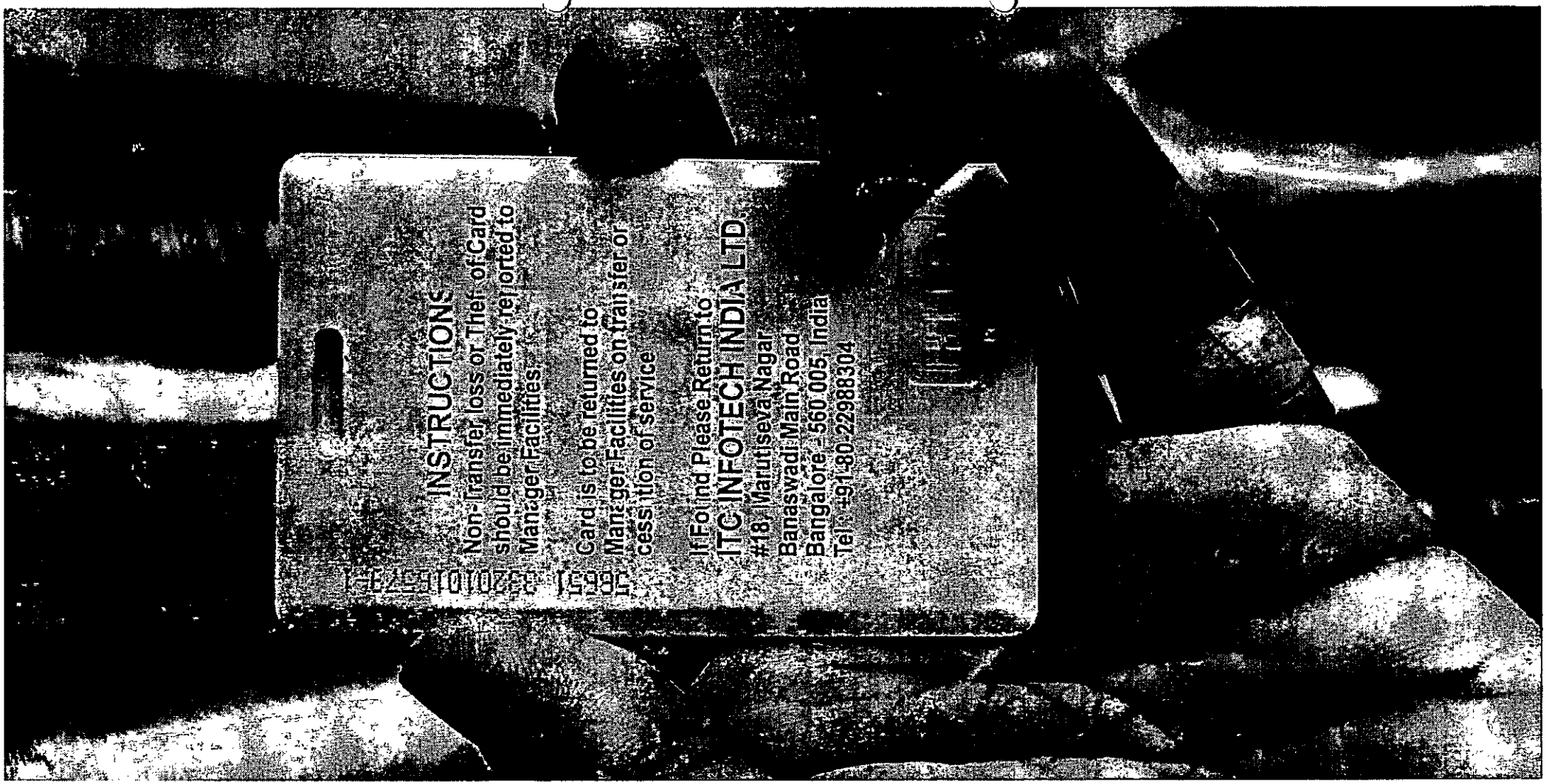
Accepted

Name: Nandini. L. N. Gowda

Signature: Nano

Date: 28/12/18


Naveen K
32380
A+ve


INSTRUCTIONS
Non-Transfer, loss or Theft of Card
should be immediately reported to
Manager Facilities.
Card is to be returned to
Manager Facilities on transfer or
cessation of service
If Found Please Return to
ITC INFOTECH INDIA LTD.
#18, Maruthiseva Nagar
Banaswadi Main Road
Bangalore - 560 005, India
Tel: +91-80-22988304


Google
p10 details - tiskavyag@gmail.c
Credit Score | Check Free Credit
Office.com
About us : ITC Infotech
https://www.itcinfotech.com/about-us/
By continuing to browse or by clicking "Accept All Cookies," you agree to the storing of first- and third-party cookies on your device to enhance site navigation, analyze site usage, and assist in our marketing efforts. For more information, please read our Cookie Policy
> Cookie Settings
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ITC INFOTECH
Industries
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Innoruption
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COMPANY OVERVIEW
ITC Infotech is a specialized global technology services provider, led by Business and Technology Consulting. ITC Infotech's Digitaligence@work infuses technology with domain, data, design, and differentiated delivery to significantly enhance experience and efficiency, enabling our clients to differentiate and disrupt their business.
The company is powered by a growing portfolio of specialized solutions addressing critical business challenges, including: Industry 4.0 solutions (PLM, IoT and Embedded), Customer Value Management, Loyalty, Trade Marketing & Distribution, Supply Chain Optimization, Data Engineering and Analytics, Healthcare Analytics, Digital Banking solutions and Digital Agriculture solutions. The company provides solutions to enterprises in Supply Chain based industries (CPG, Retail, Manufacturing, Hi-Tech) and Services (Banking, Financial Services and Insurance, Healthcare, Airline, Hospitality) through a combination of traditional and newer business models, as a long-term sustainable partner.
ITC Infotech's '5D' framework of excellence helps it serve clients better.
DOMAIN led
ITC Infotech's solutions
DATA Infrastructure to
Insights to Interventions
DIGITAL ready
ITC Infotech provides
DESIGN expert
ITC Infotech provides
DIFFERENTIATED delivery
With excellence forming

ManpowerGroup Services India Pvt. Ltd.
Unit No. 4-A/1 & Unit No. 4-A/2,
4th Floor, Plot No. 6, Uppal Plaza,
M-6, Jasola, New Delhi - 110025

CIN - U74910DL1997PTC085591

T : +91 - 11 - 6649 7500
F : +91 - 11 - 6649 7527
www.manpowergroup.co.in

Manpower

Dated:- 2/12/2018

Name:- **Pavitra TN**
Address:- Bangalore

Subject: - Offer Letter

Dear Mr. Pavitra TN,

With reference to your appointment with ManpowerGroup Services India Pvt. Ltd. We have pleasure in offering you the position of **Software Developer** in our organization on a fixed term contract basis, the detail of offer is as follows.

Date of Joining	:	2/13/2018
End date	:	8/13/2018
Monthly CTC	:	Rs. 20,000/-

Any statutory dues like PF, ESI, PT, Bonus etc, if applicable, will be Paid / Deducted as per law. All taxes will be deducted as applicable by law.

Income tax and Professional tax as applicable will be deducted. All taxes will be deducted as applicable by law. Your salary is strictly confidential.

Appointment letter and other terms and conditions of the contract would be provided after acceptance of the offer letter, received by Manpower.

Kindly send the signed and accepted duplicate copy of the offer letter within 24 hours, failing which it will be treated that this offer stands withdrawn automatically.

For ManpowerGroup Services India Pvt. Ltd.

Signature

Signature

Accepted By
Pavitra TN

Nichi-In
An ISO 9001:2008 Certified Company

Nichi-In Software Solutions Pvt. Ltd.
No.813, 100 Feet Ring Road, Hosakerehalli, Banashankari III Stage, BENGALURU - 560 085, India
Tel: +91-80-26720882/3/4, Fax: +91-80-26726861, E-mail: contact@nichi.com, Web: www.nichi.com

Ref: NIS/288/2017

September 6, 2017

Mr. Rakesh Kumar
S/o Sri. Arun Prasad
J.P Colony Ward No. 14
Madhubani, Bihar-847211

Dear Mr. Rakesh Kumar,

APPOINTMENT

With reference to your application and subsequent discussions, we have pleasure in offering you an appointment in our organization as:

- Designation: **Trainee**

you will be governed by the Terms and Conditions, Non Disclosure Agreement and the Agreement dated September 6, 2017.

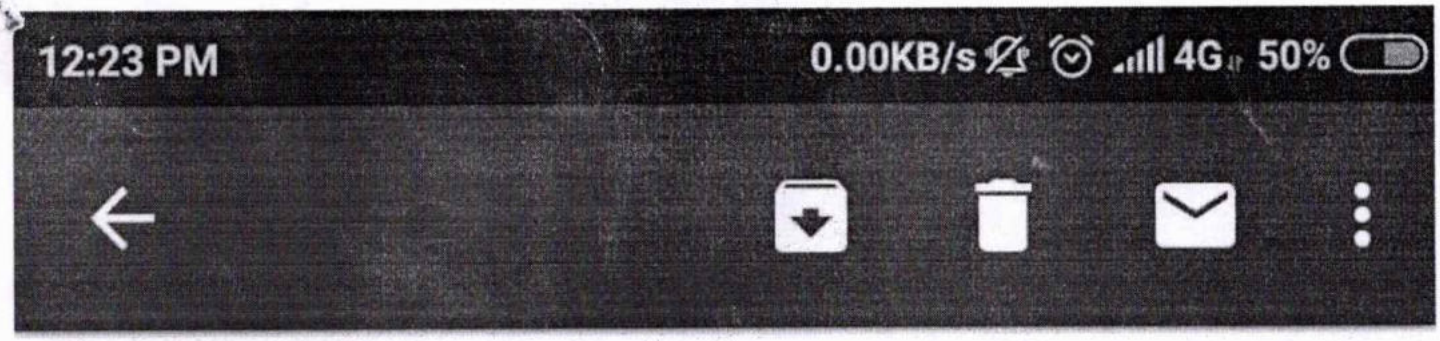
Please return the duplicate copy of this letter duly signed in as token of your having accepted the appointment.

Thanking you.

Yours faithfully,
For Nichi-In Software Solutions Pvt. Ltd.

Authorized Signatory

Encl:
1. Terms and Conditions - General
2. Non Disclosure Agreement
3. Terms and conditions on Deputation



Congrats! Offer from Accenture

Inbox

S

shamini.solomon@accent...
to me
13/12/2018 View details

13-Dec-2018

Rakshitha Shashidhar
CANDIDATE ID:C7534541
UNIQUE REFERENCE NUMBER/UNIQUE ID:9c4f1050-af60-4de9-af86-df965c0ac659_1

Dear **Rakshitha Shashidhar,**

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 in India.



Request you to verify the details in the offer letter and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 7 days (seven days) days from the receipt of the offer, post which the link will be disabled.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

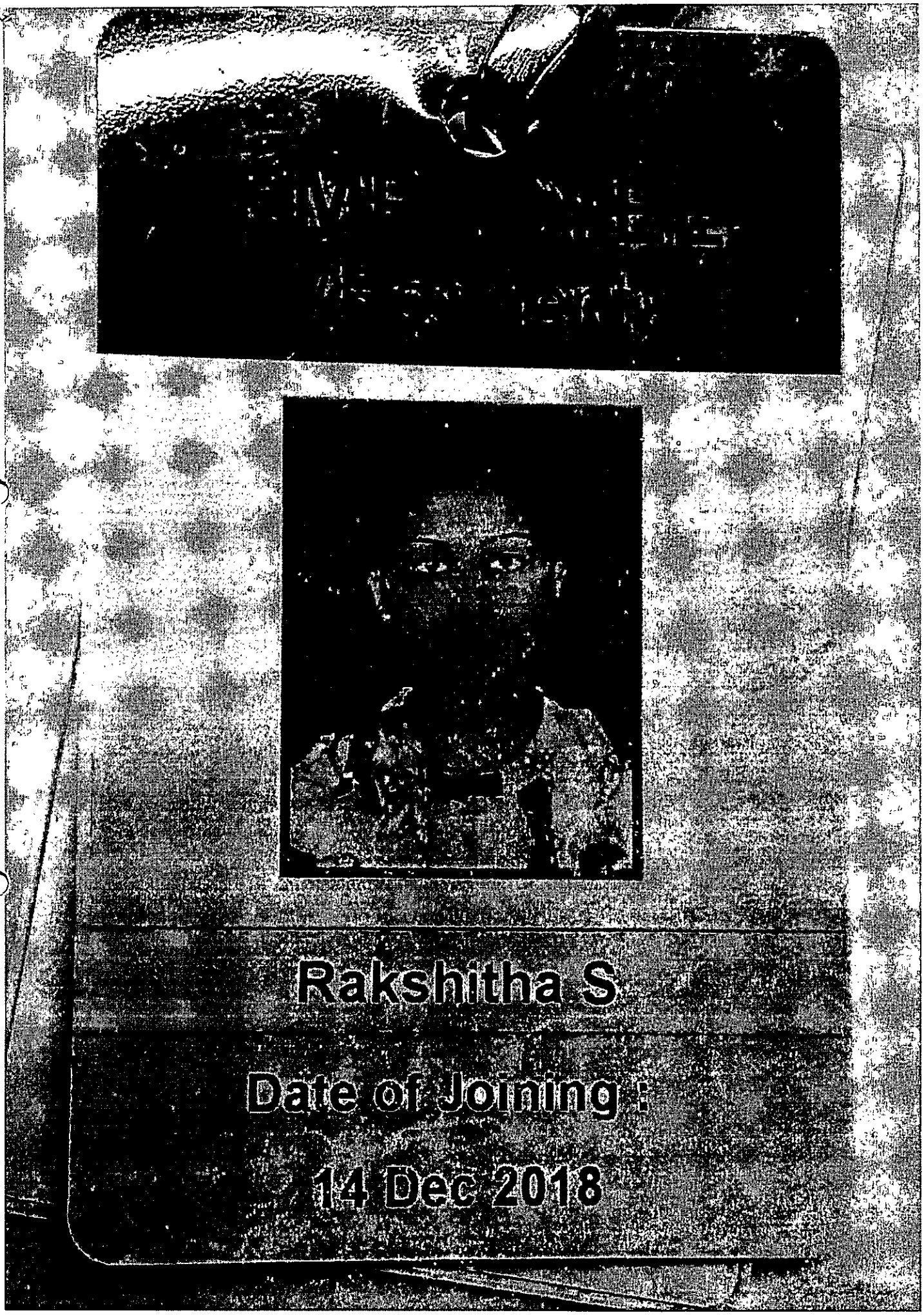
In case you have any other queries, feel free to contact any of the following individual/s by mail / phone, mentioning your Full Name and Candidate ID Number (CID)

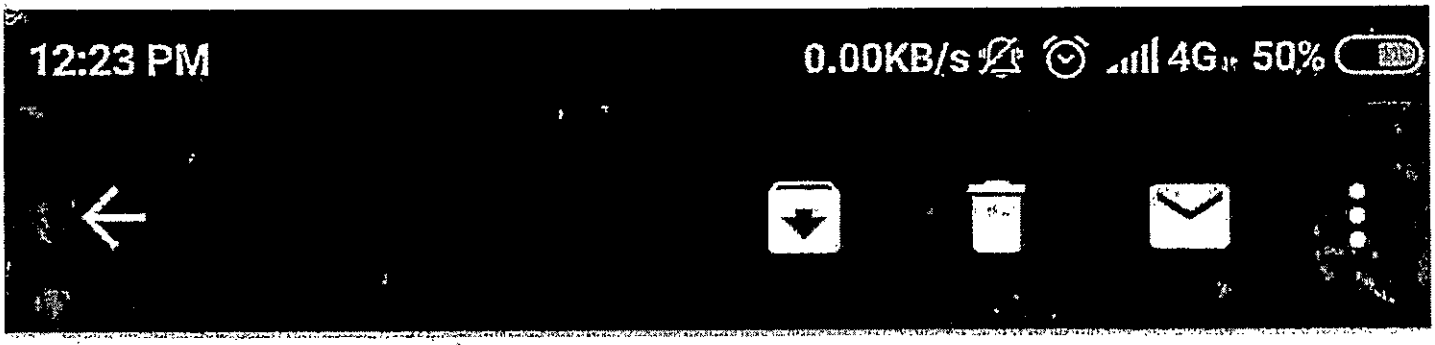
Karthik.venkataraju@accenture.com

Regards,
shamini solomon
shamini.solomon@accenture.com
7406570570

Accenture Disclaimer

++++++++++++++++++++++++++++++


Rakshitha S
Date of Joining :
14 Dec 2018



Congrats! Offer from Accenture

Inbox

S

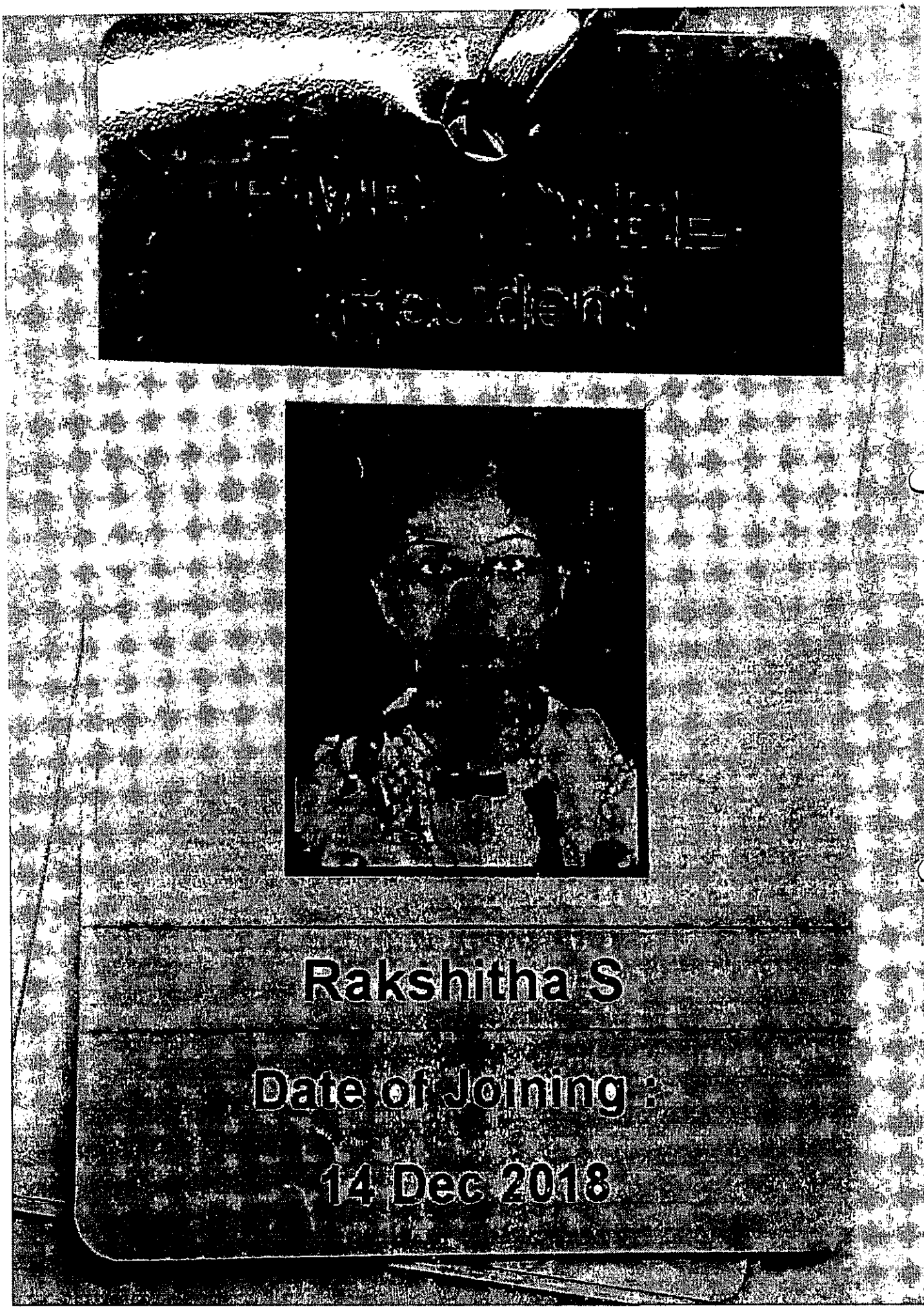
shamini.solomon@accent...
to me
13/12/2018 View details

13-Dec-2018

Rakshitha Shashidhar
CANDIDATE ID:C7534541
UNIQUE REFERENCE NUMBER/UNIQUE ID:9c4f1050-af60-4de9-af86-df965c0ac659_1

Dear **Rakshitha Shashidhar,**

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 in India.


Rakshitha S
Date of Joining :
14 Dec 2018

SYORE GLOBAL
SOFTWARE PRIVATE LIMITED

Date: 8th January , 2018

To,

Sharmila G
No 215 , 6th cross,
G.K.W Layout ,
Vijaynagar,
Bangalore - 40

Sub: Offer Letter

Dear Sharmila G

With reference to your application and subsequent interview conducted at our office, we are pleased to offer you the position with **SYORE GLOBAL PVT.LTD** ("Company") Bengaluru as a "**WEB DEVELOPER**"

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization.

Your consolidated salary would be **Rs 1.44 LPA** .You may be eligible for other compensation and fringe benefits subject to term set by Company, any of which may be amended from time to time. The compensation will be paid to you monthly in arrears on 10th of every month and management reserves right to change salary date.

Please bring along the below listed documents / details on your day of joining.

a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
b) Original & Copy of Academic Certificates (all from 10th to Highest)
c) Resignation Proof (Resignation Acceptance /Relieving Letter from previous employer)
d) Proof of compensation last drawn (3 Months – Original& Copy)
e) Three passport size photographs (Recent)

You are required to join the Company on or before **08-1 -2018.** Please return a signed copy of this letter as a token of your acceptance of the offer confirming your date of joining.

1. **WORKING HOURS:**

Your standard working hours will be 10:00AM to 6:00PM, Monday through Saturday. In view of your position in the company, you shall effectively perform to ensure results and you will be expected work beyond the standard working hours to achieve the results, whenever your job so requires.

SYORE GLOBAL
SOFTWARE PRIVATE LIMITED

- In case of maternity leave, the employee must submit application at least 2 months in advance with the expected date of delivery. The employee is required to produce a medical certificate confirming the pregnancy and detailing the expected date of birth and the date on which the maternity leave is to commence.

We look forward to a mutually rewarding relationship.

Yours faithfully

For Syore Global Pvt. Ltd

SYORE GLOBAL SOFTWARE PVT. LTD.

Human Resources

Accepted & Agreed

Gmail

Kavya G <itskavyag@gmail.com>

Fwd: Source One Offer !!!!

1 message

Sonika Subbukumar <sonikasubbukumar@gmail.com> Fri, Jan 25, 2019 at 10:26 AM
To: itskavyag@gmail.com

---------- Forwarded message ---------
From: **Charitha - Source One** <charitha.kr@msourceone.com>
Date: Sat, May 5, 2018, 12:38 PM
Subject: Source One Offer !!!!
To: <sonikasubbukumar@gmail.com>

Greetings From SourceOne !!!

Congratulations! You have been chosen to fill the position **"HR Executive"**!!!

If you have any questions about this offer, feel free to call me at **08067586322 (Charitha K R).** We look forward to your acceptance of this offer and to a mutually beneficial relationship.

Your DOJ is 7th May 2018

Please walk-in to JP Nagar office at 9.30AM along with the following documents (photo copies) for induction and on-boarding programme.

Documentation: (Xerox Copies Only)

SSLC mark sheet
PUC mark sheet
Graduation and Post-Graduation Certificates or Provisional Certificate
Previous company's relieving letter/Resignation acceptance letter or mail (If Experienced)
Previous company's pay slips. (If Experienced)
Pan Card.
2 Passport size photos.

Provident Fund :

- **1.SSLC Marksheet**
- **2.Pancard or Adhar Card**
- **3.Bank Passbook and Same bank Cancel check leaf.**
- **4.Previous Company PF Number or UAN Number if applicable.**

Bank Account Opening :

Any two Government ID Proof in the below given list (Bring originals along with two clear Xerox copies of the same)

- **1.Pan Card**
- **2. Adhar Card**

- **3.Election Card.**
- **4.Passport**
- **5. DL**
- **3 Passport size photos**

Reporting Office:

Sourceone Management Services Pvt. Ltd.

Site No: 15, *3rd Floor.*

Bannerghatta Road, 3rd Phase JP Nagar.

Bangalore – 560078

Regards,

Charitha K R

Source One Management Services Pvt. Ltd

Site No. 15 | 3rd Floor | Bannerghatta Road | 3rd Phase J P Nagar |Opp Shoppers Stop | Bangalore – 560078 | Karnataka | India.

Contact – 080-67586322| charitha.kr@msourceone.com

URL : www.msourceone.com Source One Products - www.hiringnow.com | www.mpool.com

Source One Management Services Pvt Ltd does not charge any fee at any stage of the Recruitment Process. Company has not authorized any agency/partner to collect

any fee for recruitment. Kindly report at policy@msourceone.com for any type of company policy violation. The information contained in this electronic message and

any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are

not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and

any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.www.msourceone.com.

Virus-free. www.avast.com

Nichi-In
An ISO 9001:2008 Certified Company

Nichi-In Software Solutions Pvt. Ltd.
No.813, 100 Feet Ring Road, Hosakerehalli, Banashankari III Stage, BENGALURU - 560 085, India
Tel: +91-80-26720882/3/4, Fax: +91-80-26726861, E-mail: contact@nichi.com, Web: www.nichi.com

Ref: NIS/317/2017

September 18, 2017

Mr. Thanush B. N.
S/o Sri. Nagaraju B
#96 Kannika Temple Street, Kote
Banavara, Arsikere,
Hassan, Karnataka-573112

Dear Mr. Thanush,

SUB: DATE OF REPORTING

This is in reference to your appointment letter No. NIS/278/2017 dated September 4, 2017, we hereby inform you that the date of reporting has been postponed from September 20, 2017 to October 4, 2017.

Please report to office on October 4, 2017@ 8:45AM.

Thanking you.

Yours faithfully,
For Nichi-In Software Solutions Pvt. Ltd.

Authorized Signatory



Dear Varsha,

As discussed we are pleased to offer you an employment for the role of Web Developer in Varadhi Smartek Pvt. Ltd and the compensation package is enhanced to the gross emolument of Rs.1,20,000/- per annum.

Please report on 4th December 2017 at 09:30 am with the following documents

1) Academic Certificates

2) 2 passport size photographs

3) ID & Address proofs(Pan card/Voter-id/Aadhar-card/Driving License/Passport)

Please send us the confirmation with the same E-mail id.

Note:Bring Original Documents(Only for

Regards

Roshan

Mob no:7204145512

Varadhi Smartek Private Limited

#6/2 ,First Floor

next to Nexa Maruthi Showroom

near to Hosa Road Signal

Electronic city Road

Bangalore-100

ph:080-48659523/24

mail: hr@varadhismartek.com

Gmail

Kavya G <itskavyag@gmail.com>

Fwd: CONFIRMATION LETTER

2 messages

varsha shruthi <varshak568@gmail.com> Tue, Jan 8, 2019 at 5:22 PM
To: Kavita Patil <kavita.patil3008@gmail.com>, itskavyag@gmail.com

FYI

---------- Forwarded message ---------
From: **HR Varadhi Smartek** <hr@varadhismartek.com>
Date: Sat, Dec 2, 2017, 19:12
Subject: CONFIRMATION LETTER
To: <varshak568@gmail.com>

Dear Varsha,

As discussed we are pleased to offer you an employment for the role of Web Developer in Varadhi Smartek Pvt. Ltd and the compensation package is enhanced to the gross emolument of Rs.1,20,000/- per annum.

Please report on 4th December 2017 at 09:30 am with the following documents

1) Academic Certificates

2) 2 passport size photographs

3) ID & Address proofs(Pan card/Voter-id/Aadhar-card/Driving License/Passport)

Please send us the confirmation with the same E-mail id.

Note:Bring Original Documents(Only for verification Purpose) and two set of xerox of all the above mentioned documents.

Please provide an email acceptance of Offer.

You will get the hard copy of offer Letter on the same day.

Regards

Roshan

Mob no:7204145512

Varadhi Smartek Private Limited

#6/2 ,First Floor

next to Nexa Maruthi Showroom

near to Hosa Road Signal

Electronic city Road

Bangalore-100

ph:080-48659523/24

mail: hr@varadhismartek.com

web: www.varadhismartek.com

Kavita Patil <kavita.patil3008@gmail.com> Fri, Jan 11, 2019 at 11:06 AM
To: Kavya G <itskavyag@gmail.com>

[Quoted text hidden]

infinicue

INFINICUE SOLUTIONS PRIVATE LIMITED
Corporate office: 2nd Floor, 660/660A, Dwarka Nagar
Layout, Jawaharlal Nehru Road, Channasandra,
Rajarajeshwari Nagar, Bangalore – 560 098
Ph No: +91 80 49574890 www.infinicue.com

Date: 10th of August 2018

Ms. Yashaswini N G
C/o, Shri Ramakrishnaya,
#436, 6th Block, 10th G Main,
Rajajinagar, Bangalore - 560010

Dear Ms. Yashaswini N G,

Congratulations!

We are pleased to inform that you have been selected to work for Infinicue Solutions Private Limited. We are delighted to make you the following offer.

The position we are offering is that of **Trainee Associate - Software Developer** at a **monthly salary** of **Rs. 8,500/-** (Eight Thousand Five Hundred only), with an **annual package** of **1,02,000/-** (One Lakh Two Thousand only). You shall report to **Mr. Deepak N Choodappanavar, Founder/ Director**. Your working hours will be from **9: 30 AM to 6:30 PM** – starting from **Monday to Saturday**.

We would like you to start work on **Monday**, the **20th of August 2018**, reporting to the office at about **10:30 AM**. Please report to Ms. Ashwini D Choodappanavar for documentation and orientation. If this date is not acceptable, request you to contact me immediately.

Please sign and hand over a copy of this letter to indicate your acceptance of this offer or you can indicate your acceptance of this offer via email and report on the said date to complete the joining formalities.

We are confident you will be able to make a significant contribution to the success of Infinicue Solutions Private Limited and look forward to working with you.

Sincerely,

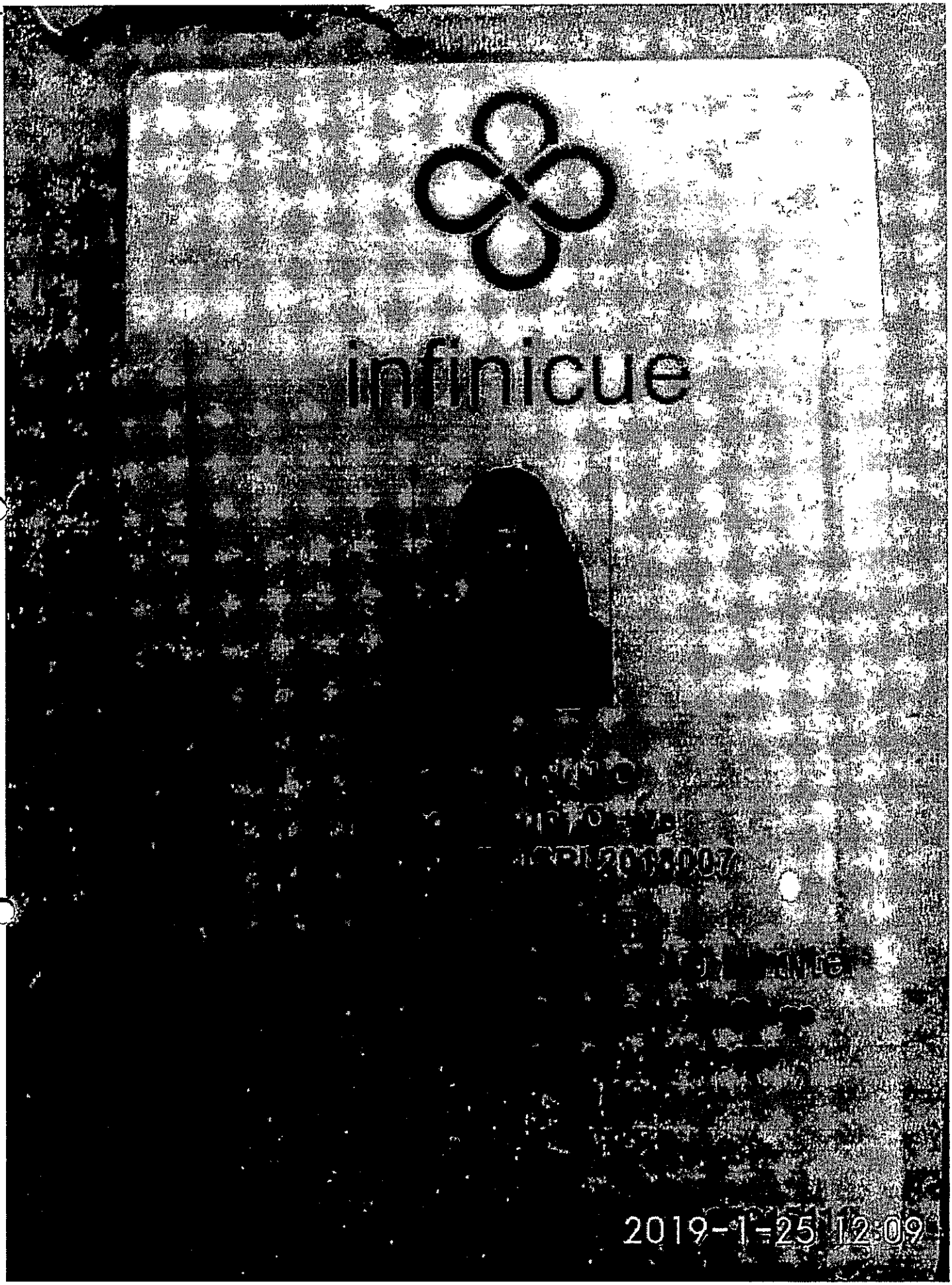
For Infinicue Solutions Private Limited

Ashwini

Ashwini D Choodappanavar
Co-founder & Director

I accept the employment with the Company on the terms and conditions set out in this letter.

Date: 10/8/2018
Signature: Yashaswini
Ms. Yashaswini N G


infinicue
2019-1-25 12:09

Hope Light Technologies

Achieve Impossible

ISO 9001:2008 CERTIFIED

SOFTWARE SOLUTIONS & IT TRAINING

OFFER OF EMPLOYMENT

TO,

Date :10/11/2017

Ms.Veena S
Ph:8217018733
Vaniveena.sampath@gmail.com

Dear **Veena S**

We refer to your application and our recent discussion with regards to your employment with us.

We confirm our offer of employment to you as **Intern Technical Manager** for Hope Light Technologies

Please Read the Terms and conditions thoroughly.

Terms & Conditions

- Your reporting and responsibilities will be advised to you by CEO HLT
- After the training you must work with our organization for a year, failing to do so the candidate has to pay the training expenses incurred in the training period.
- It is expected that you will discharge your assigned responsibilities with high standard of performance, quality, integrity, and discipline
- You shall, while in the services of the company, devote your most of the time and attention exclusively for the Company's work and responsibilities assigned to you. You shall not engage in any other commercial/business pursuit, either part time or otherwise, for any monetary gains without informing the Management.
- You have to stay in the Company in the Timings Proposed by the organization.
- You shall be obliged to follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.
- If any information furnished or declaration given by you in regard to your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.
- You are not supposed to Share any Company Secrets ,Notes, material to any of Outsiders, if found your appointment would be liable for termination without any notice or compensation.
- Upon termination of employment, you will also return all company property, which may be in your possession. It would be obligatory on your part to get a proper relieving letter from the Management before your services are deemed to be concluded.

Leave Policy:

HLT

Leave Policy:

- There will be 1 Paid leave per month post which the Leaves are unpaid.
- Employee must inform 2 days in advance about the Date of Leave if it is One Day leave.
- Employees must inform 1 week in advance about the Date of Leave if it is Long leave more than 1 day.
- In case of Violation of Leave Policy, Company may take any serious action like delayed payment of Salary or Termination etc.

Dress Code:

- HLT expects employees to dress appropriately in business casual attire. Because our work environment serves customers, professional business casual attire is essential. Customers make decisions about the quality of our products and services based on their interaction with you.
- HLT Expects the Employees to Wear the ID Tags when they are in work environment.

Compensation Break Down & Rating:

- Your compensation will be fixed at 2,4000/- P.A.
- You will be reviewed and Rated every month by the Manager in charge based on your performance
    - Blue – Extraordinary performer where you are paid 110% of the salary.
    - Green- Up to the mark performer where you are paid 100% of the salary
    - Amber –Need to improve the performance-15 days grace period is given for improving your performance post which if there is no improvement only 90% of the salary will be paid.
    - Red-upon reviewing Amber if there is no improvement even after 1 month you are paid with only 70% of salary if there is no improvement leads to Termination.

Shares:

- You will be offered a 5% share on each successful admission by your referral or Marketing or strategy.
- You will be offered a 5% share on successful completion of the training batch which will be paid at the end of every 6 months.
- These share values are subjected to change based on the company and individual performance.

Separation Policy:

- Separation or termination of employment can be done by either of the parties with a valid reason. The Date of Termination needs to be informed by either employee or company 1 month in advance.
- If there is any misbehavior or Violation of the Terms & conditions, HLT can immediately terminate the Employment of such employees without any notice & can take serious action.

Sincerely

K.S. Sadiya
Human Resource executive.
Talent Acquisition Team
For and on behalf of
HLT software solutions

HOPE LIGHT TECHNOLOGIES
2nd Floor, 4th Cross, M.G. Road,
TUMKUR - 572 101.

HLT

HLT

Hope Light Technologies

Achieve Impossible

ISO 9001:2008 CERTIFIED

SOFTWARE SOLUTIONS & IT TRAINING

OFFER OF EMPLOYMENT

TO,

Date :10/11/2017

Ms.Vani S
Ph:8217018733
Vanisampath712@gmail.com

Dear **Vani S**

We refer to your application and our recent discussion with regards to your employment with us.

We confirm our offer of employment to you as **Intern Technical Manager** for Hope Light Technologies

Please Read the Terms and conditions thoroughly.

Terms & Conditions

- Your reporting and responsibilities will be advised to you by CEO HLT
- After the training you must work with our organization for a year, failing to do so the candidate has to pay the training expenses incurred in the training period.
- It is expected that you will discharge your assigned responsibilities with high standard of performance, quality, integrity, and discipline
- You shall, while in the services of the company, devote your most of the time and attention exclusively for the Company's work and responsibilities assigned to you. You shall not engage in any other commercial/business pursuit, either part time or otherwise, for any monetary gains without informing the Management.
- You have to stay in the Company in the Timings Proposed by the organization.
- You shall be obliged to follow the work processes, technical standards, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.
- If any information furnished or declaration given by you in regard to your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.
- You are not supposed to Share any Company Secrets ,Notes, material to any of Outsiders, if found your appointment would be liable for termination without any notice or compensation.
- Upon termination of employment, you will also return all company property, which may be in your possession. It would be obligatory on your part to get a proper relieving letter from the Management before your services are deemed to be concluded.

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HLT

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- Employees must inform 1 week in advance about the Date of Leave if it is Long leave more than 1 day.
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    - Green- Up to the mark performer where you are paid 100% of the salary
    - Amber –Need to improve the performance-15 days grace period is given for improving your performance post which if there is no improvement only 90% of the salary will be paid.
    - Red-upon reviewing Amber if there is no improvement even after 1 month you are paid with only 70% of salary if there is no improvement leads to Termination.

Shares:

- You will be offered a 5% share on each successful admission by your referral or Marketing or strategy.
- You will be offered a 5% share on successful completion of the training batch which will be paid at the end of every 6 months.
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Separation Policy:

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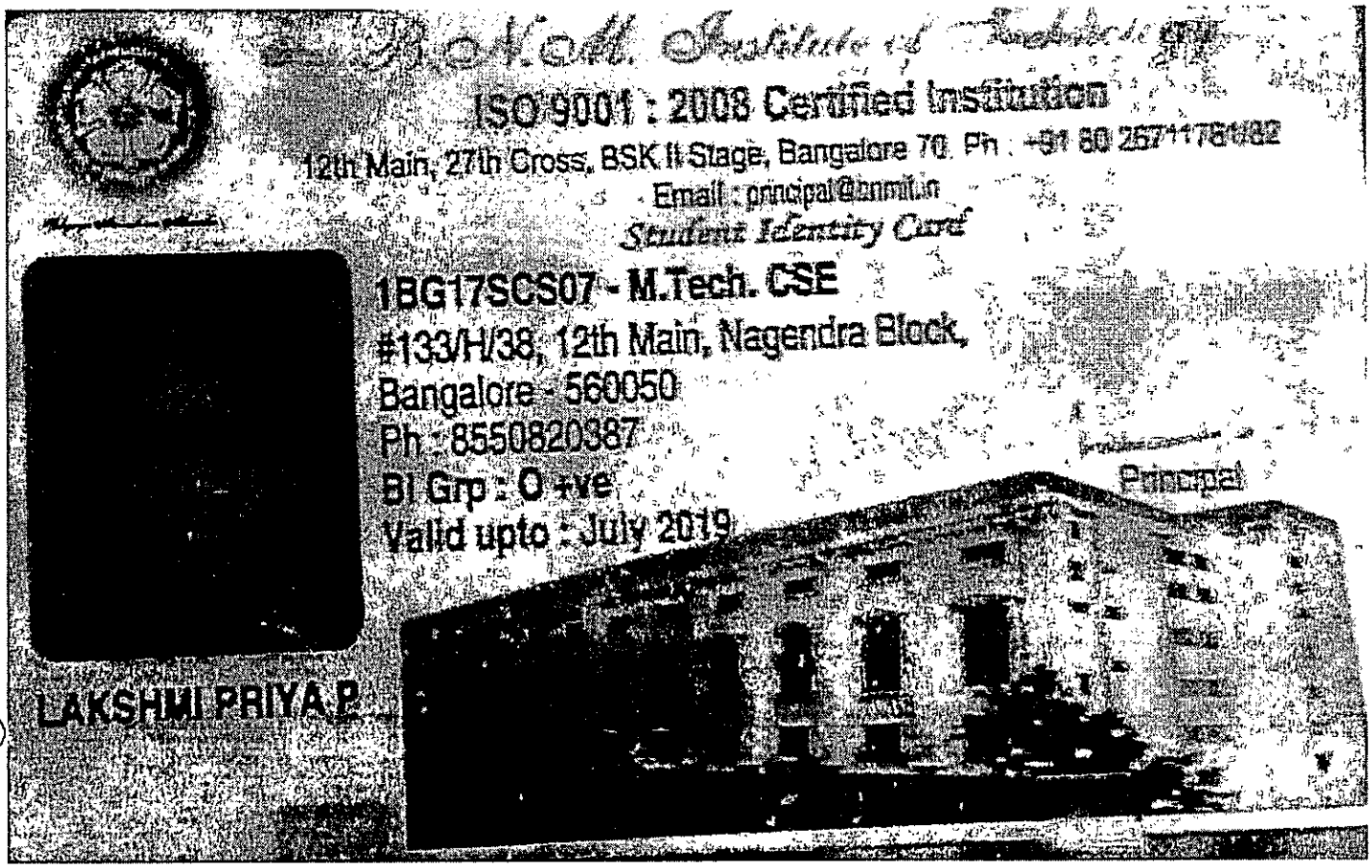
- If there is any misbehavior or Violation of the Terms & conditions, HLT can immediately terminate the Employment of such employees without any notice & can take serious action.

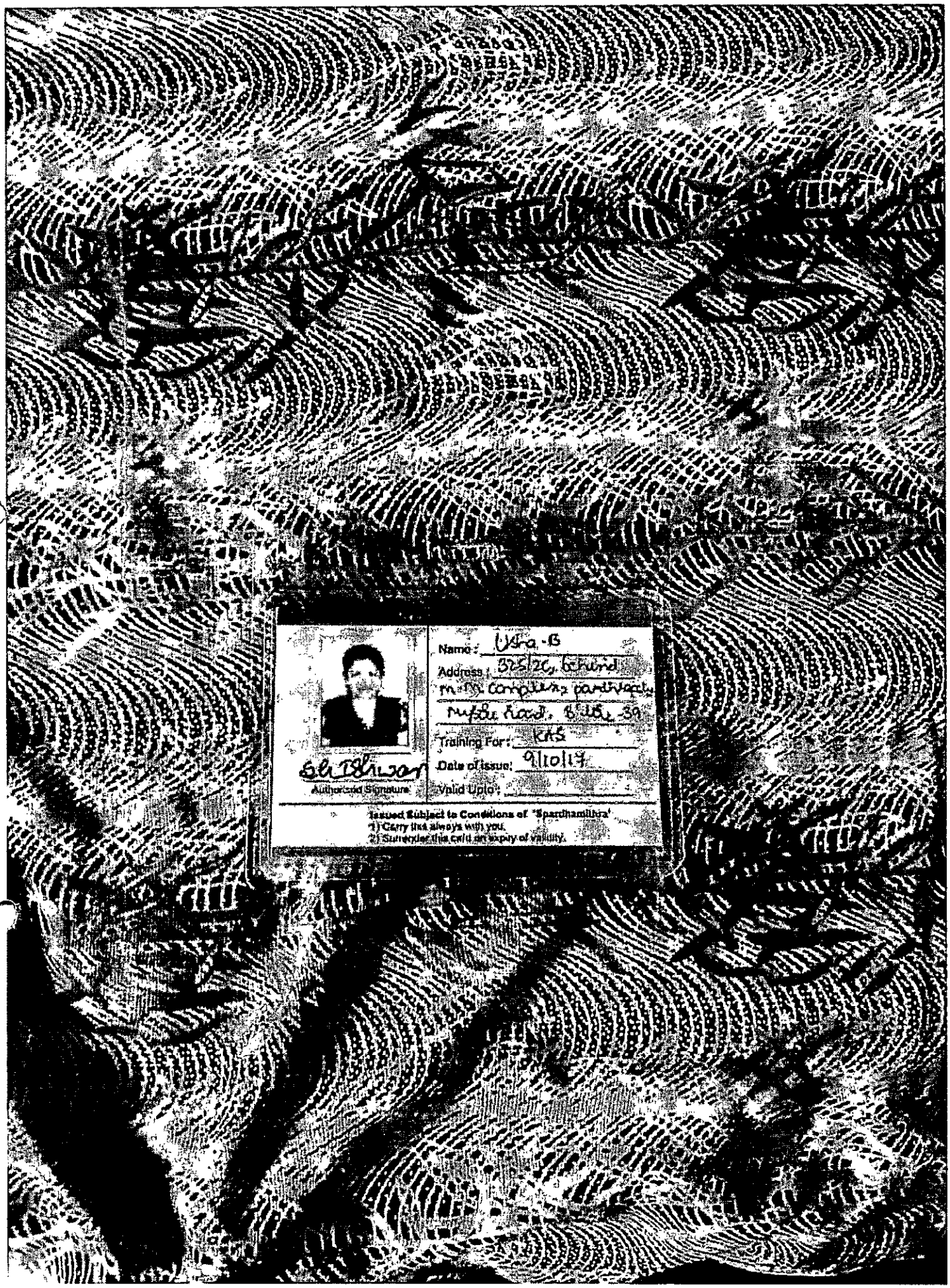
Sincerely

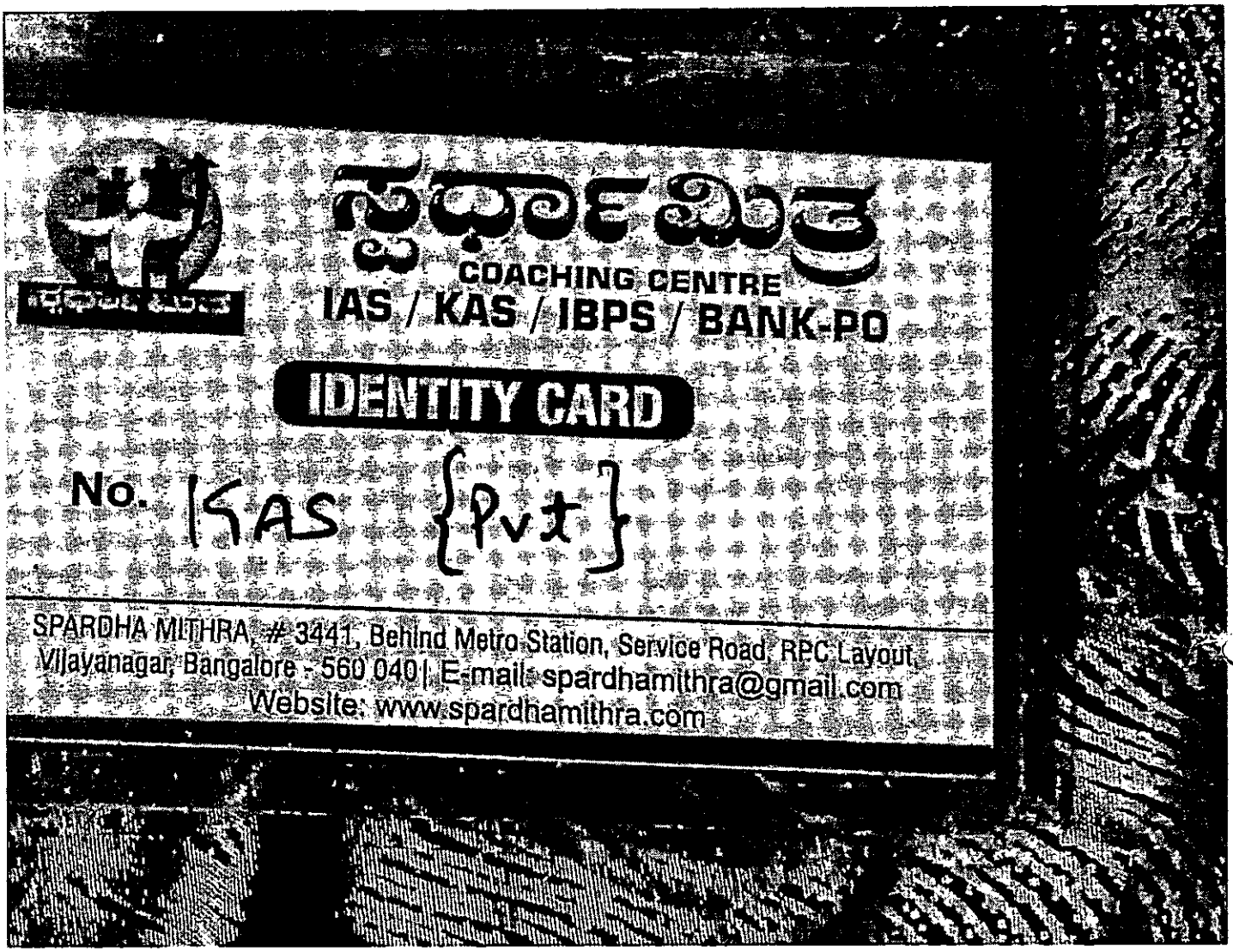
K.S. Sadiya
Human Resource executive
Talent Acquisition Team
For and on behalf of
HLT software solutions

HOPE LIGHT TECHNOLOGIES
2nd Floor, 8th Cross, M.G. Road,
TUMKUR - 572 101.

HLT


ISO 9001 : 2008 Certified Institution
12th Main, 27th Cross, BSK II Stage, Bangalore 70. Ph : +91 80 26711781/82
Email : principal@bnmit.in
Student Identity Card
1BG17SCS07 - M.Tech. CSE
#133/H/38, 12th Main, Nagendra Block,
Bangalore - 560050
Ph : 8550820387
Bl Grp : O +ve
Valid upto : July 2019
Principal
LAKSHMI PRIYA P


Name: Usha-B
Address: 325/2C, behind
Training For: KAS
Date of issue: 9/10/17
Valid Upto:
Authorised Signature
Issued Subject to Conditions of 'Spardhamithra'
1) Carry this always with you.
2) Surrender this card on expiry of validity.


ಸ್ಪರ್ಧಾ ಮಿತ್ರ
COACHING CENTRE
IAS / KAS / IBPS / BANK-PO
IDENTITY CARD
No. KAS {Pvt}
SPARDHA MITHRA, # 3441, Behind Metro Station, Service Road, RPC Layout,
Vijayanagar, Bangalore - 560 040 | E-mail: spardhamithra@gmail.com
Website: www.spardhamithra.com

1AR17CS010

LTI
Let's Solve

Date: October 16, 2021
Ref: LTI/HR/Campus/EN1/2021
Name: Amogh
College: AcsCollegeof Engineering

OFFER OF EMPLOYMENT

Dear Amogh,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee

During the initial training period of 12 months, your CTC including all benefits will be Rs.3,52,637/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

2020-21
pulled out

December 9, 2021

Dear Aditya M,

Greetings!

We would like to express our appreciation and commendation for all the passion and commitment you have been exhibiting in your existing role.

In recognition of completion of your training, it is our pleasure to inform you, effective December 1st 2021, your designation will be Software Engineer and your salary is revised with the new Annual CTC of INR 3,00,000/-

We are sure you will make the best use of the opportunity offered to you and contribute substantially to the success & growth of the organization.

Congratulations!

Regards
Suma Ravindran
VP- Human Resources

entomo

1AH17CS018

16th July 2021

Offer Letter

Ms. Chaithra B,
#81, Forest gate,
Brahmashree Bakery Road , Magadi Main Road ,
Bangalore - 560091

Dear Ms. Chaithra,

Congratulations! We are pleased to confirm that you have been selected to work for KPISOFT Technologies Pvt. Ltd. We are delighted to make you the following job offer.

The position we are offering you is that of **Product Engineer** at a monthly salary of **26,923/-** with an annual cost to company **3,50,000/-** would be paid on or before 1st of the following calendar month after deducting the taxes as per the Income Tax Act, applicable at the time. The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time and will be mentioned in the appointment letter. On joining the company, you will be on probation for three (03) months. This position reports to **Product Engineering Manager, Mr. Manash Matish.** Your working hours will be from 9:00 A.M. to 6:00 P.M., Monday to Friday.

Benefits for the position include:

1. Earned Leaves of 24 days per annum
2. Employee Provident Fund
3. Medical Health Insurance
4. Annexure 1 describes the salary break-up

We would like you to start work on **2nd August 2021** at **9:00 A.M.** Please report to **Thejas U** for documentation and orientation. In case of any delay in the joining date, without prior information, this joining offer will automatically stand withdrawn.

We are confident you will be able to make a significant contribution to the success of KPISOFT Technologies Pvt. Ltd. and look forward to working with you.

Please sign the enclosed copy of this letter and return it to me to indicate your acceptance of this offer.

entomo

Annexure 1

Particulars	Yearly	Monthly
Basic	129,231	10,769
Dearness Allowance	32,308	2,692
HRA	64,615	5,385
Conveyance	19,200	1,600
Special Allowance	77,723	6,477
Gross Salary (CTC)	**323,077**	**26,923**
Less: Deduction		
Provident Fund - Employee	21,600	1,800
Provident Fund - Employer	21,600	1,800
Professional Tax	2,400	200
Total Deduction	45,600	3,800
Net Salary Payable	**277,477**	**23,123**
Variable Pay		**26,923**
Total CTC		**350,000**

Note: Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules.

Sincerely,
For KPISOFT Technologies Pvt. Ltd.

KPISOFT TECHNOLOGIES PVT. LTD. BENGALURU

Ashwini P Arvind Santosh
Senior HR Generalist - India Operations

Employment offers accepted

Chaithra B
Product Engineer

1AHFTCS031

BrightCHAMPS
WINDOW TO NEXTGEN SKILLS

6-3-1198, Flat no.103, First floor, East facing Homes, Kundanbagh, Begumpet, Hyderabad, Telangana-500016

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Service Agreement

This **Service Agreement** is made and entered into this **2ND JUNE 2021** between

Madhura A, (hereafter referred as "Service Provider"), of the One Part

AND

BRIGHTCHAMPS TECH PVT LTD, (hereinafter referred to as "Client"), a Private Limited Company.

Vendor and Client collectively referred as **"Parties"**

TERMS AND CONDITIONS:

Scope of Work:

The Service Provider shall provide the following services to the Client:

- Conduct live online sessions with students (age group: 6-12) to teach block-based coding.
- Participate in certified training programs to learn how to teach 21st Century Skills using coding.
- Assist curriculum developers and content creators to refine the course

Independent Parties:

Coding Educator and the Company are independent parties and this agreement shall not be construed as creating an employee/employer, agency, partnership or joint venture relationship between the parties, and neither party is authorized to bind the other party, or incur any liability for or on behalf of the other party, in any way. Service Provider and its personnel shall comply at their own expense with all laws which are applicable to the Services performed or delivered, including but not limited to those relating to the identification and procurement of required permits, certificates, licenses, insurance, approvals and inspections in connection with the Services.

Sub-contract:

This Agreement shall be binding upon and inure to the benefit of each party's successors and assigns. Nothing in this Agreement shall be construed to permit the assignment/delegation by Service Provider of any of its obligations hereunder, and such assignment/delegation is expressly prohibited without the prior written consent of the Client.

Governing Laws and Jurisdiction:

This Agreement shall be subject to the exclusive jurisdiction of courts in Bangalore. This Agreement shall be governed by the Indian laws.

In witnesses whereof the parties have signed this service agreement, on the above-mentioned date, month and year.

In the event of failure to comply with any of the above requisition(s), Client/service provider has the authority to take legal action against the client/Service Provider to protect our rights at your own risks, costs and consequences there

For: BRIGHT CHAMPS TECH PVT. LTD **FOR:** Madhura A

Signed:_____ **Signed:**_____

Name: Ravi Bhushan
Title: Director

Name:
Title: Coding Educator

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        • 10% of such claims for self, spouse and 2 dependent children
        • 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
   Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Date: 21/05/2021

BRIGHTCHAMPS EDTECH PTE. LTD.
60 Paya Lebar Road
#05-16
Paya Lebar Square
Singapore (409051) ("**Employer**")

Dear Sirs,

BRIGHTCHAMPS EDTECH PTE. LTD. (THE "EMPLOYER") – SENSITIVE PERSONAL DATA CONSENT LETTER ("LETTER")

1. I, the undersigned, have been in employment of the Employer in the role of Coding Instructor since 06/04/2021.

2. I, the undersigned, hereby agree that the Employer may from time to time collect, store, process, use or disclose personal data (including sensitive personal data) relating to me insofar as may be necessary or desirable in connection with my employment with the Employer including sharing information with its holding/subsidiary/associate companies or its customers and service providers in India or outside India, or during investment transactions or internal restructuring or as considered necessary by the Employer.

3. For the purpose of this Letter, "personal data" and "sensitive personal data" shall have the meanings ascribed to them under Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules 2011.

4. I, the undersigned, hereby consent to such storage, use and retention and agree to regularly update the personal date made available to the Employer and confirm the accuracy and correctness of the personal data furnished by me.

5. I, the undersigned, agree to allow the Employer to collect, store and process by itself or through third party engaged by it in India or outside India, including but not limited to payroll managers, to the extent applicable for discharging its duties towards its employees.

6. This Letter shall be governed by and construed in accordance with the laws of India and the courts of Bangalore, India shall have exclusive jurisdiction over all matters arising pursuant to this letter.

Yours faithfully,

_____

Employee Name: R Akhila

8217496851

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

1AH17CS044

35

OFFER LETTER

Dated: 22-01-2021

Dear, Prajwal.V

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java /Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

QSPIDERS Basavanagudi Bengaluru JSPIDERS

USN NO 1AH17CS044

Principal
A.C.S. College of Engineering
Kambipura, Mysore Road, Kengeri Hobli.
Bangalore - 560 074

9513311926
info@campus.qspiders.com
Corporate Office: # 50, 2nd Floor,
Brigade MLR Center,
Vani Vilas Road, Bengaluru, Karnataka 560004

1AH17CS046

Team HR
Trust : together we can deliver more

08th Sep, 2021

To, Praveen S

37

Emp Code – TH251415

Banglore

Dear,

Praveen S

Based on your application and the subsequent interview you had with us, we are pleased to appoint you as a **"'IT Support Engineer"** In our organization for a contract of one year with effect from **08-Sep-21 and will expire on 09-Sep-22** & you will be deputed to one of our Client Company. The terms and conditions of your employment are as follows:

1. **Probation & Contract Period:**

a) In an Ongoing contract period of One Year from the date of joining, you will be on probation for a period of Six months from the date of joining i.e. with effect from 08-Sep-21 and this may be extended if considered necessary.

b) During the period of probation, your services may be terminated without any notice on either side and without assigning any reason whatsoever.

c) You shall be solely controlled and supervised by **Team HR.** Only.

d) In accordance with your performance during the contract period, the management will extend your contract period further, only when notified by us to that effect, in writing.

2. **Salary**

a) You will draw a Consolidated Salary as per Annexure-A - An enclosed herewith.

b) You will be governed by all the statutory compliances applicable to your cadre (such as the Employees Provident Fund & Miscellaneous Act 1952, The Employee State Insurance Act 1948 etc.).

Team HR
Trust : together we can deliver more

3. **General:**

a) During the period of probation, you will not be entitled to any leave. In case, you remain absent, the company reserves the right to deduct pay/wages for such absence. Upon confirmation, you will be entitled to leave of 21 days (Leave Cycle-January to December pro-rata basis) which includes Casual, Sick and Privilege Leave, as per the rules of the company.

b) You are liable to be transferred to any other Section / Department / Division / Branch/ Location / Works / any of the present units of the deputed Company or which may be set up subsequently or its subsidiaries or its associate companies any where in India at the discretion of the Management.

In the event of your transfer you will not be entitled to any special compensation or any facility/amenities including accommodation.

On transfer, you will be governed by the conditions of service as applicable to the employees at the place of transfer unless otherwise provided specifically.

c) You will be required to carry out all instructions as may be communicated to you from time to time by your superiors.

d) You will not attend to any other employment, be it part-time or in any advisory capacity or any trade or business.

e) You will fully acquaint & abide yourself with the various laws, orders, rules, regulations, and notifications etc., of the Central/State Government, Local and/or any other authority concerning your department of the Company.

f) You will not divulge to any person whosoever during or after the course of your employment, any trade secret or information concerning the business of the deputed Company which may come to your knowledge during the course of your employment.

g) You will conform to the discipline and all other service regulations applicable to you.

h) Your appointment is on the clear understanding that the information furnished by you in your Application for Employment form is correct and the Photostat copies of the certificates and references produced by you are genuine and bonfire. If any time during your service, it comes to the knowledge of the Management that information given in your application is false or that the documents produced are not genuine, your services are liable to be terminated forthwith without making any further reference to you.

Team HR
Trust ; together we can deliver more

08th Sep, 2021

Dear Praveen S

1. With reference to the appointment letter, we are pleased to inform you that you will be deputed at **More Retail Pvt Ltd, Banglore (India),** (hereinafter referred as the Deputed Company).

2. This deputation will not create any employer-employee relationship with More Retail Limited & you will solely be governed by Team HR. only.

3. You will fully acquaint & abide yourself with the various laws, orders, rules, regulations, and notifications etc., of the Central/State Government, Local and/or any other authority concerning your department of the deputed Company.

4. During your employment with the deputed company, you will not divulge to any person whosoever during or after the course of your employment, any trade secret or information concerning the business of the deputed Company which may come to your knowledge during the course of your employment.

5. In a Ongoing contract period of One Year, you are required to give 30 Days of prior notice before leaving our Organization.

Yours faithfully,

For Team HR

Thanking you,
For Team HR
Authorized Signatory

Authorized Signatory

I accept _____.
(Name & Signature)

Team HR
Trust : together we can deliver more

i) Your continuance in the services of the Company will be subject to your being physically and mentally fit at all times. The Management reserves the right to ask you to appear for a medical examination as and when deemed necessary.

j) If at any time your services are terminated or you decide to leave the company you will return all properties including papers and documents which may have come into your possession during the course of your employment, to the Company.

k) Any change in your residential address should be immediately informed to the Company in writing.

The foregoing constitutes the agreement as regards the terms and conditions of your employment with the Company and these are subject to amendments from time to time.

We welcome you to this organization and wish you success in your Endeavour to add value to this company for mutual growth and progress.

Please sign a copy of this letter as a token of your acceptance of the above terms and conditions, and return it to the Personnel Department.

Yours faithfully,

For Team HR



Authorized Signatory

I accept _____.
(Name & Signature)

1AH17CS055

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

May 17, 2021

Ms Ranjitha G K
ranjithagk7@gmail.com
Candidate Id:CN20210608

46

Dear **Ranjitha G K**

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	**Ms. Ranjitha G K**	Position & Department	**Placement Expert**
#	**Components of Total Fixed Pay**		**Per Annum (in INR)**
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

Notes: *Associates will be covered under the company group insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date ofacceptance

U ▪
S T

Annexure2

Documents to be furnished at the time of joining

The following documents are required to be produced at the time of joining:

1. Highest qualification certificate [convocation certificate / provisional certificate] and mark sheet [consolidated/semester-wise]
2. Relieving letter/resignation acceptance letter from most recent employer (if any)
3. Latest 3 salary slip or salary certificate from most recent employer
4. Experience certificate from all previous employers
5. UST offer letter signed
6. Passport (with ECNR stamp)
7. Proof of identity i.e. PAN card, Aadhar Card and Passport
8. Passport size photograph (1 copy)
9. Your income & investment declaration in the Form 12C. (Non-submission of this form will be treated as you do not have income from any other sources apart from your salary income from US Technology International Private Limited.)

***Please note that this offer letter covers all the commitments made on behalf of US Technology International Private Limited towards your employment with the company. It is your responsibility to ensure that any or all commitments made verbally during the selection process are documented prior to joining US Technology. Please note that the company will not be responsible for any verbal commitment made to the candidate except for those that are specifically documented in these pages.*

* * * * *

U ▪
S T

UST/60654535/7831814
28/09/2021

Ranjitha G K
Bangalore

Sub: Letter of Offer

Dear Ranjitha,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

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

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.

ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.

iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.

iv. That no amounts will be due and payable by you to your previous employer/s.

v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 06/10/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 06/10/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

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If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 06/10/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

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

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

Ranjitha, G K

Execution by the Employee:

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

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

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Annexure 1 (A)

Name:Ranjitha G K,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary	8,312.50	99,750.00
House Rent Allowance	4,156.25	49,875.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,662.50	19,950.00
Other Allowance	11,161.46	133,937.50
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	415.62	4,987.50
Variable Pay		17,500.00
Cost to the Company (CTC)		350,000.00

***** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.**

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Annexure 1 (B)

Allowances Optional

Please note that you have an option to choose between
(1) Food Allowance
(2) Leave Travel Assistance.

Subject to the detailed rules in relation to each of these allowances, you can avail of any or all of these four tax-saving allowances. If you do not opt for any of these, the respective amounts will be taxable and be paid as part of "Other Allowances".

Food Allowance

Sodexo Coupons will be issued for Rs. 1,000/- , Rs.2500/- or Rs.3000/- against Food Allowance for those who opt for the same. This will attract 3% service charges. The amount deducted from your salary against food allowance is entirely non-taxable.

Leave travel assistance

LTA (12.5% of basic pay) amount will be non-taxable only on submission of bills and will be paid at the end of each calendar year against the appropriate enclosures/bills produced with the appropriate form duly filled as per US Technology's policy and Income tax laws in force at the time of claim.
Please note that the above non-taxable components may change from time to time according to the company policy.

National Pension Scheme (Optional)

National Pension scheme (NPS) is a pension system regulated by the Pension Fund Regulatory and Development Authority (PFRDA), with objective to provide social security in India. Enrolment to NPS is purely voluntary. NPS provide old age retirement income along with tax exemption

Gratuity

You will be entitled to payment of gratuity strictly as per rules under the Payment of Gratuity Act, 1972.

Annual Variable Pay

The Variable Pay will be performance-based, and determined based on objective and quantitative indicators that determine how well you have met the performance objectives. The details of your objectives, and parameters used for determining the variable pay component will be communicated to you on joining employment. You will be eligible for bonus only after successful completion of one year of employment with US Technology.

Tax

Tax implications arising out of this structure would be borne by you.

Location

The initial place of work would be Bangalore, Karnataka. US Technology reserves the right to change your place of work in its sole discretion.

Termination of Service

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Women : Jeans, slacks that are similar to Dockers cotton or synthetic material pants, Plain polo shirts, dress shirts, blouses, sweaters and suit jackets. Casual dresses, kurta churidars/salwars, skirts and skirts that are split at or below the knee are acceptable. Casual tops, Tees with round necks, collars (turtle necks included), Culottes/Parallels (below knee), preferable jeans Leggings can be worn only with long kurtas or tops.

Duties and Responsibilities

1. You will be required to serve in the assigned position or in such other capacities, consistent with your status and position in the Company, as may be requested from time to time by the Company.

2. In the course of your employment, the Company will expect you to display a high standard of initiative, efficiency and economy. You shall diligently, faithfully and to the best of your abilities perform the duties and services related to your assigned post as well as such additional or different duties and services consistent with your position, as you may be reasonably be directed to perform by the Company from time to time. For the performance of all such duties and services, you shall use all the knowledge, skill and experience that you possess, to the entire satisfaction of the Company.

3. You will carry out assignments/projects given to you from time to time with diligence and devotion and maintain the Company's image as suppliers of quality software and services.

4. You shall devote your full time and attention during your employment with the Company exclusively to the business and affairs of the Company and shall not, during your employment with the Company, without the prior written consent of the Company, directly or indirectly, carry on or be engaged, concerned or interested in any manner whatsoever in any other employment, business, trade or occupation, either on a part-time or full-time basis, in an honorary capacity or otherwise, either during or after normal business hours.

Confidentiality

1. You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter.

2. Further, the Executive also agrees to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time.

3. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any such disclosure will be considered a serious misconduct and breach of the terms of your employment.

Posting / Transfer of Service

While your initial place of work is as intimated in your Letter of Offer, you are liable to be transferred to any department / division of the Company / its business associates' / clients, in India or abroad, as required by the exigencies of the business at the discretion of the Company. You may be required, from time to time, to travel to locations outside your place of posting, within India and abroad, on short notice.

Travel

You may be required, from time to time, to travel to locations outside your place of posting, within India and abroad, on short notice.

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1. During your employment with US Technology, a notice of two months is required to terminate employment from either side. The Company may terminate your employment by payment in lieu of the two months' notice, without assigning any reason whatsoever, at the sole discretion of the Company.

2. You may deliver the notice of termination by hand to your Department Manager or by Registered post to your Department Manager and the notice period shall commence from the date of delivery in the former case and the date of dispatch in the latter case. Service of notice of termination from the Company will be deemed to be complete on the date of dispatch of such notice by registered post to the address furnished by you and available as per our records or on hand delivery of the notice to you, whichever is earlier. However, where the circumstances so warrant, the Company reserves the right to terminate your employment with immediate effect.

Increments and Promotions

Your growth in the organization through promotions and salary increments will depend solely on your performance and contributions to the Company, as determined by the management through periodic performance appraisals.

Compliance to Quality Standards

You will be required to understand and implement standard procedures evolved at US Technology International Private Limited for SEI CMMI / PCMM. Your attitude toward adherence to standards and procedure will be an important parameter for consideration while evaluating your performance.

Background Verification

You have been employed on the basis of the particulars furnished by you. In case the said particulars are found to be incorrect or it is found that you have concealed or withheld any relevant facts, your employment with the Company shall stand terminated / canceled forthwith without any notice.

Medical

Your employment may be terminated forthwith by written notice by the Company, on the basis of medical advice it deems acceptable, that you have become physically or mentally disabled or incapacitated during your employment with the Company to such an extent that you are unable to effectively perform the duties entrusted to you during the course of your employment.

Working Hours

The normal working hours are from 8.30 am to 6 pm. Monday through Friday. Saturday and Sunday are holidays. The company reserves the right to alter or modify its working hours or holidays temporarily or permanently.

Dress Code

All employees of the company can wear business casuals on all working days. Dress code classification are as follows:

Men : Casual half sleeved shirts, plain polo shirts, Tees with round necks (turtle necks included), collars dress shirts, sweaters and turtlenecks are acceptable attire for work, Suit jackets or sports jackets, Slacks that are similar to Dockers cotton or synthetic material pants, wool pants, flannel pants and synthetic pants, Chinos, Corduroys, Cargos, presentable jeans are acceptable.

dismissal etc. for acts and omissions constituting misconduct and violations of the code of behavior in accordance with the policy of the Company. The said policy shall be treated as part and parcel of this Agreement. The Company may amend / alter the said Policy at its sole discretion. Pending disciplinary action, you may be suspended from service.

Training

You may also be selected or sponsored by the Company for receiving training with the Company's associates or other institutions within India or abroad. You will diligently and beneficially, take part in such trainings and assignments.

Passport & Driving License

It is very important for you to have a valid passport and a 4 wheeler-driving license. If you do not have it, you are required to apply for them immediately.

Other Rules and Regulations

During your employment with the Company, you shall be subject to such rules and regulations and policies of the Company as may be made applicable and revised at the Company's discretion from time to time, irrespective of whether the rules and regulations or policies or any changes therein are individually notified to you. The rules and regulations are documented in the employee hand book and also published in the company intranet. We request you to go through the same. You are required to adhere to them strictly, failing which the Company reserves the right to take appropriate action, including dismissal from service, depending on the severity of the violation.

Address & Other Details

1. You shall advise the Company of the address to which communications to you should be sent by post. All notices and other communication sent to you at such address shall be deemed to have been properly sent by us and received by you.

2. You shall keep the Company informed of the changes, if any, in respect of your address and also of any change in your civil or marital status and other such matters. Your address / status shall be as last advised by you to the Company (in writing).

Consequences of Termination

On termination / cessation of your employment with the Company, for whatever reason, you will return to the Company:

i. any item belonging to the Company such as laptop computer with all software and data therein, with details of any passwords which you may have installed;

ii. every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which your undertake to make a diligent search;

iii. any other Company property in your possession or control;

iv. immediately repay all outstanding debts and loans due to the Company and the Company is hereby authorized to deduct from any monies due to the Employee a sum in repayment of all or any part of any such debts or loans; and

v. Strictly comply with all continuing obligations including obligations of confidentiality, non-disclosure and non-competition.

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Warranty

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and acceptance of the same by you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or conflict with the terms or provisions of, any agreement or understanding to which you are a party (including, without limitation, any other employment agreement/s).

Jurisdiction

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Trivandrum shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise.

*****

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PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2021

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Dear **Sneha,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on **"Java Full Stack Course"** at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

1.500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.

2. Guaranteed 100 Placement opportunities.

3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2021

Dear **Sneha,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on **"Java Full Stack Course"** at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

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College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,

Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

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randstad

Staffing | Search & Selection | HR Solutions | Inhouse Services

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Date :31/08/2021

To
SOWMYA C
(Code CAN359093)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Label Execution Engineer.** Your services are being deputed to **Continental Automotive Components (India) Private Limited** on the following terms and conditions:

- Your employment will be valid from **02/09/2021 To 01/09/2022** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be INR 240,000.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :

  a. Complete on the Randstad portal:
     - Employee profile form
     - Statutory Nomination forms like ESIC, PF, Mediclaim etc.

  b. Upload proofs of your documents:
     - Government mandated ID proof: Aadhar Card and PAN
     - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
     - Copy of both Educational certificates & Previous employment documents.
     - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login.
A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,
For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

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virtusa

August 29, 2021

Ms. Spandana M K
ACS COLLEGE OF ENGINEERING
Bangalore
Karnataka
India

Dear Spandana M K,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Engineer-Technology**
2. Tier : **Tier 4**

Your date of joining would be **September 1, 2021.**

You will be based at Virtusa's **Bengaluru** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.400,000.00/- per annum** as per ***Annexure-I.***

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **September 1, 2021.**

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

N. Sundararajan

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

I hereby accept employment on the terms set forth in this Letter as of this _____ day of _____

Spandana M K

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE

NAME : Spandana M K
DESIGNATION : Associate Engineer-Technology
TIER : Tier 4

	Per Month (in ₹)	Per Annum (in ₹)
Base Components (A)		
Basic	10,500.00	126,000.00
HRA	5,250.00	63,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00
Phone & Internet Reimbursement	0.00	0.00
Advance Statutory Bonus**	1,500.00	18,000.00
Special Allowance	11,112.00	133,339.00
Food Reimbursement	0.00	0.00
Retirement Benefits (C)		
PF - Company's Contribution	1,800.00	21,600.00
Gratuity**	505.00	6,061.00
Fixed Compensation (A + B + C)	30,667.00	368,000.00
Variable Compensation (at 100%) Refer Annexure II for details	2,667.00	32,000.00
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	33,334.00	400,000.00

**LTA Can be opted for monthly or annual payment without the tax benefit or can be claimed once in two years to avail tax benefits as per the Income Tax regulations of Govt. of India.*
***Gratuity is contributed by the Company and is payable as per the Gratuity Act published by Govt. of India.*

for Virtusa Consulting Services Pvt Ltd, India,

N. Sundararajan

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource **Spandana M K**

Annexure-II

PERFORMANCE BASED PAYOUT (Variable Compensation)

Dear Ms. Spandana M K,

You will earn the Performance Incentive based on your Individual Performance, Company Performance and Personal Utilization as per the guidelines below:

1. The entire financial year is split to two halves which is H1 (1st Apr to 30th Sep) and H2 (1st Oct to 31st Mar).

2. Your Individual Performance will be measured through the Performance (MBO) Score card which you would set with your Reporting Manager on a half yearly basis.

3. On joining you are required to complete setting your MBO along with your Manager no later than two weeks from the date of your joining.

4. H1 payout will be based on the Mid- Year assessment results of the individual while H2 Payout will be on Yearly assessment.

5. Company' s performance of first half of the year will be applied for H1 payouts while company's performance of the second half of the year will be applied for H2 payouts.

6. Based on your tier, Individual & Company weightages will differ, as given in the table below:

	2D Approach	
	Individual	Company
2 in 1 box	70%	30%
Tier 0	60%	40%
Tier 1	70%	30%
Tier 2	80%	20%
Tier 3 & 4	100%	NA*

2 in 1 box are specific leaders playing roles such as account managers, client partner, segment heads, practice heads, etc. Please check with your manager if you would be playing 2 in 1 box role.

7. Personal Utilization will be the first criteria to determine your payout eligibility. Please refer to PU Policy & Guidelines on the internal policy portal for more details.

8. People rated as low performers will not be eligible for any payouts for that assessment period.

9. The payout would be made as per the timelines mentioned in Variable Payout guidelines for the respective H1 & H2 cycles, as applicable, based on the date of joining.

10. Mid-year rating will be used to arrive at the H1 variable pay (bonus) due amount and Year- end rating will be used to arrive at H2 variable pay (bonus) due amount.

11. Team member is expected to be actively employed as on the payout date to be eligible for annual payout.

12. You would be eligible to receive Performance Incentive for the period only if you are on the rolls of the company as on the date of disbursement.

13. If you are joining after 15th September in H1 or after 15th March in H2, then you will be eligible to receive the performance incentive in the succeeding variable pay cycle.

for Virtusa Consulting Services Pvt Ltd, India,

N. Sundararajan

Sundararajan Narayanan
Chief People Officer and Global Head of Human Resource **Spandana M K**

ANNEXURE-III

SUMMARY OF BENEFITS

You would be entitled for the below given benefits

Health Insurance:

The Company will insure you and a maximum of five immediate dependents for Hospitalization as per the policy for an amount of **Rs.200,000/-**. Details would be made available on joining.

Dependents details: Self + Spouse + 2 Dependent Children + 2 Parents or 2 Parent In-laws

Group Term Life Insurance Policy (GTL) & Group Personnel Accident Coverage (GPA):

The Company will insure you for 1 time for GPA& 1.5 times for GTL of the CTC with a minimum Cover of INR 15 Lakhs. The Policy is applicable to associates posted in India or on Virtusa India rolls.

CTC for GTL & GPA coverage = Base Components (A) + Basket of Allowances (B)

Maternity Benefit:

The company is also committed to extending the appropriate benefits to the female employees as per the Maternity Benefit (Amendment) Act, 2017.

Marriage Gift:

All Employees getting married during their tenure at the Company are entitled to a gift voucher worth ₹ 10,000/- as a gesture of goodwill. Details would be made available on joining.

For Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Spandana M K

All Benefits are subject to revision at the discretion of Management from time to time.

EMPLOYMENT AGREEMENT

Ms. Spandana M K,
ACS COLLEGE OF ENGINEERING

This Agreement is intended to formalize in writing certain understandings and procedures that will be in effect during your (Employee) employment with **Virtusa Consulting Services Pvt Ltd, India, No 34, IT Highway, Navalur, Chennai, Tamil Nadu, India, ("the Company")** and will remain in effect as a condition of your continued employment with the Company, its parent, subsidiaries, affiliates, successors or assigns.

In consideration of the appointment of the Employee with the Company and acceptance of the Offer Letter of the Company, the Employee has agreed and come forward to execute this Agreement and accept the terms and conditions of employment more fully laid out herein

Now it is hereby agreed between the parties as under:
The Terms and Conditions shall form the basis of a mutual relationship along with the Offer Letter and the Non-Disclosure Agreement, which the Company feels confident, will be mutually beneficial and long lasting

1. **Designation and Employment:** The designation of the Employee shall be **"Associate Engineer-Technology"** his / her date of joining (as specified in the Offer Letter being the Effective Date).

   The Employee shall be required to submit certified true copy of the following documents, to the Human Resources Department at the time of reporting on the Effective Date prior to the commencement of the employment with the Company:

   (a) School leaving certificates;

   (b) Marks cards;

   (c) Degree certificates etc.,

   (d) Latest payment/salary slip issued by the preceding employer (if any) along with relieving letter and a declaration (format to be furnished by the Company) to the effect that the same is true and correct;

   (e) Such other documents as required by the Human Resources Department.

   (f) The submission of the above documents shall be a pre-condition for the commencement and continuation of the Employment; provided however the Employee shall submit the Employee's final marks card and final degree certificate of the highest degree that the Employee is currently pursuing, within 90 days of joining the services of the Company ("Pre-Probation Period"). Notwithstanding anything to the contrary under this Agreement (including under Section 30), the Company may in its sole discretion and without any liability whatsoever, terminate this Agreement and the employment of the Employee immediately upon written notice to the Employee at any time during the aforementioned Pre-Probation Period. In the event the Employee has not submitted the final marks card and/or final degree certificate on or before the completion of the Pre-Probation Period, then the Employee's employment and this Agreement shall be deemed to be automatically terminated (without any liability to the Company) upon completion of the Pre-Probation Period, unless the Company in its sole discretion specifically provides an extension to the Employee in writing. For avoidance of doubt, in the event of any such early termination of employment or this Agreement, the Company will not be liable to the Employee for any claims, liabilities, salary, benefits, damages, losses, costs, payments or expenses etc. of any nature whatsoever.

2. **Commencement of Employment:** The commencement of the employment of the Employee with the Company shall be from **September 1, 2021** and shall continue unless terminated earlier in accordance with the terms of this Agreement. The initial appointment and location of employment shall be at the location notified in writing by the appropriate Human Resource Executive on the Effective Date and in the absence of any such notification, the Employee shall be deemed to be obligated to report at the registered office of the Company at **No 34, IT Highway, Navalur, Chennai, Tamil Nadu, India.** Although, the Employee's initial place of work is at **Bengaluru, INDIA**, during the course of the employment with the Company, the Employee can be considered for employment at other Technology centers of the Company within India / Abroad. Decisions for such transfers, which may be for short duration or of a permanent nature will depend on the Employee's suitability for the intended task and would be at the sole discretion of the Management.

3. **Probation Period:** The Employee's services will be on probation for an initial period of twelve (12) months from his / her date of reporting and joining the Company, which may be extended by another six (6) months at the sole discretion of the Management. At the conclusion of the initial probation period or the extended period as the case may be, the Company will have the absolute right and discretion to confirm the employment of the employee in the Company based upon his/her performance during the probation period. The Company may, in its discretion, in appropriate cases waive the probation period in part or in full depending on the performance of the Employee.

4. **Remuneration:** In lieu of the service rendered, the Employee shall be entitled to a monthly remuneration as described in the Offer Letter. The said remuneration is for the entire work that is done by the Employee as per the Duties laid down in para 6 of this Agreement. It should be clear to the Employee that there are no other commitments made by the Company.

5. **Expense Reimbursement:** All expenses incurred by the Employee on behalf of the Company as authorized, in connection with the duties under this Agreement, shall be reimbursed to you at actuals / as per the eligibility indicated in the policy, and on upon presenting supporting vouchers/documents. Provided that the expenses to be incurred and to be eligible for reimbursement shall as per the accounting policies of the Company laid down by the Company from time to time.

6. **Service Rules and Regulations:** During the Employment with the Company, all the full time Employees' will be governed by the Service rules, regulations, policies and procedures of the Company in force or as introduced or amended from time to time. The Employees' will also be governed by the Company's policies and rules regarding Leave, Provident fund, Bonus and ESI/Medical Reimbursement, Leave Travel Assistance, Misconduct, Indiscipline or/and other matters. The company is also committed to extending the appropriate benefits to the female employees as per the Maternity Benefit (Amendment) Act, 2017. Further, the Employee during the Employment period shall perform his/her duties with honesty, diligence, orderliness, obedience and faithfulness towards the Company.

7. **Duties:**

   a) Specific Duties:
   In view of the appointment of the Employment with the Company in the designation mentioned here in above, the Employee is hereby expected to undertake and discharge the functions and duties as to be intimated to the Employee from time to time.

   b) General Duties:
   The Employee shall during the continuance of his/ her employment

i. During normal business hours, and at other times as may be necessary for the due performance of his/her duties, diligently and efficiently devote his/her entire time, skill and attention to the business of the Company;

ii. Perform the duties appropriate to his/her employment and expressly or implied given to him/her by the Board on such terms and subject to such restrictions as it may impose, and comply with its instructions;

iii. The Employee shall be required to maintain records and documentation, either in writing or electronic format, and submit such documentation/records to the designated authority of the Company, on a weekly basis or as and when necessary, all technical data, processes, formula, technology, designs, drawings, engineering, hardware configuration information, software programming information, improvements, etc., made, conceived or developed by the employee, either alone or jointly with others, in the course of employment with the Company, whether within the Company's premises or elsewhere, and whether within business hours or otherwise, regardless of whether such information constitutes invention.

iv. The omission in any of the duties hereinabove or breach of the above clause shall be construed to be a material breach of this Agreement.

8. **Other Employment:** The Employee shall not, during the term of employment with the Company, directly or indirectly, be concerned with, engaged with or commence, any other business, trade or profession, irrespective of whether or not the Employee's involvement is gratuitous or takes place outside his working hours. The expression "concerned with or engaged in" shall without limitation mean whether as an employee, advisor, partner, consultant, contractor, sub-contractor, proprietor, director, shareholder or otherwise. You shall not engage, whether directly or indirectly, in any other employment, occupation, consulting or other business activity directly or indirectly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company and a breach under this clause shall be construed to be a material breach of this Agreement

PROVIDED THAT the Employee may own beneficially any units of any authorized unit trust or mutual funds and shares or securities listed on a recognized stock exchange which when aggregated with shares or securities beneficially owned by your parents, spouse, children and step children, total no more than five per cent of any single class of shares or securities in any company, which is engaged in a business similar to or conflicting with the Company. PROVIDED FURTHER THAT all such holdings shall be disclosed by you in writing to the Company on the first day of each calendar quarter.

Subject to any regulations from time to time issued by the Company which may apply to you, you shall not receive or obtain directly or indirectly any discount, rebate, commission or other inducement in respect of any sale or purchase of any goods or services effected or other business transacted (whether or not by you) by or on behalf of the Company or an associated company and if you (or any firm or company in which you are directly or indirectly engaged, concerned or interested) shall obtain any such discount, rebate, commission or inducement, you shall immediately account to the Company for the amount received by you or the amount received by such firm or company.

9. **Inventions and Intellectual Property:**

a) Definitions
For the purposes of this Agreement, the Employee agrees that, all Intellectual Property includes information of a technical and business nature such as ideas, discoveries, inventions, improvements, trade secrets, know how, machines, Software Development processes, product designs, formulae, writings and other works of authorship, thesis, books, computer programs, lectures, illustrations, photographs, marketing plans, business methods and the like, which relate in any manner to the actual or anticipated business of the Company, its parent, affiliates or subsidiaries or clients or relate to its actual or anticipated areas of research and development.

Invention means any invention capable of being patented in India and / or any other jurisdiction.

b) Disclosure
The Employee shall disclose promptly to the Company all Intellectual Property, which during the term of employment you may conceive, make, develop or work on, in whole or in part, solely or jointly with others and make and maintain adequate and current records thereof.

c) Assignment of Inventions
In case of all Inventions which during the term of the employment the Employee may conceive, make, develop or work on, in whole or in part, solely or jointly with others, whether made within or out of the usual working hours or upon the premises of the Company or elsewhere, shall be works for hire and shall execute, acknowledge make and deliver to the Company any and all instruments at any time, either during the term of employment or subsequently, which in the judgement of the Company may be necessary or desirable to vest in or secure for or maintain for the benefit of the Company adequate patent and other property rights in all jurisdictions with respect to any Invention including (i) patent applications (ii) any other applications for securing, protecting or registering any property rights relating to such Inventions and (iii) powers of attorney, assignments, oaths or affirmations, supplemental oaths and sworn statements; and further agree to assist the Company as required to draft such instruments, to obtain and to enforce such rights.

d) Ownership and Assignment of other Intellectual Property Rights
In addition to the Agreement of Assignment of Proprietary Information, the employee does hereby assign, transfer and convey to the Company the entire right, title and interest in any and all Intellectual Property and Inventions which during the term of your employment may be conceived, made, developed or worked on, in whole or in part solely or jointly with others, whether made within or out of the usual working hours or upon the premises of the Company or elsewhere. The Employee shall execute, acknowledge, make and/or deliver to the Company any and all further instruments which in the judgement of the Company may be necessary or desirable to vest in or secure for or maintain for the benefit of the Company adequate rights in such Intellectual Property in India, and all foreign countries; and further agree to assist the Company as required to draft such instruments, to obtain and to enforce such rights.

e) Post – Employment Inventions
For the avoidance of doubt and uncertainty, any Intellectual Property made or developed by the Employee within one year following termination of your employment shall be presumed to have been conceived during your employment and to fall within the provisions of the Agreement, unless you demonstrate that it was conceived after such termination.

10. **Returning Company Property:** At the time of cessation of employment with the Company, you will deliver to the Company (and will not keep in your possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipm other documents or property, or reproductions of any aforementioned items developed by you pursuant to your employment with the Company or otherwise belonging to Company, its successors or assigns. In the event of the Employee committing default of the above clause, the Employee shall be liable to indemnify the Company for any losses or charges or loss of profits or business that may arise on account of the breach of the above clause.

11. **Notification:**
i. Of New Employer
In the event that you leave the employment of the Company, you shall be required to notify the Company details of your new employer and address of appointment.

ii. To New Employer
In the event that you leave the employment of the Company, the Employee does hereby consent to the notification by the Company to your new employer about your rights and obligations under this Agreement.

12. **Conflict of Interest Guidelines:** The Employee shall diligently adhere to the following guidelines of the Company including to comply with the policy of the Company to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, the Employee must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the Company. The following are potentially compromising situations, which must be avoided. Any exceptions must be reported to the Company and written approval for continuation in this regard must be obtained.

a. Revealing confidential information to outsiders or misusing confidential information. Unauthorized divulging of information is a violation of this policy whether or not for personal gain and whether or not harm to the Company is intended.

b. Accepting or offering substantial gifts, excessive entertainment, favors or payments, which may be deemed to constitute undue, influence or otherwise be improper or embarrassing to the Company.

c. Participating in civic or professional organizations that might involve divulging confidential information of the Company.

d. Initiating or approving any form of personal or social harassment of employees.

e. Investing or holding outside directorship in suppliers, customers, or competing companies, including financial speculations, where such investment or directorship might influence in any manner a decision or course of action of the Company.

f. Improperly using or disclosing to the Company any proprietary information or trade secrets of any former or concurrent employer or other person or entity with whom obligations of confidentiality exist.

g. Unlawfully discussing prices, costs, customers, sales or markets with competing companies or their employees.

h. Improperly using or authorizing the use of any inventions, which are the subject of, patent claims of any other person or entity.

4. All fees, charges and expenses incurred on account of your training or continuing education incurred by the Company during the period of your employment with Company.
5. A monetary compensation in terms of the damages suffered by the Company by virtue of loss of your services to the Company.

31. **Absenteeism without Notice:** Associates are expected to follow the company's working hours and holiday and client's working hours and holidays while on deputation to client's site in India/onsite. In the event of the Employee's unreported absence for more than five days or unreported deviation from assigned and accepted schedule for more than five days from the services of the Company without written permission from the concerned Manager or without intimation to the concerned Manager, it would be assumed that the Employee has voluntarily abandoned services of the Company and the Company has the sole discretion to terminate / continue with the Employee's services.
32. **Non - Solicitation & Competition:** The Employee shall not during the term of employment with the Company and for a period of 12 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause, you shall not either:

    a. Directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company;

    b. Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity;

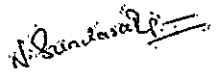
    c. Join the services or be associated with any former employee of the Company who is undertaking or seeks to undertake any activity competing with the business of the Company or with any of the Company's Clients.

    d. A breach under this clause shall be construed to be a material breach of this Agreement

    The Employees agree that any dispute in this regard, shall be determined by the Company and hereby agree that the decision of the Company in this regard shall be final and binding on you.

    I hereby represent that I am not a party to, or bound by the terms of, any agreement with any previous employer or other party which requires me to (a) refrain from using or disclosing any trade secret or confidential or proprietary information obtained in the course of my employment with the Company or to (b) refrain from competing, directly or indirectly, with the business of such previous employer or any other party. I further represent that my performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement (written or oral) with any third party, including without limitation any agreement to keep in confidence proprietary information, knowledge or data acquired by me in confidence or in trust prior to my employment with the Company, and I will not disclose to the Company or induce the Company to use any confidential or proprietary information or material belonging to any previous employer or others. I have not entered into, and I agree I will not enter into, any such agreement either written or oral in conflict herewith
33. **Representations:** The Employee warrants, undertakes and confirms to the Company that he/ she are not bound by the terms and conditions of any non-disclosure agreement, confidentiality agreement or any other similar document, deed or writing by whatever name called executed prior to the employment with the Company and the Intellectual Property rights assigned by the Company or any other knowledge or information imparted by the Company is not in breach or violation of any such agreement or contract or the like as aforesaid.
34. **Veracity of Information Provided:** The Employee has been engaged based on the presumption that the particulars furnished by him/her in the resume or testimonials handed over to the Company are correct. In case the said particulars are found to be incorrect or that they have concealed or withheld some other relevant facts, the Employee's appointment with the Company shall stand terminated/cancelled without any notice. However the Company on its own discretion may reappoint the Employee on fresh terms agreed between them.
35. **Legal Advice:** It is presumed that the Employee is accepting these Employment Terms and Conditions willingly & after understanding the full implications by seeking proper Legal Advice.
36. **Reference:** Any reference to the masculine gender will also include the feminine gender and any reference to the singular will also include the plural, wherever applicable.
37. **Liquidation:** If the Company shall entirely discontinue operation, liquidate and or dissolve no compensation shall be due to the Employee.
38. **Dispute Resolution:** In case of any dispute arising with reference to these Employment Terms and Conditions, both the parties hereby agree that, it shall be adjudicated by referring the same to a Sole Arbitrator, appointed by the Company. The said Arbitrator shall be an Advocate of repute and standing with the relevant experience. The seat of Arbitration shall be at Chennai and The Arbitration & Conciliation Act, 1996, governs the proceedings for Arbitration
39. **Governing Laws:** These Employment Terms and Conditions shall be governed and construed in accordance with the laws of India. The invalidity or non-enforceability of any part shall not affect the rest.
40. **Severability:** If one or more of the provisions in this Agreement is declared void by law, then the remaining provisions of this Agreement in so far as they are enforceable or capable of being enforceable shall continue in full force and effect being applicable to the Agreement.
41. **Survival:** Subject to clause (34), the provisions of this Agreement shall survive the termination of employment and the assignment of this Agreement by the Company to any successor in interest or other assignee.
42. **Waiver:** No failure or delay by either of the parties in exercising any right, power or privilege under this Agreement will operate as a waiver thereof. The waiver by either of the parties of a breach of any provision of this Agreement will not operate or be construed as a waiver of any other or subsequent breach.

Authorized Official Signature



Sundararajan Narayanan
Chief People Officer & Global Head of Human Resources

Offer electronically accepted by: M K, Spandana
Offer electronically accepted on: Aug 31, 2021 1:46 PM
Offer electronically accepted from: 106.217.65.32

l. Engaging in any conduct, which is not in the best interest of the Company.

The Employee shall take every necessary action to ensure compliance with these guidelines and to bring problem areas to the attention of higher management for review. Violations of this conflict of interest policy shall result in the termination of employment under this Agreement, as the breach under this clause shall be construed to be a material breach of this Agreement.

13. **Income Tax Liability:** The Income Tax Liability with regards to the Employee's salary and perks will be the Employee's liability, and will be governed by the tax laws of the country as applicable from time to time.
14. **Communication and Correspondence:** Any communication sent to the Employee to his permanent address or any other address as filled / amended in the records by the Employee, or on personal email ID used at time of offer of employment at the time of his joining will stand final and correspondence so sent on behalf of the Company by registered post, will be deemed to have been received by the Employee.
15. **Enhancement of professional skills:**: During the course of the Employment, the Employee may at the instance of the Company pursue & enhance his/ her professional skills on software/tools developed by organizations like Microsoft, Oracle, Sun Microsystems, etc. at the discretion of the Company and at the cost of the Company. The Employee agrees that he/she shall complete the said courses within the prescribed time for the said courses or within the extended time as may be allowed by the management. In the event that the Employee is not in a position or is unable to obtain the certifications, the Company shall at its sole discretion may take necessary steps, which shall be in line with its overall business interests or take any action it deems fit in its interest.
16. **Professional Ethics:** The Employees' are required to deal with the Company's money, material and documents with utmost honesty and professional ethics. If the Employee is found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft or of misappropriation regardless of the value involved, the Employee's services would be terminated with immediate effect, notwithstanding other Terms and Conditions mentioned in this agreement.
17. **Internet and E-mail usage:** The Employees' are permitted access to the Internet and Company's e-mail service, which is restricted only for the purpose of business use as per the nature of the job. Misuse of the Internet and Company's e-mail service such as surfing pornographic sites, job seeking, gaming, hacking or attempting to gain access of other Employees' and Company information without authorized permission, being a member of any Internet hacking community, using the Company's e-mail for receiving non-technical newsletters / junk mail, broadcasting personal messages to all mail service users, forwarding mail communication to external parties, initiating a direct contact with the Client through mail etc. is prohibited. The Company may at its sole discretion, terminate the said Employment of the Employee with the Company with immediate effect, in the event of it being found that the Employee violates the usage of Internet and e-mail as dictated by the Policies of the Company that exist currently, and may be supplemented and amended from time to time.
18. **Code of Conduct:** The Employee shall conduct himself / herself in conformity with the code of conduct from time to time. Further, the Employee shall carry out the instructions in letter & spirit, given by the superiors, shall not disobey the instructions given and shall not indulge in any unethical practices which results in loss of productivity or which affect the project deliverables.
19. **Information Security Management System (ISMS):** The Company has certain mandatory training programs to ensure that the employees and Company meets its audit, regulatory and Client requirements. You are required to successfully complete such mandatory trainings from time to time and these include Code of Conduct, Foreign Corrupt Practices Act ("FCPA"), SecurityFirst Certification and Anti-harassment, to name a few. Each new employee is required to read and understand the training material(s) of the Company and complete all mandatory certifications within the timeframe set forth by the company.
20. Your appointment with the Company is solely based upon the representations made by you, regarding your qualifications and/or experience. Please note that the company will be conducting background/reference/pre-employment checks on the basis of the information provided by you and the representations made by you to the Company. If it is found at any point of time that your representation are incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS, take all appropriate disciplinary action as per Company policies and as permitted by applicable law against the employee.
21. By accepting the offer made by the Company, you also irrevocably consent to the Company (or the Client, as the case may be) to initiate and perform all necessary background/reference/pre-employment checks as may be required in and during the course of your employment, either by Company, Client (as the case may be) or through any third party authorized by the Company or Client in this regard.
22. **Smoking & Drinking:** The Company owes and assures a smoke and alcohol free environment for its Employees. The entire office premises including conference rooms, lobbies/washrooms are declared as "Non-Smoking Zones" & "Alcohol Free Zones".
23. **Destroying Papers & Materials:** Any official communication, which includes electronic data in any form, and e-mails, which is confidential in nature, shall be destroyed appropriately after the purpose is served, with the knowledge and consent of the immediate superior of the employee to whom such employee is reporting. A record of such destroyed official communication shall be maintained in the register maintained for the purpose, the entry in which shall be signed by the employee and counter signed by his immediate superior.
24. **Safe Custody of Company Material:** The Employee will be responsible for the safe keeping and good condition and order of all the Companies property entrusted to his/ her care and charge. The Company reserves the right to deduct the cost of such articles from the Employees dues, or take such action as may be deemed proper, in the event of failure or damage to account for such property, to the Company's satisfaction.
25. **Performance:** The Employee shall at all times perform to the best of his/ her abilities and achieve the performance levels as laid down by the Company. The Company may at its sole discretion, interrupt or terminate the said Employment, without thereby incurring any liability to the Employee in the event of adverse reports regarding the progress of his/ her training or his / her work performance (based on the reports emanating from his/ her seniors at regular intervals) or his / her health.
26. **Employee Non-Disclosure Agreement:** The Employee shall have access to various proprietary and confidential information during the course of employment with the Company. Accordingly, the Employee shall be required to execute a Non-Disclosure Agreement in a format to be provided by the Company and it shall form part & parcel of these terms & Conditions and Offer Letter.
27. **Confidentiality of Salary Information:** The Employee's salary package is based on, besides his/her overall experience level in the IT Industry, educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to the Employee is specific and very personal to the Employee. Any comparison of the same with the salary packages of other Employees, based purely on the total experience level in the IT Industry or by any other benchmarks, may be unrealistic, and misleading. The Employee is required to strictly maintain the secrecy of and ensure that he / she does not divulge or communicate in any manner, any information regarding his/her remuneration, to any other Employee of the Company except to their Immediate Superior / Head of the HR Dept. of the Company. Similarly, when deputed to work / interact at the client's site, the Employee is expected to maintain full confidentiality regarding his/her salary package. The Employee is expected not to discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good ethical functional business relations with our clients.
28. **Deputation:** While remaining permanently employed at **Bengaluru** the Employee may be deputed to work at any one of the other centers of the Company, varying for a period of six months or above in a year, as and when considered necessary, solely at the discretion of the Management. Depending upon the Employee's suitability, he/she may be deputed from time to time to work at the Company's foreign Collaborators site/ parent Company's site or any of their clients at the client sites, whether in USA or elsewhere. While being posted elsewhere as per the terms of this clause the Employee may be required to execute additional agreements as described by the respective Company at the time of posting. However the Employee shall be paid by the Company in accordance with the living standards of the place of transfer and the decision of the Company in this regard will be treated as final
29. The Company has certain committed and long-standing business clients who may, based on business and continuance require the services of the employee in their organization. In such circumstances, the Company has the absolute right to transfer the employment of the employee as a full time employee of such client at existing terms and conditions. That under no circumstances such terms and conditions of the employment shall be prejudicial to the employee as compared to the terms and conditions of employment with the Company. However, in the event the employee becomes eligible under a stock option plan of the Company during the period of his/her employment with the Company, all options vested with the employee under such plan but not exercised by the employee at the time of his/her transfer of the employment as full time employee to any client company shall lapse and the Company shall not be liable for any loss/ compensation on this account.
30. **Termination of Employment:**

a. The Employment of the employee and the terms of this Agreement with the Company may be terminated by the Company by giving 90 (NInety) days written notice (notice period) or three months gross salary in lieu of such notice period to you.

b. Provided that the employment of the Employee may be terminated without notice or payment in lieu of notice in the event of a breach by the Employee of the terms of this Agreement.

c. The Employee shall have a right to terminate the employment with the Company or this Agreement by giving three months' notice or paying three months basic salary in lieu of such written notice once the employee is confirmed. However, the notice period will be two months during the probation period of the employee.

d. For the purposes of this clause:

1. Date of Resignation would be taken as the date in the e-mail / formal resignation letter that is submitted by the Employee and should be signed off as accepted, by the Immediate Reporting Manager, BU Leader / HR Leader.
2. In case the Employee intends to terminate his employment in the Company as stated to in clause 27(c), the Company will have the sole option / right to waive the notice period requirement. Waiver of Notice Period will be at the sole discretion of the Company to be given in writing by the Company.
3. Waiver of Notice Period will not be granted for any Employee, as a rule. The Employer can refuse the Employee's offer of the payment of three months basic salary in lieu of the notice period / request of the accumulated leaves to be adjusted against the notice period. The employee will be entitled to receive complete salary, as per current compensation structure, for the notice period served.
4. The Employer (BU Leader & HR Leader) has the discretion to release the Employee earlier than the actual notice period provided the Employee has completed the transition, pending tasks & deliverables as dictated by the Project assignment. Leaves that the Employee may have accumulated during the period of service may be adjusted against the notice period at the Reporting Manager / HR's discretion.
5. Depending on the pendency / exigencies of work entrusted to the Employee, the Employer has the discretion to ask the Employee to stay compulsorily from the date of the Resignation limited to a period of three months, to effectively replace the services of the Employee or the completion of the duties entrusted to the Employee to the sole satisfaction of the company.

e. Notwithstanding the above and without prejudice to any other rights that the Company may have against the Employee under this agreement or under any other applicable law for the time being in force or otherwise, in the event that you leave the Company within a period of 12 months from the date of commencement of your employment, you shall reimburse to the Company the following:

1. All amounts paid to you by the Company, other than your salary, including without limitation, any signing bonus, recruitment fee, relocation expenses, etc, and
2. All expenses incurred by the Company in connection with any training rendered to you, whether in India or abroad;
3. All expenses incurred by the Company in connection with your employment and termination including attorney's fees.

IAH17LS080.

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Candidate ID: 5127889 /1018086,

Date of Joining: 10/28/2021,

Joining Location: Bangalore,

Designation: Analyst,

Dear Sinchana S,

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

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

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

Address

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

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you
2.	Employment Documents: Current Employment(Immediate Previous) a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months c) Form 16 d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date Previous Employment Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day
3.	Education Documents a) 10 Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate(If applicable) e) Any other relevant certificate
4.	Proof of Identity/ Address a) PAN Card b) AADHAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs i) Voters Id ii) Driving License iii) Ration card iv) Electricity Bills v) Gas card vi) Notarized Self Affidavit
5.	Passport size photographs(6 nos)
6.	Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable) a) Form 16/Form 26AS b) Bank statement for 6 months c) Shop License
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

- Capgemini has a dress code policy and you need to always dress in formal attire.
- If you are driving to office on the first day, please ensure you are there by 8:15AM, and contact security at the main gate for your entry pass.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2013. All rights reserved by Capgemini.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5127889 /1018086,

10/27/2021,

Sinchana S
Dno 81 ,2nd main,3rd cross,
Bangalore ,Karnataka,
India

Confidential

Dear Sinchana S,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 10/28/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

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

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

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

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

Total Cost to Company		Rs. 300,002.00

Annexure - B

SinchanaS

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs108,000.00
Other Allowance and Reimbursement - 1	Rs.1,199.00	Rs.14,388.00
Other Allowance and Reimbursement - 2	Rs.147.00	Rs.1,764.00
Advanced Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.341,940.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.722.00	Rs.8,664.00
Total Fixed Compensation	Rs.31,017.00	Rs.372,204.00
Total Cash Compensation	Rs.31,017.00	Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00

Annexure - A

Sinchana S

Analyst

Total Cost to Company (CTC). Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,66. .00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00

Total Cost to Company		Rs.380,006.00

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.

2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.

3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

_____

Name: Sinchana S

Date: 10/27/2021

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited ("Capgemini" or "Company") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

a) one location to another; or

b) one team/department/account/function/Business Unit to another; or

c) one project/job to another; or

d) the Company to any other group entity or affiliate or any other business associate as the Company may deem

Kind Attn:	Head - Human Resources
Address:	Capgemini Technology Services India Limited, Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi Mumbai, Maharashtra 400708
Email:	hremployeeservices.in@capgemini.com

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically la unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your da joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited

Anilkumar Singh
Head - Talent Acquisition & Resourcing

1AH15CS026

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PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2021

Dear **Meghana K S,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch. With regards to this program we would like to inform that you are now eligible to get trained on **"Java Full Stack Course"** at Pentagon Space. The Date of Batch commencement would be officially sent to our registered mail id. Tentative batch commencement would be April 10th 2021 at 10:00 am IST.

Adding to the benefits, you get

1.500hrs of Java Full Stack Course worth INR 30,000/- offered for free inclusive of study materials.

2. Guaranteed 100 Placement opportunities.

3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: _____

College Name: _____

Branch: _____

USN: _____

Date: _____

Student Signature

Best wishes,

PENTAGONSPACE PRIVATE LIMITED BENGALURU

Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

May 17, 2021

Ms Meghana k s
Meghaks22@gmail.com
Candidate Id:CN20210610

Dear Meghana k s

Further to our interactions with you, we are pleased to offer you the position of Placement Mentor at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

FACE Prep

A Unit of Focus 4D career Education Pvt. Ltd

Annexure I: Annual Compensation Structure			
Name	Ms. Meghana k s	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	**Total Fixed Pay per annum**		**2,70,012/-**
4	**Annual Performance Linked Pay (Maximum)**		**35,988/-**
	Total Cost to Company		**3,06,000/-**

Notes: *Associates will be covered under the company group insurance policies for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.

Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date ofacceptance

+91 422 4506070 | www.focusacademy.in | 32, Lakshmi Nagar, Thondamuthur Pirivu, Avinashi Road, Coimbatore – 641014

1AH16CS038

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Letter of Appointment

Ref. No: ICSL/Employee/12467/13639/09112021
Date : November 09 2021

Sharath R
#333,D Block, Amity Harmony Apartment, 1st Cross, Dwaraknagar, Channasandra,
Bengaluru-560098
Karnataka, India

Dear Sharath,

Congratulations! With reference to your application and subsequent discussions/interview you had with us, we are pleased to offer you the position of **Associate Software Engineer** with **Infinite Computer Solutions (India) Limited** ("Company" or "Infinite") on the following terms and conditions.

Date of Joining: You are requested to join us on or before **November 10 2021**. In the event you are not able to join us on this specified date, the offer would stand withdrawn unless the extension of joining date is granted in writing. On the date of your joining, you are requested to meet the Joining Coordinator to complete the joining formalities at **Infinite Computer Solutions (India) Ltd. #157, EPIP Zone, Phase-II, Kundalahalli, Mahadevapura Post, Whitefield, Bangalore - 560066.**

Salary (on Cost to Company): Your salary on a 'cost to the company (CTC) basis' will be as per the details herein enclosed under Annexure 1.

Tax Implications on Salary: You will be liable to pay all applicable taxes on your income as per the prevailing laws. You are individually responsible for all declarations and implications arising thereof for all personal Income Tax purposes.

Work Location: Your initial work location will be **Bangalore - Campus.** The work location can change based on the organizational requirements.

Notice Period: Your employment with the Company can be terminated either by the Company or by you by giving the other party **60 Days** advance notice.You are required to carefully read the notice period clause in the Terms of Employment attached to this Letter of Appointment.

Your employment with Infinite will be governed by the attached Terms of Employment. You are required to read carefully and understand these Terms of Employment as a part of accepting this offer. As further detailed in the terms of employment the offer of your employment with Infinite is subject to satisfactory completion of background verification and reference checks which may occur at any time prior to or after your effective date of joining.

To indicate your acceptance of this offer and employment with Infinite, please submit a copy of this Letter of Appointment, Terms of Employment, Annexure 1 - Compensation, Annexure 2 – IFBP (If applicable) with your signature on each page. In addition, please provide all the documentation identified in Annexure 3.

We wish you exciting times and infinite possibilities with us and look forward to a mutually fruitful association

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Vijaya Ganugapati
Vice President - Human Resources

Acknowledged and agreed

_____

Sharath R
Date:

Terms of Employment

Your employment at Infinite Computer Solutions (India) Limited ("Company" or "Infinite") will be governed by Company's policies, as modified, from time to time and at the sole discretion of the company, upon notice to you. The Terms of Employment contained herein must be read as a part of Company's current policies.

Full Time Employment

This is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work/assignment for remuneration (part time or otherwise) or work on advisory capacity or be interested either directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the company without prior permission in writing or any such or similar engagement that would conflict with the business/ customer interest of Infinite.

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours as declared by the Company or project requirements. You ma·· be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notic to you.

Transfer and Deputation

Your services are liable to be transferred in such capacity as the Company may from time to time be determined by the business/ customer needs to any other location, department, establishment, sister company or branch of the company anywhere in the world, with/without any change in terms and conditions of employment at the sole discretion of the management. In such a case, you will be governed by the rules and service conditions applicable to new assignments and locations.

You may also be sent on training, deputation assignments to sister or associate companies or to third parties whether in India or abroad and are expected to participate in them

You will be governed by the rules and regulations in these regards as may be applicable to you from time to time.

Notice Period/ Termination of Employment

Your employment with the Company can be terminated either by the Company or by you by giving the other party specified days of advance notice (refer to the Letter of Appointment or recent communication to know your notice period days).

The responsibility of ensuring the completion of the knowledge transfer within the defined notice period lies with the employee, failing which the relieving date may be extended at the discretion of the management. The relieving date may also be extended incase the project is at a critical juncture.

If the Company relieves you before the completion of the notice period, the gross salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the gross salary for the balance notice period. However, please note that accepting any such e· · relieving request would be entirely at the discretion of the Company.

Company may terminate your employment immediately, with or without notice and without compensation in lieu of notice period on the occurrence of your involvement in:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence, unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, bribe or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;

(b) Misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceedings that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Any act of moral turpitude.

Consequences of Termination of Employment

Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:
(a) Any property belonging to the Company, such as a laptop, computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and
(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.
- Upon termination or expiration of your employment, for any reason, amounts due or payable, from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.
- Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion withhold the relieving letter and all other documents regarding your employment hereunder.
- In the event of you taking up an alternate employment, it is obligatory on your part, not to join any of Infinite's Client/Customer organizations, without a written consent from Infinite for a period of one year from the date of your separation.

Retirement

You will retire from the services of the Company on completion of 60 years. For this purpose the date of birth as declared in the date of birth proof submitted at the time of joining will be treated as final. You may be retired earlier if found medically unfit.

Background and Reference Check

The Letter of Appointment is issued on the understanding that all information/documents provided by you while joining (In the application / employee data form / during the interview) is true & are liable to be verified at any time during & after the period of your employment with the company. In the event, that any declaration been given or furnished by you to the company is proved to be false or found to have been willfully suppressed/ altered confidential proofs of evidence, your services with the company would be terminated. Termination of services on grounds of Background Verification will not be eligible for any notice period or compensation in lieu of notice period. The company at any time may choose to verify all your credentials as deemed necessary by the company and the client.

Technology and Confidentiality Agreement

You may be required to sign technology and confidentiality agreements with the Company or any other client as required at the time of joining and during the tenure with the company. You are required to adhere to all terms and conditions mentioned in the agreement

Confidential Information

You will not at any time without the consent of the Functional Head or any other nominated representative of the Company, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Company; (d) give prompt notice to Company of any actual or attempted unauthorized use or disclosure of the Confidential Information.

Intellectual Property

You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment shall belong exclusively to the Company.

Indemnification

You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by you or related to your breach of any of the provisions contained in this Terms of Employment.

Conflict of Interest

During your employment with Infinite it is intended to avoid conflict between your interest as an employee and the interest of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company. Further, if any 'Conflict of Interest' does arise in future, you will promptly report the same in writing to the management immediately.

These Terms of Employment will be construed in accordance with and governed by the Laws of India. These Terms of Employment, together with the Letter of Appointment (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 thereof.

Sincerely,
For **Infinite Computer Solutions (India) Limited**



Vijaya Ganugapati
Vice President - Human Resources

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Signature: _____

Name: _____

Date: _____

Annexure – 1
Compensation Package for Sharath R

Grade : E1

Components	Monthly	Yearly
Basic	15,000.00	180,000.00
Educational Allowance	6,838.00	82,056.00
Advance Statutory Bonus	3,000.00	36,000.00
Annual Total Fixed Compensation (A)	24,838.00	298,056.00
PF (Employer Contribution)	1800	21,600.00
GMC, GPA & GTL	0	21,712.00
Gratuity	0	8,640.00
Annual Total Benefits (B)		51,952.00
Annual Total Compensation(A + B)		350,008.00

*Please refer annexure 2 for IFBP details

- The Mediclaim insurance covers self, spouse, two children and parents from the date of joining of the
- employee. You will be eligible for gratuity as per the provisions of Gratuity Act 1972

Service Agreement: Your service agreement will be valid for 24 months. In case you decide to leave Infinite before the completion 24months, you will be liable to pay and amount mentioned in the service Agreement. The content of the serviceagreement dated _____ to be read as part and parcel of this document without prejudice to each other.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Vijaya Ganugapati
Vice President - Human Resources

Accepted on: ...../...../.....

Signature: _____

Name: **Sharath R**

Annexure - 2 (Grade E1 to E4)

Infinite Flexible Benefit Plan (IFBP): You can choose the amount against various components available under Infinite Flexible Benefit Plan (IFBP) depending on your grade and eligibility as per the policy. Rest of the amount becomes taxable income.

The eligibility for choosing the components from Infinite Flexible Benefit Plan (IFBP) according to the grade is as follows:

Grade	Meal Vouchers	NPS (Max)
E1 to E4	2,200/-	10% of the basic component

*The above mentioned amount is the maximum limit that can be opted under each category. Refer to the Compensation & Benefits Policy for more details

Meal Vouchers: The amount chosen against this will be loaded to the meal card on monthly basis.

National Pension Scheme (NPS): The amount chosen to contribute towards NPS needs to be a minimum of Rs. 6000/- along with registration and administrative charges per year with a maximum limit of 10% of your Annual Basic to an extent of 1lakh for Tax exemption under Section 80CCD (2)

Annexure – 3

Submission of Documents: You need to scan all the original documents and upload in the link provided to you by the offer team. At the time of joining, photocopy of the following documents should be submitted. Please carry original copies for verification.

1. SSLC/ 10th Mark Sheet
2. PUC/ PDC/ +2 Mark Sheet
3. Degree/ Graduation Certificate/ Convocation Certificate
4. Degree/ Graduation Marks cards (All Semesters or consolidated)
5. Post Graduation Certificate/ Convocation Certificate
6. Post Graduation Marks cards (All Semesters or consolidated)
7. Certificates of any other Qualification
8. Copy of Passport
9. Copy of PAN Card
10. Copy of Aadhar Card
11. Passport size photographs - 4
12. Relieving letter or Acceptance of resignation letter from the immediate previous employer or Hard copy of the resignation acceptance mail duly signed & sealed by the authorized signatory
13. Last 3 months pay slips- immediate previous employer
14. Copy of salary revision or the offer letter (whichever is latest) - immediate previous employer
15. Experience letter of all previous employments
16. Copy of updated resume

Please note: Joining formalities will not start if any of the applicable documents are missing on the day of joining.

infinite

www.infinite.com



Sharath R

1027142

O-ve

Authorised Signatory

SOFTWARE SOLUTIONS (INDIA) PVT. LTD



DHANUSH N GOWDA

EMP ID: TYP1360

Blood Group: O+

To,

Dear Dhanush Gowda,

Subject: Offer of employment – 'Associate Software Engineer'

1. In response to your interview with us, we are pleased to offer you the position of 'Associate Software Engineer' in M/s Test Yantra Software Solutions (India) Pvt. Ltd. ("Company"). This offer is subject to the satisfactory background verification check that will be completed by the Company prior to your joining date.
1. Your cost to company (CTC) shall be as per the below Schedule.
2. The terms and conditions of your employment will be governed as per the employment agreement (Agreement) annexed as Annexure 1.
3. You are required to carefully go through the terms and conditions of this offer letter and Annexure 1 as your employment in the Company shall be strictly governed by these documents.
4. If you agree to the terms and conditions of employment, please sign a copy of this letter as a token of your acceptance and return the signed copy to the Company on or before 01-Sep-2021. Please sign on all pages. Upon signing, the terms and conditions of the employment agreement shall become binding on you.
5. The Company's obligations shall commence on the date of your joining which shall be on or before 01-Sep-2021.
6. This offer is valid till 01-Sep-2021 and if you fail to accept the terms of the offer, the Company shall have the right to withdraw the offer without giving you any further notice.
7. We are confident that you will enjoy being a part of the Company as much as we shall cherish our association with you.
8. You are also requested to submit the following documents to us on the date of submitting the duly signed Agreement, which shall *not* be later than 01-Sep-2021.

a) Photocopies of your educational qualifications	d) PF account details
a) 2 passport size photographs of yourself	e) Income Tax deduction certificate of previous employer
b) Offer Letter, Relieving letter from previous employer/s, if applicable	f) Pan Copy
c) 3 months' Payslips of previous employer, if applicable	g) Passport Copy
	h) Aadhar Card Copy
	i) ID Proof & Address Proof
	j) Cancelled cheque leaf

9886988511

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

OFFER LETTER

Dated: 22-01-2021

Dear, Dhanush.N.Gowda

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java /Manual Testing, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738

USN NO 1AH16CS013

Principal
A.C.S. College of Engineering
Kambipura, Mysore Road, Kengeri Hobli,
Bangalore - 560 074

QSPIDERS

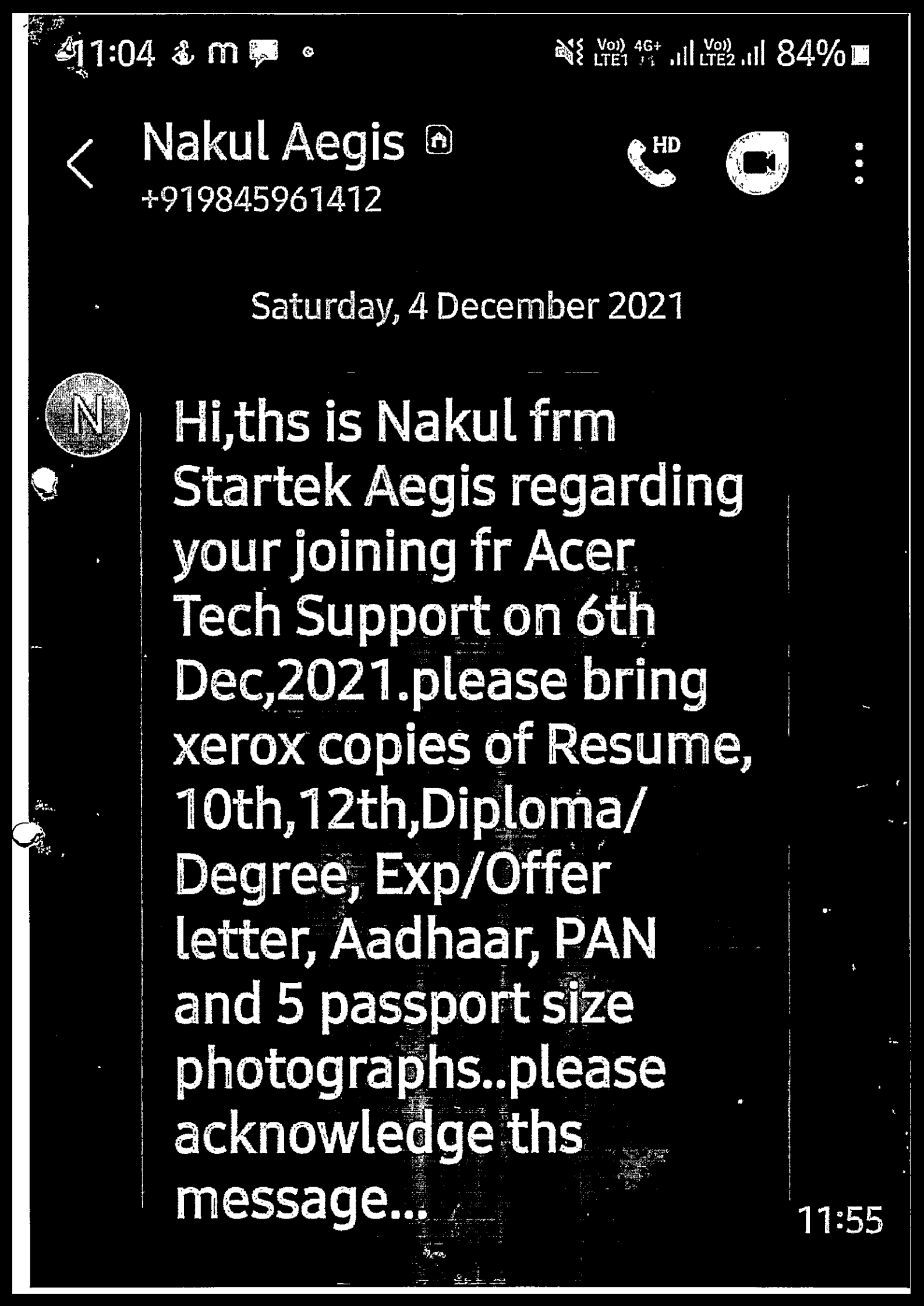
9513111938

info@campus.qspiders.com

Corporate Office # 50, 2nd Floor,
Brigade EMS Center
Vani Vilas Road, Bangaluru, Karnataka 560004

Scanned with CamScanner

STARFLEET
OFFICER'S CLUB
Name: SOKANDA
Rank: LT. JG.
Valid Thru:
Assigned Authority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84%
Nakul Aegis
+919845961412
HD
Saturday, 4 December 2021
N
Hi,ths is Nakul frm Startek Aegis regarding your joining fr Acer Tech Support on 6th Dec,2021.please bring xerox copies of Resume, 10th,12th,Diploma/ Degree, Exp/Offer letter, Aadhaar, PAN and 5 passport size photographs..please acknowledge ths message...
11:55

1AH16CS006 2019-20

BE YOURSELF, MAKE A DIFFERENCE.

accenture

2019 – 2020 PASSED OUT

Strictly Private and Confidential

Date:02-Nov-2021

Banu Priya T
C10254357

347, 1st Cross,Dr TCM Royan Road,Cottenpete,Bangalore 560053

7676137709

Dear **Banu Priya T,**

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

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

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

Reference Id: c503ba1e-fded-4567-b62c-17c4f7317008_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

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 the first dose of the vaccine before onboarding and be prepared to take the second dose within 90 days from the date of onboarding. Please note that compliance with these provisions is a condition precedent for this offer or your continued employment with the Company post onboarding.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.

- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you. Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

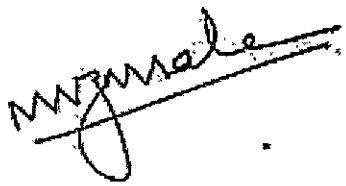
To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9,500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to governr t approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        • 10% of such claims for self, spouse and 2 dependent children
        • 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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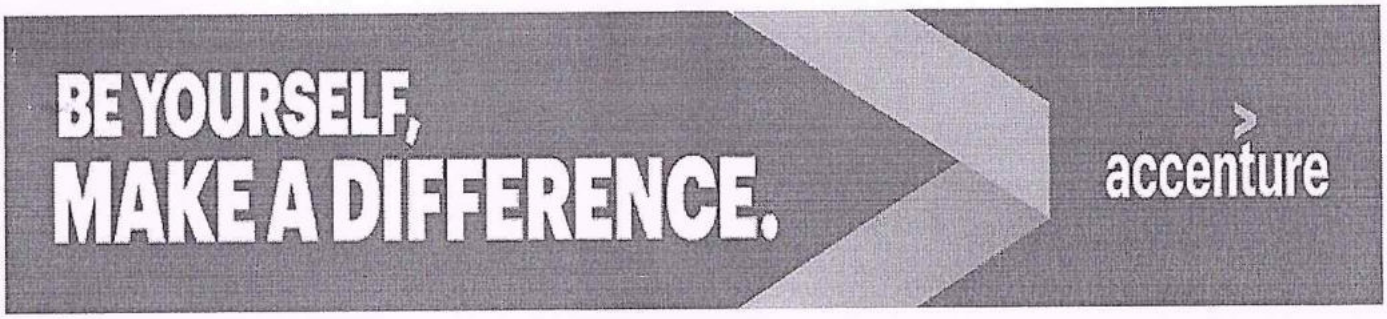


Strictly Private and Confidential

Date:28-Oct-2021

Dilip B S
C10237338
#G/49, 1st cross Magadi road, opposite to Don Bosco Hostel, Bengaluru - 560023
9740385545

Dear **Dilip B S,**

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

Job Profile - Application Development Associate
Management Level - 12
Job Family Group- Software Engineering

Please refer to:

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

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

Reference Id: 61918a84-ef7a-471a-a2c6-281b707909d0_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

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 the first dos . the vaccine before onboarding and be prepared to take the second dose within 90 days from the date of onboarding. Please note that compliance with these provisions is a condition precedent for this offer or your continued employment with the Company post onboarding.

As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

The training module of this program is typically made available to potential new joiners before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be Cybersecurity ready.

Post onboarding/joining Accenture, an Accenture specific training program will be conducted for a specific duration on Technology Fundamentals & specific skill set assigned to you. Periodic tests will be conducted throughout this training program which the potential new joiners are required to clear as per the standard process outlined below. To clear the assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts to score the same to clear the assessment for the program.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per Terms of Employment.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

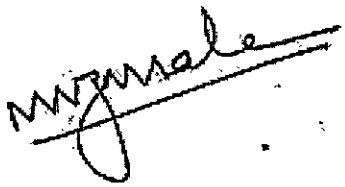
To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        • 10% of such claims for self, spouse and 2 dependent children
        • 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Cyber security or Information Security certification (as applicable)
7. Passport copy, if available (if not please apply immediately).
8. Pan Card
9. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
   Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

1AH16CS033

LEANworx
DISCOVER HIDDEN PROFITS

01 August 2021
Bangalore

Mr. Rohidas
Near GPU College,
Melinldagunji, Honnavara,
Uttara Kannada - 581423.
Mob: 7899253139.

Dear Mr. Rohidas,

Offer of appointment

Congratulations for successfully completing the Internship period of Six months. The company is pleased to offer you appointment as Trainee - Engineer on the following terms and conditions.

1. Your salary will be as follows:

Monthly Gross Salary	15000.00
Description	**Rupees**
Basic + DA	7370
HRA	3350
CCA	1340
LC	1600
Medical Reimbursement	670
Leave travel allowance	670
Gross	15000
Employers PF	884
Employers ESI	0
Personal accident Insurance (Insured for Rs.5,00,000.00)	955
Mediclaim (Insured for Rs.3,00,000.00)	500
Gratuity	0
Housing	0
Bonus	1000
CTC	18339
Deductions	
Employee PF	884
Employers PF	884
Employee ESI	0
Employers ESI	0
Personal accident Insurance	955
Medicliam	500
Gratuity	0
Professional tax	200
Housing	0
Total deductions	3424
Monthly take home	**14916**

Other statutory deductions like Income Tax etc., as applicable will be deducted from your salary.

Note: Bonus and incentives are paid quarterly provided you are on the roles of the company on the last day of the quarter.

Signature of employee

Dear Shashank C,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Executive** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up).**

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)
- **Reimbursements** for the expenses incurred like telephone etc. in the performance of official duties subject to the policies framed by the company These may be contingent on performance threshold as defined from time to time.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be	**Bangalore (Smartworks)**
Reporting Date & Time:	23-Nov-2021, 9:30 AM
Venue Detail:	Smart works Coworking Pvt Ltd, Squareyards consulting Pvt Ltd, Second Floor, Raja Ram Mohan Roy Rd, Sampangi Rama Nagar,Bangalore - 560001
Contact Person:	Pushpa S

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)

1. **Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)**
2. **Photo Id Proof - Passport / Driving License / Voter's ID**
3. **PAN card**
4. **Aadhar Card**
5. **4 Passport size Photographs (in White Background)**
6. **Cancelled Cheque**
7. **CV (Resume)**
8. **Resignation Acceptance from your previous organization**
9. **EPF Number or UAN No.**
10. **Bank Statement**

Should you need any clarification prior to joining, please feel free to get in touch with Pushpa S, Tel: 8618997931 Email: pushpa.s@squareyards.co.in

We look forward to a mutually rewarding partnership.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources

Square Yards Consulting Pvt. Ltd.

Note: You will be eligible for the above s[illegible]heme only in case you have performed according to the unified incentive and reimbursement structure as apprise[illegible]ompany from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.

1AH15CS036

ANUNTA TECHNOLOGY MANAGEMENT SERVICES LIMITED
Level 2, Block B6, Nirlon Knowledge Park, Off Western Express Highway,
Goregaon (East), Mumbai – 400 063 Tel: 022 6620 0888 Fax: 022 6620 0889
www.anuntatech.com. CIN - U72300MH2012PLC230890

anunta

4th Dec, 2020

Dear Prajwal Joshi,

Subject: Offer letter

Congratulations!
We are pleased to make you an offer of employment with **Anunta Technology Management Services Limited**. You will be designated as **Trainee - Tech Ops (Band 3A)** located at **Bangalore.** Your date of appointment is effective from the date of joining.

SALARY ANNEXURE

	Salary Details	
	Monthly CTC	**Annual CTC**
"A" Fixed		
Basic	14,621	175,452
HRA	731	8,772
Statutory Bonus	1,291	15,492
Variable Allowance(Balancing figure)	1,110	13,324
"A" Sub total - Fixed	**17,753**	**213,040**
Gross Salary	**17,753**	**213,040**
"B" Retirals		
Provident Fund (Employers Contribution @ 12% of Basic)	1,800	21,600
Gratuity(@4.81% of Basic)*	703	8,436
ESI (Employers Contribution @ 4.75% of gross/month)	577	6,924
"B" Sub total Retiral Benefits	**3,080**	**36,960**
Total Cost to Company [A]+[B]	**20,833**	**250,000**

*** Payable as per Gratuity Act.**
**** Performance Pay is linked to Individual & Company Performance and will be paid as per policy.**
**** Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.**

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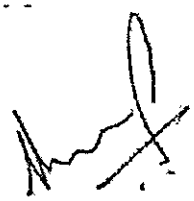
You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. You will be governed by a notice period of 1 month during probation and 2/3 months depending on level as defined in the organization from the date of your joining.

We hope that your association with Anunta Technology Management Services Limited will be a long and fruitful one.

Yours truly,
For Anunta Technology Management Services Limited



Nimmi Joseph
GM - Human Resources

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CLEVELAND STATE UNIVERSITY

December 7, 2021

Deepak Kiran
1343 25 Th Main, 3r Cross Khb Colony Magadi Main
Bangalore, KA 560079
India

Dear Deepak:

Congratulations! On behalf of the Graduate Program Committee in the College of Business, it is my pleasure to offer you admission to the Master of Information Systems program as a regular, degree-seeking student effective Spring Semester 2022.

Your program director will contact you in the near future to discuss academic requirements you must meet in order to remain in good academic standing. Additionally, you have been assigned a permanent CSU ID number noted above. You will need your ID number to register for classes and for other business you conduct with the University.

As a graduate student, you must maintain a cumulative grade-point average of 3.0 to remain in good academic standing. This regulation and other guidelines can be found in the Graduate Catalog, which is available online at csuohio.edu/gradcollege.

Cleveland State University is the university of choice for talented students who are intellectually curious, serious about their studies, and intent on advancing their lives through higher education. I believe that you will find your program of study challenging and rewarding, and look forward to seeing you on campus very soon.

Again, I offer the warmest congratulations on your admission. On behalf of the College of Graduate Studies, I welcome you to Cleveland State University!

Sincerely,

John P. Holcomb, Jr., Ph.D.
Interim Dean, College of Graduate Studies

1AH14CS034

advanced
People. Partnership. Solutions.

12/05/2021

Private & Confidential

Spurthi M N
#72, 1st cross 3rd Main,
Behind Holy Child English school,
Bangalore - 560060,
Karnataka

Dear Spurthi,

Further to your recent interview, we are delighted to offer you the position of Trainee Engineer, at our office in Bangalore on a gross compensation of **Rs. 4,50,000** (Rupees Four Lakhs and Fifty Thousand Only) as detailed under Clause 5 of the employment contract attached hereto.

The commencement and continuation of your employment is subject to:

- Signing and returning one copy of the Contract of Employment with the completed offer documents to indiahr@oneadvanced.com within 7 days of receiving the offer.
- Providing a copy of your ID and address proof (a list of acceptable documents is in Annexure 1)
- Your employment is contingent on the appropriate successful results of a background checks that will include employment, education, address, criminal and/or any other check that may be included at the discretion of the management. You are required to give your consent by signing the Consent form attached

Please report at the Office at 9.30 am on your first day of employment to allow us to verify your original documents. Your employment shall commence only from the date you provide satisfactory documentation by 9:30 am and therefore, you are advised to ensure you have the necessary documentation on the date you report.

The continuation of your employment as above shall be subject to satisfactory background verification report.

This letter, together with the enclosed contract, constitutes the terms and conditions of employment with the Company.

We look forward to welcoming you to the Company and wish you a rewarding career over the years to come.

for Advanced Business & Healthcare Solutions India Private Limited,

Prasad Prabhakar
Head HR - India

Employment Contract

This contract sets out the terms and conditions of your employment with Advanced ("the Company") and constitutes your employment agreement with the Company.

1. Joining Date

Your scheduled date of employment with us will commence on **17th May 2021.**

2. Job title

You will be employed by the Company as Trainee Engineer.

You will report to Practice Manager or any Manager as designated from time to time.

You may be transferred or assigned to any of the offices of the company including its clients or of its subsidiary/ associated companies that exist now or may be setup later.

3. Working Hours

The office working hours are 9.30 am to 6.00 pm Monday to Friday with one hour for lunch or such other timings as may be advised by the Company. However, you are expected to cooperate with the company whenever there is a business exigency.

4. Probationary Period

Your employment with the Company will be subject to the successful completion of a 6-month probationary period. The Company reserves the right to extend or reduce the probation period. You will be notified when you have successfully passed your probationary period and until such notification probation shall deemed as continuing. During probation, your services can be terminated with one month's notice or salary thereof by either party.

5. Compensation and Benefits

➢ Salary

Your annual base salary will be **Rs. 3,79,100** (Rupees Three Lakhs Seventy Nine Thousand and One Hundred Only) gross per annum, subject to applicable taxes.

➢ Bonus

You will participate in the variable bonus scheme of the company subject to the Bonus Rules and Guidelines as applicable for the financial year and available in the Advanced Hub. Your bonus amount will be 8% of your annual salary excluding special allowance. If you have joined after the start of the fiscal year, this amount will be pro-rated for the first year.

Depending on your joining date, you will be placed under one of the Bonus plans as below.

Joining Date	Bonus Plan
1st March to 31st August	Advanced MBO Plan
1st September to 30th November	Advanced Financials Plan (For the year of joining)
1st December to 28th/29th February	Not eligible for Bonus (For the year of joining)
Subsequent Financial Year onwards	Advanced MBO Plan

*All HPELs will be under Advanced Financials Plan.

This is a discretionary scheme, and the company reserves the right to amend or withdraw any part of this plan with appropriate notice. Bonus rules and guidelines are in place and these will be detailed to you upon joining.

➢ Deferred Term Incentive Plan

You may participate in the deferred incentive plan (DIP) as stated in of Annexure 2, subject to the DIP rules and guidelines. You will be entitled to 5% of your annual salary excluding special allowance. The amount accumulated is available for redemption only after the completion of the 18 months' plan.

➢ Provident Fund and Gratuity

i. You will participate in the Provident Fund Scheme from your joining date.
ii. Benefits of gratuity shall be as per law.

➢ Medical Insurance

You are eligible to participate in the company's group term medical insurance policy covering you and your family (limited to 6 members) up to a limit of Rs.5 Lakhs on a floater basis.

➢ Group Term Policy

On completion of probation, you will be covered under the company's Group Term policy for a life insurance of twice your annual base salary subject to limits of insurers

Your compensation package is made up of the following:

Salary	**Month**	**Year**
Basic salary	26,000	3,12,000
House rent allowance	5,592	67,104
Total	**31,592**	**3,79,100**
Employer's PF Contribution subject to eligibility & conditions	1,800	21,600
Variable Bonus (8% of your base salary)		30,300
Deferred Incentive Plan (DIP)-Payable as per DIP policy		19,000
Gross Compensation	**33,392**	**4,50,000**

Any contribution that the Company is mandated in future by law to any of the applicable statutory schemes shall always be deemed to be part of the base salary with consequent changes in the salary components.

6. Leave

The company's holiday year runs from 1st January to 31st December.

You are eligible for earned leave of 20 days in a year. This leave will be credited for the year to you on a proportionate basis at the rate of 1.66 days for each month from the date of joining till 31st December. In addition, you may be permitted leave for days you are unable to

attend to your duties due to health reasons, up to a limit of 7 days, subject to the rules of the company.

A similar pro rata adjustment in the year the employment contract is determined for whatever reasons shall be made at the rate of 1.66 days for each month of service for the period between last day of employment and 31st December of that year. Any leave taken more than an Employee's entitlement will be deducted from the final salary payment.

Prior approval is required for leave longer than two weeks at any one time. Should the needs of any project or the overall staffing needs of the Company on all projects require that the Company cancel any leave approved, the Company may do so provided the Company compensates the Employee for any financial loss incurred.

Leave during the period of probation shall always be at the discretion of the company.

7. Employee Undertaking

You agree that during your employment you will carry out such duties as may be required by the Company from time to time and comply with all reasonable instructions and regulations relating to the Company or to any Group Company (or by anyone authorised by it). You will also (during your working hours) devote the whole of your time, attention, and ability to your duties, work diligently and promote the interests of the Company.

You shall not either solely or jointly or as director, manager or agent actively carry on or be engaged, concerned, or interested in any other trade, business, or employment. This shall not prevent the Employee from holding shares, up to 5%, in any publicly quoted company or up to 5% of debentures or other securities by way of genuine investment.

You shall in all respects conform to Rules, written or followed generally, as currently in force for the proper conduct of the Employee during employment. Where there is any conflict, this agreement shall prevail over any such Rules

8. Employee's Declaration:

Employee declares:

i. You will ensure the security of confidential information coming to your knowledge in the course of employment, and shall disseminate the same only as allowed in this agreement
ii. You will abide by the company policies and procedures relating to the use of company resources – tangible or not, including third party resources in the possession of the company
iii. Information provided by you to the company with respect to yourself on identity, address, education, past employment, experience, remuneration and any other that the company has relied on to make this offer of employment to the employee are true and correct
iv. You have not been convicted of any criminal offence including SHA nor is a party to any pending proceeding
v. You are not adjudged an insolvent nor any proceeding is pending
vi. You have been honorably relieved by your immediate past employer and all others before and accords to the company your free consent to seek proof of your credentials from any or all your past employers

And Employee accepts that if any of the above declaration is found to be untrue, the same shall constitute 'gross misconduct' and consequences as per clause 14 (v) shall visit the employee.

9. Sickness and Sick Pay

Without prejudice to the Company's right to terminate employment at any time by giving the relevant notice, leave entitlement commences after the completion of the first month of employment.

An Employee is entitled to receive full salary during any period in which he is incapacitated and absent from work owing to illness or injury to a maximum of 7 days in aggregate in any twelve-month period. Exceptions will be at the sole discretion of the Company. The Employee will in all cases of absence notify the Company by 10.00am, on the first morning, of the reason for the absence and its anticipated duration.

If the Employee is away sick for three or more consecutive working days, then a medical certificate must be produced to the Company. Thereafter, medical certificates should be submitted regularly to cover the full period of absence. On each occasion a medical certificate expires, and the Employee does not anticipate that he will be returning to work, he will notify the Company by 10.00am on the first morning following the expiry of the medical certificate.

The Company reserves the right to require the Employee to attend a medical examination by a doctor/specialist nominated by the Company. Any expenses in this respect will be borne by the Company.

10. Absence

Employee shall inform the employer of all absences in the manner as above stated. Employee shall be deemed to have abandoned employment when he remains absent for more than a week (7 calendar days) without any intimation to the employer. The employer in all such cases shall inform the employee at his address, as available in the company records of the company, consequent termination of employment and shall further reserve the issue of formal relieving letter.

11. Deductions

The Company may deduct from the Employee's salary and un-reimbursed expenses, any amount due to the Company by the Employee.

12. Health and Safety

The Employee shall take all reasonable steps to safeguard his own health and safety and that of any other person who may be affected by his actions at work.

The Company is a non-smoking organization, and the Employee may not smoke in any of the Company's premises.

13. Company Benefits

All company provided benefits that are not specifically stated in this Agreement are discretionary and may be withdrawn at any time, with one-month notice.

14. Grievance Procedure

If the Employee is dissatisfied with any disciplinary decision or has a grievance about their employment, the employee may escalate the matter in accordance with the procedure set up by the company. This includes all such acts, instances and incidences as are stated in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, (SHA in short) read with its Rules.

Charge or guilt as per the Act, proved to the Internal Committee, established in this respect by the company, as grave in nature, shall be deemed a Gross Misconduct. This entails the consequence of Clause 15 below without, in any case, prejudicing any penal action as per the SHA read with the Indian Penal Code. The Internal Committee shall afford a fair hearing to both the defendant and the complainant in the proceedings under SHA.

15. Disciplinary Procedure

i. The Company expects and will enforce reasonable standards of conduct and performance from its employees to ensure the maintenance of safe and effective operation of the business and fair treatment of individual employees. Depending on the frequency or seriousness of the misconduct, the Company may, at its discretion, begin the disciplinary procedure at any stage.

ii. In cases of gross misconduct and gross incompetence the Company reserves the right to dismiss the Employee summarily. Pending a disciplinary matter being investigated the Company may suspend the Employee.

iii. Minor breaches of Company discipline, misconduct, failure to meet performance standards, poor time keeping, etc., will result in a verbal warning given by the immediate manager or the HR Representative. A note of this warning will be kept on the employee personnel file and will be confirmed in writing.

iv. It is expected that in most cases a verbal warning will quickly resolve most difficulties. Where there is a more serious case of misconduct or the Employee fails to improve and maintain that improvement regarding conduct or job performance, a formal warning will be issued by the HR Department.

v. Summary Dismissals

In rare circumstances the Employee will be summarily dismissed if it is established, after investigation and hearing the Employee's version of the matter, that there has been an act of gross misconduct, major breach of duty or conduct that brings the Company into disrepute. This includes (but is not limited to):

i) Wilful disregard of a reasonable instruction
ii) Insubordination
iii) Serious breach of safety rules potentially involving loss of or injury to life of the employee or others
iv) Theft or other misappropriation
v) Fraud or dishonesty
vi) Being under the influence of alcohol or drugs during working hours
vii) Flagrant failure to follow Company documentary procedures and regulations
viii) Breach of duty regarding non-disclosure of confidential information, including salary details.
ix) Deliberate damage to Company property or that of other employees

x) Disorderly or indecent conduct, fighting on Company premises or threatening physical violence

xi) Acts of incitement or actual acts of discrimination on the grounds of gender, race, religion, region, colour, language, or ethnic origin

In cases of summary dismissals all Employee benefits will cease immediately. The Employee may be suspended with pay whilst the circumstances of any complaint are investigated.

The Employee may appeal to the Chief Executive Officer of the company in writing against any dismissal or suspension decision taken against him within three days of that action being taken provided the impugned decision is not with respect to SHA (as per clause 14 above).

16. Termination of Employment

The period of written notice required from you to the Company and from the Company to you, to terminate your employment during your probation period shall be 1 month. Following the successful completion of your probation period this shall increase to 3 months. The Company may summarily terminate the Employee's employment without prior notice so that the Employee shall have no claim for damages or otherwise against the Company in respect of such termination (but without the prejudice to any other remedy which the Company may have against the Employee) if the Employee shall:

i. become bankrupt, compound generally with his creditors or apply for an interim order under Indian laws governing bankruptcy; or
ii. become a patient for the purposes of any statute relating to mental health; or
iii. be convicted of any criminal offence (other than an offence under Road Traffic Legislation in India or elsewhere for which penalty other than imprisonment is imposed); or
iv. commit any act of dishonesty; or
v. be guilty of any serious misconduct relating to or otherwise affecting the discharge of his duties; or
vi. be guilty of any serious neglect in the discharge of his duties or commit any wilful or persistent breach of any of the provisions of this Agreement (other than by reason of his incapacity).
vii. abandons employment as stated in clause 10 above

The Company may at its absolute discretion require the Employee not to attend work and/or not to undertake all or any of his duties hereunder during the unexpired period of the term of this Agreement (including for the avoidance of doubt, any notice period) provided that the Company shall continue to pay the Employee's salary and contractual benefit.

On the termination of employment for whatever reason the employee must immediately surrender to the Company in accordance with its instructions all Company hardware, software, mobile phones, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to the Company or its Associated Companies or relating to their business affairs or dealings which are in the possession or under the control of the employee.

17. Intellectual Property, Confidentiality and Non-compete Covenants

The Employee during the entire tenure of employment shall accrue no rights to the whole or part of any intellectual property rights created or acquired by the company either explicitly or implicitly through project life cycle. All such intellectual property rights shall be the absolute and sole property of Company.
Employee in accepting this employment by affixing his signature on the contract of employment or upon joining employment, whichever is earlier, declares that he shall have no claim, right, concern, privilege, or interest of whatever nature, pecuniary or otherwise, in the intellectual property right stated as above during or after his employment with the company.

18. Restrictive Covenants

The Employee shall not undertake any other paid or unpaid engagements whilst in the employment of the company except those of a charitable nature during his personal time beyond office hours.

19. Indemnity and Refund

The Employee indemnifies the Company and keep it always indemnified, against all claims arising from accidents or incidents involving the Employee operating their personal motor vehicle, whether on Company or personal business. The Company strongly advises the Employee to contact their motor vehicle insurance provider for further advice about operating personal vehicles whilst on Company business.

The Employee undertakes to refund to the Company, without demur, all the costs of training provided by the Company during employment, including any formal / external training, on the termination of this contract of employment, whether by the Employee or the Company (for gross misconduct) within 12 months from the date of completion of the training stated hereinbefore subject to any specific policy / practice prevailing at that relevant time.

20. Confidential Information, Non-Compete and Non-Disclosure

The effective date of this agreement is the date of acceptance by the employee of when the employment offer is made by company, or the date at which confidential information was shared with the employee, whichever came first.

Confidential information for the purpose of this agreement is:

"All information including names of customers, prospects, project with customers and its value, processes relating *to but not limited to, execution of projects, their management, software and other resources including people and technology, used or to be used in current or future projects and salary details of the employee."*

Employee shall use the Confidential Information only for the purpose of discharging the duties and responsibilities as entrusted to the employee during employment with the company.

Employee's duty to protect Confidential Information expires 5 years from the date of its receipt from the company.

Employee shall protect the Confidential Information by using reasonable degree of care to prevent:

i. any use not authorized herein.
ii. dissemination to any employee of the company without a need to know such Confidential Information to further the purpose described herein; and
iii. communication to any third party or publication of the Confidential Information.

Employees of the company having a need to know can receive the Confidential Information provided they are bound by a non-disclosure agreement with the company no less restrictive than this agreement.
This clause imposes no obligation upon the Employee with respect to Confidential Information received hereunder which:

i. was already known to the Employee without a duty of confidentiality.
ii. is or becomes publicly available.
iii. is rightfully received by the Employee from a non-related party that does not have a non-disclosure agreement with the company.

Any information in any form disclosed under this agreement is so done "AS IS".

21. Obligations After Employment

The Employee shall not directly or indirectly for the six months after the termination date, whether on his own account or as a director, employee, partner, consultant or otherwise, be engaged in any project with the existing clients of the Company, which is or shall be wholly or partly in competition with any of the projects that the Company is currently executing at the date of his employment and in which the Employee has been directly concerned or involved to any material extent.

Where the employment is determined at any time after 12 months from the date of employment, the obligation shall apply only to the projects in which the Employee was materially involved during the 12 months preceding the termination date or in relation to which the Employee at the termination date possesses Confidential Information.

At any time after the termination date, the Employee shall not directly or indirectly, whether on the Employee's own behalf or on behalf of another person induce or seek to induce by any means involving the disclosure or use of Confidential Information, any customer or supplier to cease dealing with the company or to restrict or vary the terms upon which it deals with the company; be held out or represented by the Employee or any other person, as being in any way connected with or interested in the company or disclose to any person, or make use of, any Confidential Information that causes material damage to the company.

The term "Company" includes its holding and subsidiary companies.

22. Return of Company Property

On the termination of your employment, you shall hand over to the Company all correspondence, documents, lists, disks, and other papers (or other means of storing or recording information) and all other property belonging to the Company which may be in your possession or under your control, and you shall not without the written consent of the Company take any copies thereof.

23. Other Matters

i. Any delay or forbearance by the Company in exercising any right under this Agreement shall not constitute a waiver of such right.

ii. The Company agrees to reimburse any travel or other expenses reasonably incurred by the Employee in carrying out the Company's business in accordance with its current business plan and procedures, provided that the Employee produces evidence of such expenditure to the Company.

iii. The Employee agrees to notify the Company immediately of any gifts or hospitality that may be offered to the Employee by the Company's customers.

iv. If this employment is terminated by either party and the Employee is offered re-employment by the Company or any other group company on terms which in all material respects are no less favourable than the terms of this employment, he shall have no claim against the Company in respect of such termination.

v. The Employee agrees that the Company may hold on computer all data, coming within its knowledge, about him.

vi. If any provision of this employment agreement is held to be invalid, illegal, or unenforceable the remainder of this agreement shall nevertheless remain in full force and effect in other circumstances.

vii. This agreement cancels and is in substitution of all previous letters of engagement, agreements, and arrangements whether oral or in writing relating to the subject matter hereof between the Company and the Employee, all of which shall be deemed to have been terminated by mutual consent.

viii. The Company reserves the right to vary the terms and conditions of employment, subject to notification in writing.

ix. Where the Employee has received a subsequent letter or revised offer after this agreement indicating different terms and conditions to the above, the letter is part of the agreement and in the event of a conflict the terms of the latest letter / offer shall prevail.

x. The laws of the Union of India shall govern this agreement and the Indian courts shall have exclusive jurisdiction over all disputes arising under this agreement.

I confirm the above terms and conditions are an integral part of the employment offer of even date accepted unequivocally by me and have affixed my signature below in token thereof.

Signature: _____ **Date:** _____

Name: _____

Deferred Incentive Plan (DIP) 2020-2021 - Annexure 2

Introduction

As stated in your contract of employment, you will be part of Deferred Incentive Plan (DIP), subject to the DIP rules and guidelines.

Definition- Deferred Incentive plan is a plan in which a certain percentage of your CTC (as stated in your employment contract) accrues for a period of 12 months. The accrued amount will be paid out on monthly basis only after completion of 18 months of continuous service from the start date of the plan

Eligibility

> The plan encompasses all eligible employees who are employed by Advanced India on or after March 1st, 2018.

How does it work?

Effective 1st of March 2018, all the employees of Advanced Business and Healthcare Solutions India Pvt Ltd will be enrolled to DIP. After successful completion of 18 months of continuous service from the start date of the plan, employee will be paid out the accrued amount on monthly basis from the 19th month for the corresponding 12 months.

The amount paid out in this plan is taxable. This plan is subject to change as per the business requirements.

New employees joining during the year will be enrolled into the plan from the date of joining and after successful completion of 18 months of continuous service their pay out on monthly basis would start.

An Example:

March 19 accrual will be due for payment in September 2020 after completing 18 months in August 2020. April 19 will be similarly due for payment in October 2020 and so on. The table below illustrates the accrual and pay out:

FY 2020-21 (FY21)	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Total
Accrual	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000	12000
Pay-out	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Total
18months+1	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000	1000	12000

Payment

Payment under the plan is subject to all rules and guidelines being met and will normally be made after the year end once the company results are confirmed.

All payments will be made through the official payroll and be subject to normal deductions.

Rules and Guidelines

- The % of salary to be used to calculate the DIP credit amount will be from the start date and thereafter within the fiscal year
- The company will pro-rate the DIP for complete months worked if you have joined the company during the year, or from the expiry of any current DIP arrangements
- If there are disciplinary or formal performance processes or sanctions during the DIP plan year, we will review any payment on an individual basis and reserve the right to withhold the payment
- The Company reserves the right to amend or withdraw any part of this plan. If such a change is made, employees will be notified within a reasonable timeframe.
- Employees who do not survive maturity because of long-term illness or death will have their accrued benefits paid to their nominated beneficiaries, after deduction of appropriate local taxes but at the discretion of the Board of Directors of the company.
- The decision of the Board on all matters of the plan shall be final and no employee shall claim as a right any amount under the plan as a precedent either for himself or others.
- Decision of the management board of Advanced-India shall be final and binding as resolution in case of any conflicts arising from the participation in this plan.

1AH15CS014

promantus

Compensation Revision Letter

Nov 24, 2021

Mr. Chethan M K
Associate Software Engineer

Dear Chethan,

We would like to appreciate your inclination and support you have provided in addition to your fully loaded schedule in place. We are excited to see you delivering despite the challenges of the currently existing climate.

Thank you for all you do at Promantus India, and considering the above, we are pleased to offer the revised annual compensation effective from Nov 1, 2021, an amount of Rs. **3,24,000 (Rupees three lakh twenty four thousand)** and the details are below.

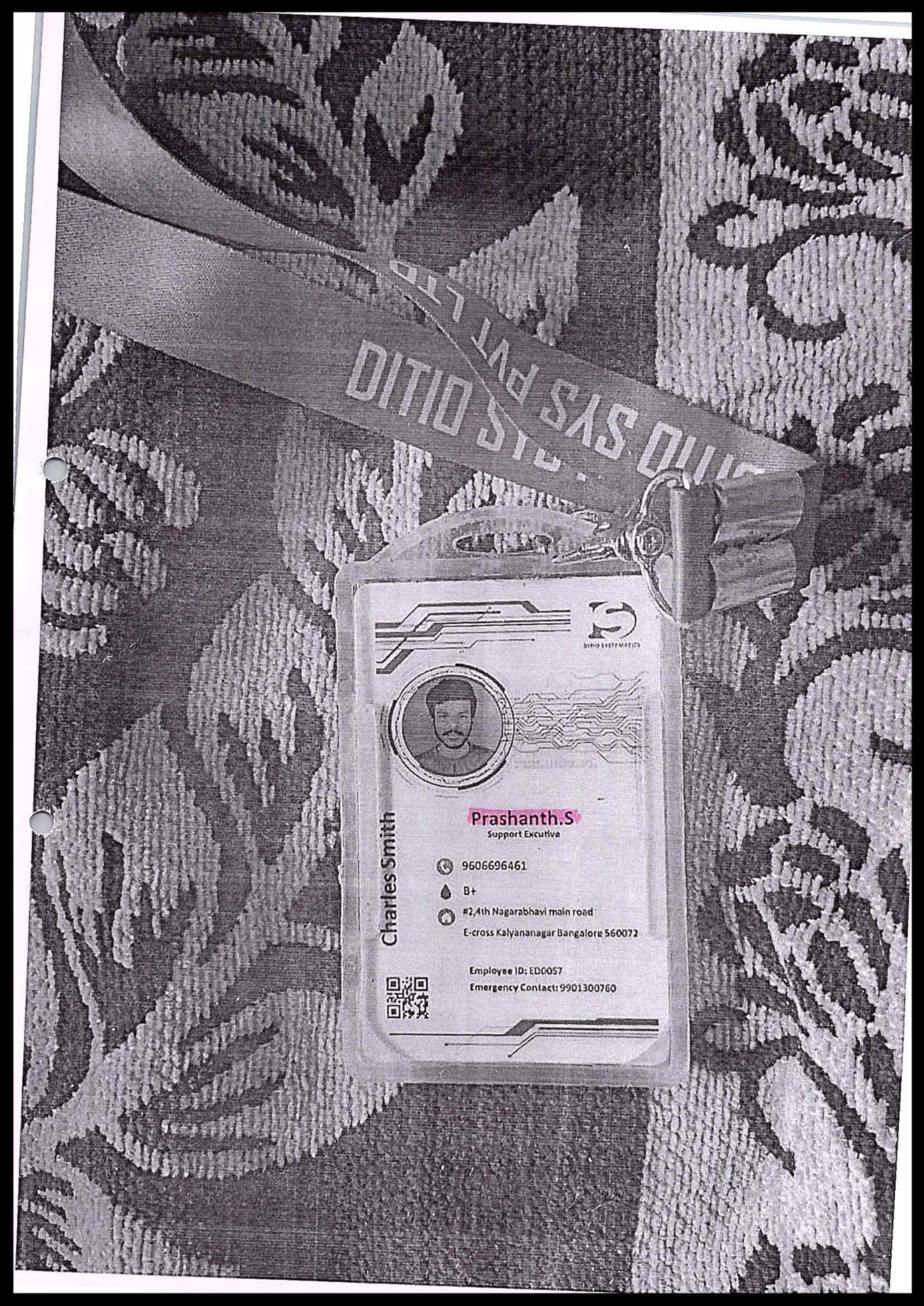
Components	Annual Amount Rs	Monthly Amount Rs.
Basic Salary	1,62,000	13,500
House Rent Allowance	81,000	6,750
Conveyance Allowance	14,400	1,200
Employer's Contribution to PF	19,440	1,620
Special Allowance	47,160	3,930
Gross Total	**3,24,000**	**27,000**

I want to personally thank you for your steadfast loyalty and commitment to our company's success. It is appreciated.

Sincerely Yours,

For Promantus India Pvt. Ltd.

(Jagannathan Srinivasan)
Director


DITIO SYS
DITIO SYSTEMATICS
Charles Smith
Prashanth.S
Support Excutive
9606696461
B+
#2,4th Nagarabhavi main road
E-cross Kalyananagar Bangalore 560072
Employee ID: ED0057
Emergency Contact: 9901300760

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಪೊಲೀಸ್

ಸಬ್ ಇನ್ಸ್‌ಪೆಕ್ಟರ್ ಪರೀಕ್ಷೆ

ಪೇಪರ್-2

ಗಣಿತ

Mathematics

Paper-2

Time: 2 Hours

Max. Marks: 100

INSTRUCTIONS TO CANDIDATES

ಅಭ್ಯರ್ಥಿಗಳಿಗೆ ಸೂಚನೆಗಳು

1. ಈ ಪ್ರಶ್ನೆಪತ್ರಿಕೆಯಲ್ಲಿ 100 ಪ್ರಶ್ನೆಗಳಿವೆ. ಪ್ರತಿ ಪ್ರಶ್ನೆಗೆ 1 ಅಂಕ.

2. ಪ್ರಶ್ನೆಪತ್ರಿಕೆಯ ಭಾಷೆ ಕನ್ನಡ ಮತ್ತು ಇಂಗ್ಲಿಷ್.

3. ಪ್ರತಿ ಪ್ರಶ್ನೆಗೆ ನಾಲ್ಕು ಆಯ್ಕೆಗಳಿವೆ. ಸರಿಯಾದ ಉತ್ತರವನ್ನು ಆರಿಸಿ.

4. ಉತ್ತರಗಳನ್ನು OMR ಶೀಟ್‌ನಲ್ಲಿ ಗುರುತಿಸಬೇಕು.

5. ಯಾವುದೇ ಪ್ರಶ್ನೆಗೆ ಉತ್ತರ ತಿಳಿಯದಿದ್ದರೆ ಊಹಿಸಬೇಡಿ.

6. ಪರೀಕ್ಷಾ ಸಮಯ ಮುಗಿದ ನಂತರ OMR ಶೀಟ್ ಒಪ್ಪಿಸಬೇಕು.

7. ಕ್ಯಾಲ್ಕುಲೇಟರ್ ಬಳಸಲು ಅನುಮತಿ ಇಲ್ಲ.

8. ಪ್ರಶ್ನೆಪತ್ರಿಕೆಯನ್ನು ಪರೀಕ್ಷಾ ಕೊಠಡಿಯಿಂದ ಹೊರಗೆ ತೆಗೆದುಕೊಂಡು ಹೋಗಬಾರದು.

9. ಅಭ್ಯರ್ಥಿಗಳು ಪರೀಕ್ಷಾ ಕೇಂದ್ರದಲ್ಲಿ ಶಿಸ್ತು ಕಾಪಾಡಿಕೊಳ್ಳಬೇಕು.

10. ಯಾವುದೇ ಅನುಚಿತ ವರ್ತನೆಗೆ ಅನರ್ಹತೆ ಶಿಕ್ಷೆ ವಿಧಿಸಲಾಗುವುದು.

PSI EXAM

PREVIOUS YEAR PAPER

PSI

CIVIL

ACTIVE

OR

ENCE

1AH16CS010

CHANDIGARH UNIVERSITY

Discover. Learn. Empower.

UNIVERSITY ID 21MCS1033



NAME : DEEPAK YADAV

COURSE : ME-CSE

FATHER'S NAME : SAMAR BAHADUR YADAV

MOTHER'S NAME : MANJEETA DEVI

CONTACT : 9739551780

ADDRESS

VALID TILL : JUN-2023

PACHWAL ASHTBHUJI RAMPUR JAUNPUR,JAUNPUR, UTTAR PRADESH

Issuing Authority

Certified that above mentioned student is registered under Chandigarh University

1. Student must carry & wear this card during the campus hour
2. This card is issued for identification purpose only.

If found please return to Chandigarh University Tel +91-160 3014444, 3014424

(This Virtual ID Card is valid only up to commencement of regular on-campus classes.)

www.cuchd.in
1800 200 0025

Birla Institute of Technology & Science, Pila

Hyderabad Campus



DEEPANKAR SHARMA

ID Number : 2020H1030162H

Date of Issue : 08/03/2021.

Valid upto : 31/07/2022.

Student@bits

Emergency Contatct :

Student Welfare Division (040 - 66303820/821)

Chief Warden (9010202882)

Associate Dean, SWD



If found, please mail to :

BITS Pilani, Hyderabad Campus

Jawahar Nagar, Kapra Mandal

Medchal District - 500078.

Web : https://www.bits-pilani.ac.in/Hyderabad/

1PH15CS006

accenture

2014-2019 PASSED OUT



11834489

ANANNYA PRAKASH

to me

27-Nov-2019

Anannya Prakash
CANDIDATE ID:
UNIQUE REFERENCE NUMBER/UNIQUE ID:879df960-6de8-4d86-8a3f-fdaac23862c8_1

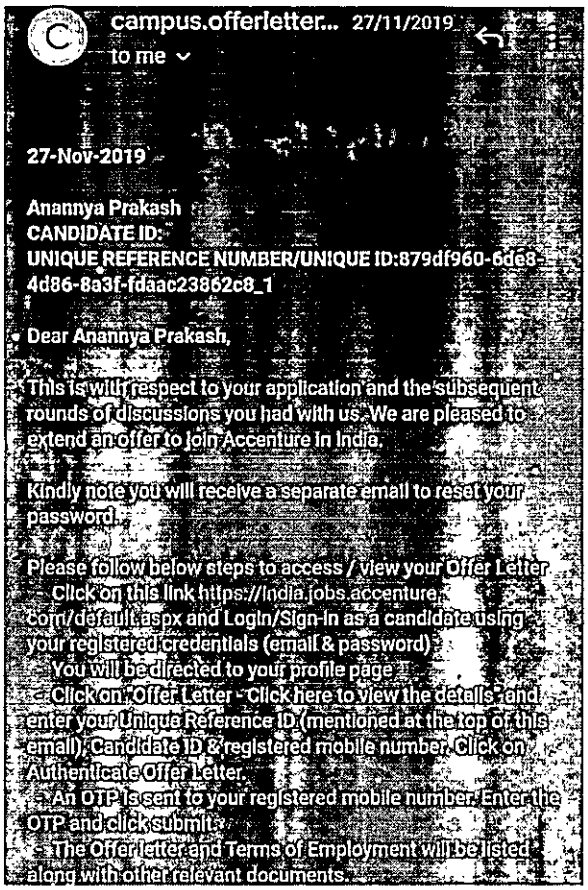
Dear **Anannya Prakash**,

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 in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed

Ananya
today at 4:12 PM



campus.offerletter... 27/11/2019
to me

27-Nov-2019

Anannya Prakash
CANDIDATE ID:
UNIQUE REFERENCE NUMBER/UNIQUE ID:879df960-6de8-4d86-8a3f-fdaac23862c8_1

Dear Anannya Prakash,

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Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-In as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on 'Offer Letter - Click here to view the details' and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on 'Authenticate Offer Letter'.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.

I have this mail

O.L No-TIBIL/HR/002
Ashok Kumar N

30th January 2020

STRICTLY PRIVATE & CONFIDENTIAL

Dear Ashok,

OFFER LETTER

Based on the interactions with you, we are pleased to offer you the position of Software Engineer-Trainee at TIBIL Computer Solutions Pvt.Ltd.The key terms & conditions are given below:

1. **Offer Acceptance**

Please go through the offer letter and provide your acceptance within 2 days from receipt of the same, failing which the offer will be deemed to be considered withdrawn.Your DOJ will be 03rd February 2020.

2. **Probation & Confirmation**

Your employment is subject to a probationary period of 6 months from the joining date. You will be informed if your employment is confirmed by your Manager before the expiration of the probationary period, provided you meet the Company's performance standards during that time.

3. **Place of Work**

Your initial place of posting will be in Bangalore. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary.

4. **Remuneration**

Your Annual Compensation will be Rs 2,70,276/-.You will be entitled to a Yearly Bonus of Rs 26,455/- based on the Individual and company performance.Details of your remuneration are mentioned in the ANNEXURE 1 of this offer letter.The Company shall make deductions and withholdings of tax or otherwise as may be mandated or required under applicable law from the remuneration.

5. **Background Verification Process**

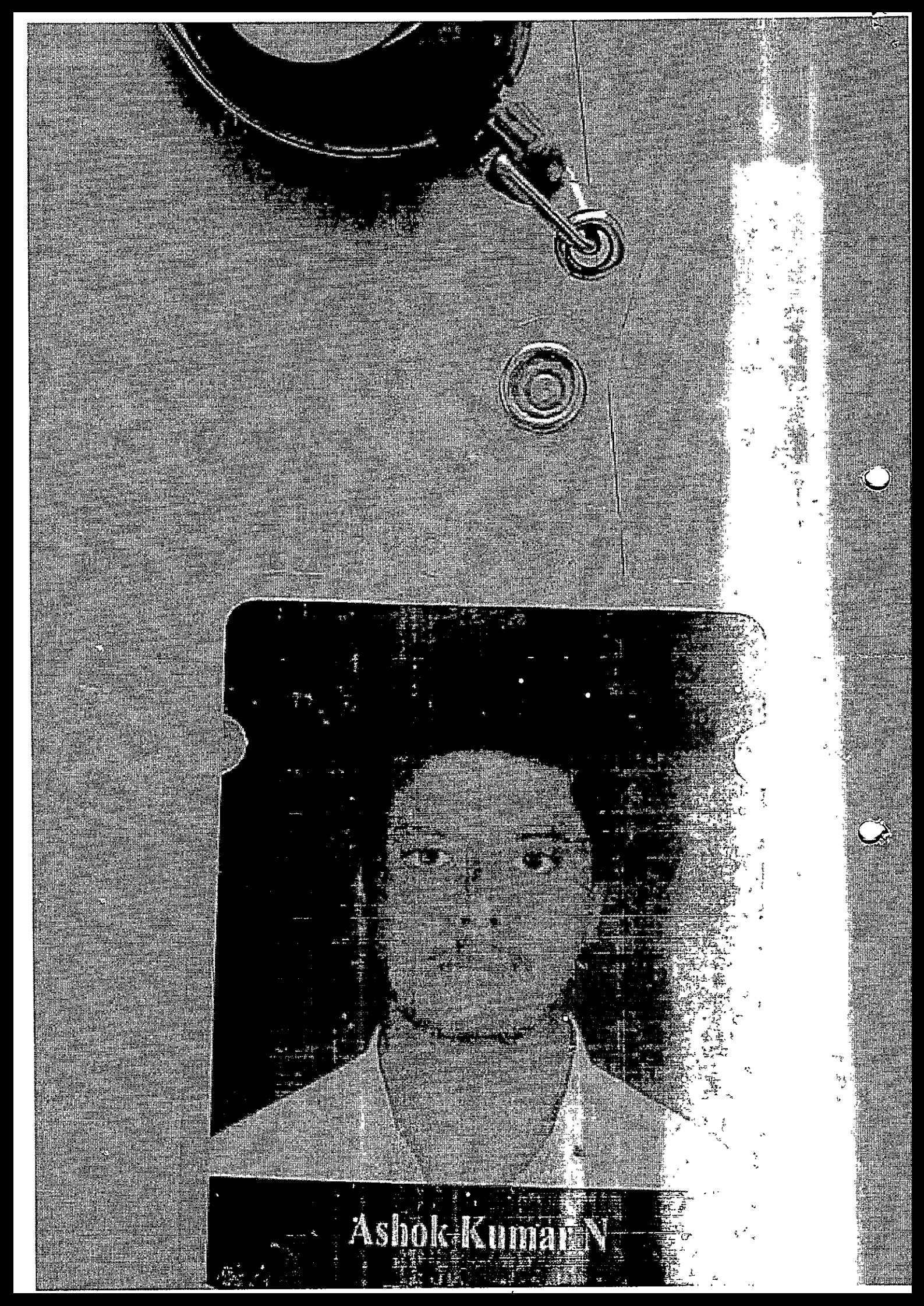
As a process, each and every employee has to go through the standard background verification and reference check process. In case of any gap/s found at any point of time, your employment will be terminated with immediate effect due to the Background Verification failure.

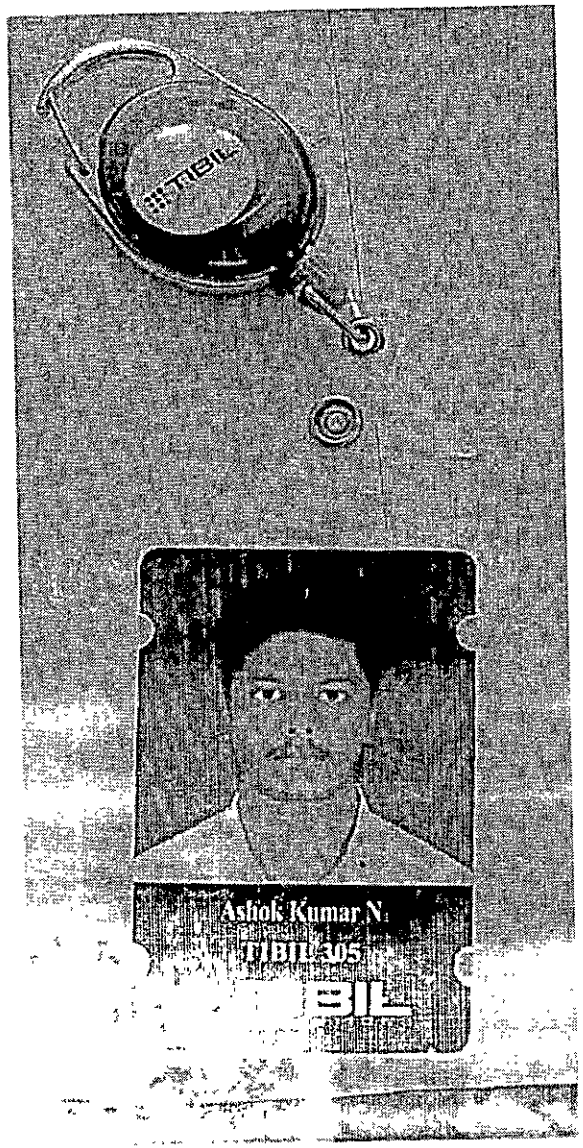
Yours sincerely,
For TIBIL Computer Solutions Pvt.Ltd.

Arvind Gopalakrishnan
Head-Delivery and Operations

I, _____ *(full name)* have read and understood the terms and conditions stated herein and confirmed my acceptance of the offer and its conditions. I also confirm that I have not been convicted of any offence or crime punishable by law.

Signature _____ Date _____


Ashok Kumar N


TIBIL
Ashok Kumar N.
TIBIL 305
TIBIL

Gmail

likhith gowda <likhithgowda18@gmail.com>

NTT DATA Joining Details : Bangalore, White Field Office : 30 Oct 2019 : Wednesday - ICS

6 messages

Nidamarthy, Prashanth <Prashanth.Nidamarthy@nttdata.com> Mon, Oct 28, 2019 at 4:58 PM
To: "likhithgowda18@gmail.com" <likhithgowda18@gmail.com>

1AH15CS025

Dear Likhith,

We are pleased to inform you that your training commences on **30 Oct 19, Wednesday at *Bangalore*** (refer attachment 'Venue_Letter ***Bangalore*** for address).

Joining & Training Location: Wednesday, 30-Oct-19 (White Field Office)
NTT DATA Services Shivalaya, No 123, Phase II, Whitefield Industrial Area, EPIP Zone, Bengaluru, Karnataka 560066 **Landmark:** Diagonally Opposite to SAP Labs, Next to Ginger hotel (Bus Stop: IGATE stop, all buses to ITPL)
Contact Person: Prashanth N

You would be paid a gross stipend of **Rs. 12,000** per month (payable on a prorated basis depending on the duration of training).

The following documents are attached to this mail; please go through each of the documents carefully and send all the required documents without fail.

1. ***Certificate Checklist:***

As part of the pre-joining formality you are required to fill up the Certificate Checklist attached to this mail. Please ensure that all the details are filled (where applicable) and sent across to us via e-mail.

Ensure you carry all the original documents mentioned in the Checklist, failing which you will not be allowed to join the company. If any original Mark list is not issued, get an attested copy of the same from your college authority.

2. ***Venue Letter:***

Contains useful information about the Joining location and documents that you need to carry.

3. ***Address Table:***

Please fill the below table with required details.

S.No	Name	Address	DOB	Joining Location
1	Full Name	Permanent Address	DD-MMM-YYYY	Bangalore

Failing to accept this entitles the Company to consider severance of this offer, at Company's sole discretion.

Please send us an e-mail on or before 10:00 AM by 29th Oct 19 confirming:

1. You are meeting all the Eligibility Criteria mentioned in the Intent to Offer letter, understanding and accepting the terms stated above and your availability to participate in the training session on the above said date.
2. Availability of all required documents.
3. Certificate Checklist & Address table to be sent.

Note: Travel tickets will be reimbursed (Till 2 Tier AC Fare Cost) and accommodation will not be provided.

Feel free to reach out to me in case of any confusion or for clarifications.

-

-

Thanks & regards,

Prashanth N | Talent Acquisition Specialist

Prashanth.Nidamarthy@nttdata.com | VoIP. 8814.3631 | M. +91.702.269.2907 | nttdataservices.com

NTT DATA Services

Consulting | Industry Solutions | Technology & Digital Services

NTT DATA, Inc

Disclaimer: This email and any attachments are sent in strictest confidence for the sole use of the addressee and may contain legally privileged, confidential, and proprietary data. If you are not the intended recipient, please advise the sender by replying promptly to this email and then delete and destroy this email and any attachments without any further use, copying or forwarding.

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2 attachments

Venue Letter_Bangalore, White Field.docx
22K

Certificate Checklist.xls
35K

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likhith gowda <likhithgowda18@gmail.com> Mon, Oct 28, 2019 at 11:18 PM
To: "Nidamarthy, Prashanth" <Prashanth.Nidamarthy@nttdata.com>

Madam,

I've attached the list of selected students. Though we did not get 15 students, since the college is in Bangalore, the core team has decided to proceed as proposed.

I've also attached a draft copy of the the MOU, please get it approved & we can finalize on the possible date for signing it.

We thank you for the support provided & for ensuring the process completes successfully.

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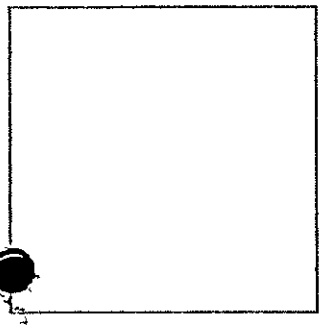

Anupama Vasanth
Communications Officer
T: +91 80250 43 120 | W: +91 855 377 2525
E: hello@elintlabz.in | W: www.elintlabz.in

Elint Labz is a subsidiary of Ajaramara Dynamics Pvt. Ltd. (Communications Office Address: #677, 1st floor, Suite No. 345, 27th main, 13th cross, HSR Layout Sector 1, Bengaluru 560102 KA) NOTE:: The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are here by notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.





1AH15CS029

REVA UNIVERSITY

Ref.: RU/OFL/949/2021-22

26th August, 2021

Dear Ms. Nayana R,

SUB.: OFFER LETTER

Further to the interviews you had attended at REVA University on 18th August, 2021, the Staff Selection Committee has selected you for the post of "Assistant Professor, School of Computer Science and Engineering at REVA University, Bengaluru.

You are advised to report to duty on 1st September, 2021.

Formal appointment letter with terms & conditions will be handed over to you on your joining and completing the joining formalities.

Kindly find attached the Joining checklist which has the list of documents to be submitted at the time of joining.

Please sign a copy of this letter as a token of acceptance and return the same to Human Resource Department.

We wish you all the best and look forward to a long term association with you.

Yours sincerely,

For REVA University, Bengaluru

Dr. N Ramesh
Registrar

I, Dear Ms. Nayana R, acknowledge the receipt of this Offer Letter and hereby submit my detailed bio-data, latest passport size photographs along with my current & permanent address proof and date of birth proof for background verification. I confirm the acceptance of the terms and conditions contained herein above and agree to abide by the same.

Date of acceptance: _____

Date of joining : _____

Signature : _____

REVA UNIVERSITY
Rukmini Knowledge Park, Yelahanka
Post, Bengaluru-560064

+91 80 4696 6966
+91 80 6622 6645
www.reva.edu.in

Rukmini Educational

REVA UNIVERSITY

STUDENT ID CARD



SRN
R19MDS05

VALIDITY
2019
TO
2021

NAYANA R

M.Tech. - Data Sciences (DS)

REGISTR

1AH15CS028

Ref No: OL/THBS/0221/14
10-Feb-2021

Private & Confidential

Ms. Monisha S
Bangalore

Dear Monisha S,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer- Trainee** at **Torry Harris Business Solutions (THBS)**; Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that **THBS** can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Three)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you; if **THBS** becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of THBS depending on the requirement of the projects. This will be informed to you on completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with **15-Feb-2021.**

At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X Photocopies of all the pages of your passport **or** driving license **or** voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,

G. Shivdayal Charan
Manager - HRD

Accepted By:

Monisha S
Date:

March 09, 2021

1AH15CS033

Dear Om Prakash Sharma,

During your internship program we were impressed with your capabilities and potential. The key to our goals of professional quality and growth is recruiting outstanding people such as you. We sincerely believe that you can help us in our business and, at the same time, find it a challenging environment in which to grow and prosper.

We hope that you agree this is an exceptional opportunity for you to progress in the field of Software Engineering. You will be joining as a Machine Learning Engineer at Analytic Edge Private Limited and will be working with a group of professionals who are competent, motivated, and share our goals. You will also have the benefit of working in a challenging entrepreneurial environment with a drive to succeed.

Your place of posting will be in Bangalore, India.

COMPENSATION DETAILS

Your total Annual Compensation is Rupees 6,50,000 (INR Six Lakhs and Fifty Thousand only) of which Rupees 6,00,000 (INR Six Lakhs only) is the fixed component and Rupees 50,000 (INR Fifty Thousand only) is the variable performance bonus component.

EMPLOYMENT DETAILS

This is an "at will" employment whereby either Analytic Edge or you can terminate the services without any particular reason. The notice period would be 3 months from the date of termination intent provided in writing.

BENEFITS DETAILS

You will be entitled to a vacation of 15 working days while employed in the Company and can avail 7 sick days per year. You will observe the working Hours and other Public Holidays as applicable to "Analytic Edge Private Limited" and are entitled to take 11 public holidays off in a year.

AMENDMENTS

All the above terms are as per our current policies and practices and may be amended from time to time. You will be informed of changes in the terms and conditions of service, if any.

Om Prakash, thanks again for taking the time to consider the opportunities we have to offer. All of us are looking forward to your joining. Your start date will be no later than March 10, 2020.

If this letter correctly sets forth our agreement, please sign and return the enclosed copy. We look forward to your complete support in helping Analytic Edge reach its goals successfully.

Thanking you.

Yours sincerely,

Vijay Ramaswamy

Managing Partner, Analytic Edge Private Limited

I have read, understood and accept the above-mentioned terms and will join on March 10, 2021 or before.

10/03/2021

(Candidate's Signature)

Address: 612/1, 5th floor, Lotus building, 80 ft road, 4th block, Koramangala, Bengaluru, 560095.

Contact No: +91 80 40960311 | Mail id: info@analytic-edge.com | Website: www.analytic-edge.com

March 09, 2021

Dear Om Prakash Sharma,

During your internship program we were impressed with your capabilities and potential. The key to our goals of professional quality and growth is recruiting outstanding people such as you. We sincerely believe that you can help us in our business and, at the same time, find it a challenging environment in which to grow and prosper.

We hope that you agree this is an exceptional opportunity for you to progress in the field of Software Engineering. You will be joining as a Machine Learning Engineer at Analytic Edge Private Limited and will be working with a group of professionals who are competent, motivated, and share our goals. You will also have the benefit of working in a challenging entrepreneurial environment with a drive to succeed.

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Thanking you.

Yours sincerely,

Vijay Ramaswamy

Managing Partner, Analytic Edge Private Limited

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10/03/2021

(Candidate's Signature)

Address: 612/1, 5th floor, Lotus building, 80 ft road, 4th block, Koramangala, Bengaluru, 560095.

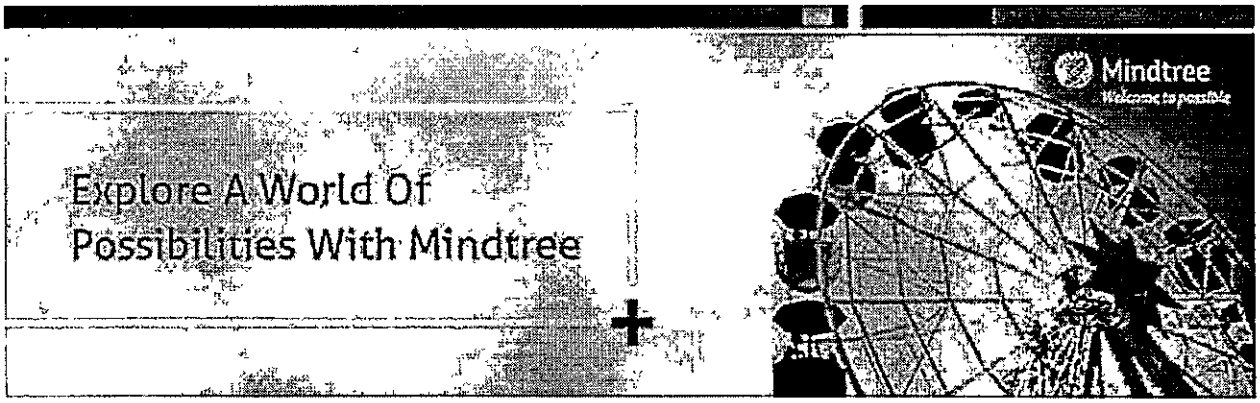
Contact No: +91 80 40960311 | Mail id: info@analytic-edge.com | Website: www.analytic-edge.com

1AH15C5050

Mindtree Ltd - Candidate ID to complete Wufoo Forms

1 message

Vinay Ramesh <Vinay.Ramesh@mindtree.com> Wed, 31 Jul, 2019 at 3:06 PM
To: sharanyarao3097@gmail.com <sharanyarao3097@gmail.com>



Dear **Sharanya G,**

Greetings from Mindtree.

We take pleasure to inform you about your Joining Date with us.

Joining Date with Mindtree	**October 12th 2019, Saturday**
Joining Location	**Bhubaneshwar - Mindtree Kalinga**

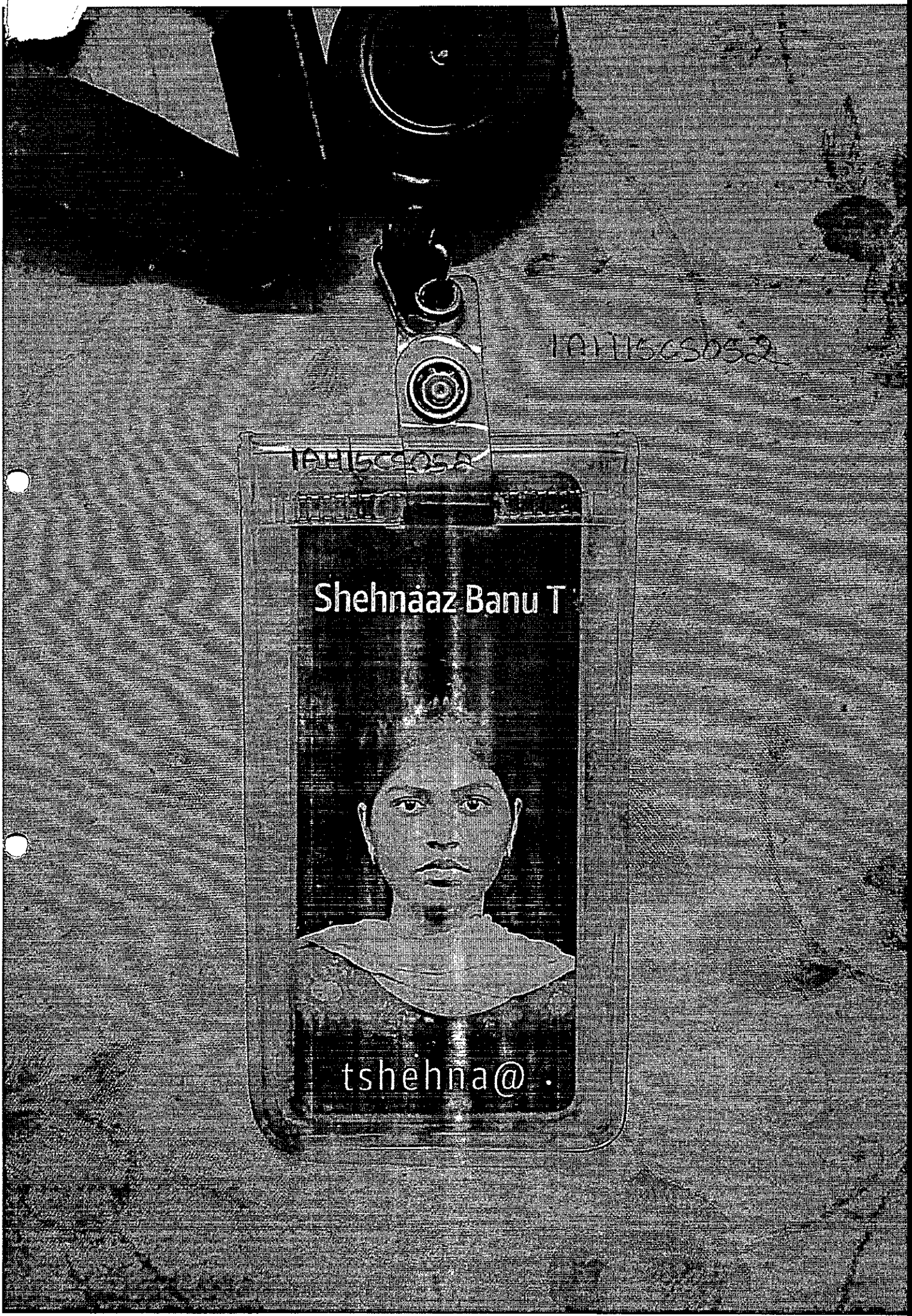
As we are preparing for your on-boarding on **October 12th 2019** (Joining Date), kindly ensure to fill up the Wufoo forms - Campus Mind Data & Travel Data (will be shared in subsequent mail)

Candidate ID to fill in the form – **80011444**

Regards

Mindtree Campus Talent Acquisition Team

http://www.mindtree.com/email/disclaimer.html


Shehnäaz Banu T
tshehna@

https://phonetool.amazon.com/users/tshehna

mytime | HSI Lite | Nautilus | Knowledge Centre | My Folder | QUIP | Pipl SEARCH | https://www.youtube... | BRI LATAM Performan... | 3.55.305-1454912-699

The Phone Tool

My Profile | My Bookmarks | Other | Search employees | Search All fields | Help

tshehna



Shehnaaz Banu T

Edit my info

Shehnaaz Banu T

Transaction Risk Investigator, Buyer Risk Investigations- VAR (4501)

tshehna@amazon.com | Contact card | Setup Pronunciation

Display Options

LOCATION: BLR14 - Corp Office, Bangalore (UTC +05:30)
BLR14.08.000.00

LOGIN: tshehna

EMPLOYEE ID: 105031337

LATEST HIRE DATE: September 7, 2020

TOTAL TENURE: 2 years, 3 months

LINKS

Shehnaaz's Wiki contributions
Shehnaaz's Crier profile
Shehnaaz's Support Team

SHARE YOUR PASSION:

What are your favorite things to do outside of work?

Submit Answer

Type here to search

IAH15C6059

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer & Appointment Letter

Offer Release Date: May 4, 2021

12417573
VIDHYAA B
107/07,1stfloor,Dream delight apartment,Uttarahall

Dear VIDHYAA,

Congratulations, With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in **HCL TECH LTD. - IOMC** (herein referred as "HCL" or "Company") as **Specialist**

In the coming year, keep aspiring for change and be known for your thoughts and your work, be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least keep your work and life in a perfect balance, because that is the perquisite for success. We take this opportunity to thank you and extend our appreciation on your decision to join **HCL TECH LTD. - IOMC.** You are requested to join us on **May 5, 2021.**

Your compensation would be as outlined in a separate document **"Salary Breakup – Annexure I".** The general terms and conditions governing your employment are outlined in Annexure II. **HCL TECH LTD. - IOMC** works under 24x7 operations supporting clients hence you may be required to work under various shifts as per the terms and conditions of the client.

On the date of joining, you would be requested to submit the documents listed in Annexure III. Please note that the submission of all documents is mandatory to facilitate joining, back ground verification/ validation and appointment process at **HCL TECH LTD. - IOMC.** Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of HCL family.

As confirmation of your acceptance, you are requested to sign the duplicate copy of the offer cum appointment letter and annexures and submit the same within 7 days to the undersigned.

Sowmiya KS .
Chennai

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by HCL. Your written consent and requisite copies of documents is necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation is solicited in this regard to enable us complete the necessary pre-employment check on time and enable you on-board us.

You are advised to go through the contents of this offer letter and annexures before signing the duplicate copy.

Looking ahead we see exciting times and we look towards you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT services. Welcome to our organization! We look forward to a mutually fruitful association.

For **HCL TECH LTD. - IOMC**

SIGNATURE OF EMPLOYEE: Vidhyaa.B

HCL

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Amrita Das

Vice President, Head-Global Rewards

SIGNATURE OF EMPLOYEE: Vidhyaa.B

HCL

HCL TECHNOLOGIES LTD.
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www.hcltech.com
www.hcl.com

Amrita Das

Vice President, Head-Global Rewards

Employee Statement
(Part of Offer cum Appointment Letter 12417573 dated April 5, 2021 for VIDHYAA B)

(a) I accept employment with HCL Technologies Ltd. (IOMC) pursuant to the terms set forth in:

- Letter of Offer cum Appointment
- Annexure "A" (Salary details and break-up)
- Annexure "II" (Terms & Conditions of Employment)
- Annexure "III" (List of Documents)
- Annexure "IV" (Explanation of compensation Structure)
- Annexure "V" (Joining location)

- Service Agreement for 12 months (if selected for any transition or knowledge sharing assignment) with Surety.

(b) I hereby confirm to submit:

I. Copy of Acceptance to Letter of Offer cum Appointment and all the related Annexure.
II. All Joining documents mentioned in the Letter of Offer cum Appointment on the date of Joining: May 5, 2021
III. Originals of Service Agreement complying with all terms & conditions set-forth.

No representation, commitment or inducement has been made to me except, as specifically set forth in the aforesaid documents and I am not relying upon any terms other than as set forth.

I agree to the terms & conditions of employment and freely make the statements set forth above.

SIGNATURE OF EMPLOYEE: Vidhyaa B

HCL

ELECTRONO

Mr. Naykode Lingraj Gaurishankar Date:13-09-2021

However, in case of your unsatisfactory performance the annual increment can be withdrawn at the sole discretion of the Company. Increments are neither automatic nor a right of the employee.

5. TERMINATION OF EMPLOYMENT

Either party will be entitled to terminate the contract of Employment by giving 60 days notice in writing. In case you are incapacitated by reasons of prolonged illness, accident or any other cause and cannot perform your duties, the Company may, at its discretion, grant leave for a reasonable period on full pay or half pay or without pay. Your services may be terminated if the Company finds that you are incapacitated to discharge your duties in future.

In the event of your giving a notice of resignation less than 60 days notice period, the Company reserves the rights to adjust any leave due to you or recover from you the salary for the difference period.

6. TRANSFER

Initially, your place of posting will be at Bangalore. You are liable to be transferred to any Establishment in India or abroad as per the exigencies of the Management. You will have to make your own arrangement to work at the new place. Your salary and other benefits will remain the same. You will be governed by all the rules of the Establishment you are allotted to, relating to work, holidays and leave facility. It will be your responsibility to make arrangements for your boarding, lodging and other expenses if any. The management can shift the premises anywhere in India and you will report for work at the new place.

7. HOURS OF WORK

You will observe the working hours and holidays normally observed by the department and location you are assigned to.

8. LEAVE

Your entitlement of leave is governed by the Company Leave Policy.

9. ALLOWANCES

Allowance such as TA/DA and Medical Allowance are allowed as per Company rules.

10. DEDUCTION OF TAXES

The Company reserves the right to deduct TDS, Professional Tax and other applicable Taxes if any, from your salary and other benefits. For travel outside place of posting, you are entitled to get TA/DA as per company travel policy.

Confidential

Electrono Solutions Private Limited
#501, Brigade IRV Centre Nallurahalli Main Road Whitefield, Bangalore - 560 066 Karnataka
080-41268358
info@electronosolutions.com
www.electronosolutions.com

ELECTR•NO™

Ref. No: ELNO/HR/2021-22/ 411116 Date: 13-09-2021

Mr. Naykode Lingraj Gaurishankar,

APPOINTMENT LETTER

Dear Mr. Naykode Lingraj Gaurishankar,

We take pleasure in informing you that you have been appointed as **Data Analyst** in our organization w.e.f. 13-09-2021 at Bangalore. Your appointment shall be subject to the following terms and conditions:

GRADE, SALARY, COST CODE AND DEPARTMENT

Your basic salary, grade, cost code and department will be as per company rules.

1. EMPLOYEE NUMBER

Your employee number is 411116. Please quote your employee number in all your future correspondence.

2. DESIGNATION & PLACE OF WORK

You will be designated as **Data Analyst**. Your work location is Electrono Solutions Pvt. Ltd., Bangalore.

3. PROBATION PERIOD

You will be on probation for a period of six months from the date of joining. Unless confirmed in writing, you will be deemed as probationer even after the expiry of the probationary period. Your services are liable to be terminated without notice for unsatisfactory performance during the probationary period.

4. INCREMENTS

Increments will not be automatic, but will depend on:

a. Your performance in the company.

b. Satisfactory conduct and attendance.

c. Attitude towards superiors, peers and subordinates.

d. Courtesy towards Company's clientele.

That your annual increments will be based on your all-round performance during the year, based on your professional efficiency, profitability of the establishment, your integrity, cost-effectiveness, discipline, punctuality, personal grooming, guest interaction, staff interpersonal relationship etc.

ELECTRONO

Electronics Solutions Pvt. Ltd.

Mr. Naykode Lingraj Gurushankar

Dated:13-09-2023

Dear Mr. Naykode Lingraj Gurushankar,

We are pleased to offer you the position of Electronics Engineer at Electrono Solutions Pvt. Ltd. We believe that your skills and experience will be a valuable asset to our team, and we look forward to working with you.

Your employment with Electrono Solutions Pvt. Ltd. will be governed by the following terms and conditions:

1. Position and Duties: You will be employed as an Electronics Engineer and will be responsible for the duties and responsibilities associated with this position, as outlined in the attached job description. You may be required to perform other duties as assigned by your supervisor.

2. Compensation: Your annual salary will be ₹4,75,000, payable in equal monthly installments. You will also be eligible for a performance bonus of up to 10% of your annual salary, based on the achievement of certain goals and objectives.

3. Benefits: You will be entitled to participate in the company's benefits plan, which includes health insurance, dental insurance, and a retirement savings plan. You will also be entitled to paid vacation and sick leave, as per the company's policy.

4. Confidentiality: You will be required to sign a confidentiality agreement as a condition of your employment. This agreement will prohibit you from disclosing any confidential information about the company or its clients to any third party, both during and after your employment with the company.

5. Non-Compete: You will be required to sign a non-compete agreement as a condition of your employment. This agreement will prohibit you from engaging in any activity that is competitive with the company's business, for a period of [insert number] months after your employment ends.

6. Termination: Your employment with Electrono Solutions Pvt. Ltd. may be terminated by either party with [insert number] days' notice. The company may also terminate your employment immediately for cause, such as misconduct or breach of this agreement.

7. Governing Law: This agreement shall be governed by and construed in accordance with the laws of [insert state], without regard to its conflict of laws principles.

8. Entire Agreement: This agreement constitutes the entire agreement between you and the company with respect to the subject matter hereof, and supersedes all prior and contemporaneous agreements and understandings, whether written or oral.

9. Amendment: This agreement may be amended only by a written instrument signed by both you and the company.

10. Waiver: No waiver of any provision of this agreement shall be effective unless it is in writing and signed by the party against whom the waiver is sought to be enforced.

11. Assignment: You may not assign your rights or obligations under this agreement without the prior written consent of the company.

12. Severability: If any provision of this agreement is held to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

13. General: This agreement is binding upon and inures to the benefit of the parties hereto and their respective successors and assigns.

Any dispute between you and the company arising out of this agreement shall be resolved by [insert method of dispute resolution], in accordance with the laws of [insert state].

If you agree to the terms and conditions of this agreement, please sign and date below and return a copy to us. We look forward to your response.

Sincerely,

Electrono Solutions Pvt. Ltd.

Authorized Signatory

Name: Mahendra Kumar Singh

Designation: Manager

Date: 13-09-2023

Electrono Solutions Pvt. Ltd.
Main Road, Mumbai, Maharashtra, 400001, India
080-12345678
info@electrono.com
www.electrono.com

Mr. Naykode Lingraj Gurushankar
Flat No. 101, Building No. 5, Sector 12
Navi Mumbai, Maharashtra, 400614, India

ELECTRONO

Mr. Naykode Lingraj Gaurishankar Date: 18-09-2021

11. DISPUTES

Any disputes between you and the Company relating to or arising out of this contract shall be resolved by discussion with the Management and settled amicably between the parties. In case of unsolved disputes, the Courts in Bangalore jurisdiction can settle the disputes as per law applicable in India.

12. GENERAL

a. You are required to devote time, attention and diligence for the growth of the Company.

b. You are not permitted to carry on any business or activity identical to the Company's business that may jeopardize the interest of the Company.

c. During the course of your employment, you will not apply or seek employment elsewhere without written permission from the Management and in case it is so detected about your seeking of employment, your services will be terminated forthwith for breach of trust.

d. On cessation of your employment with us, you will be under an obligation not to join, for period of one year, any competitor unless permitted by the management in writing.

e. You will devote yourself efficiently to the best of your ability, for the organizational growth. You will not engage yourself directly or indirectly in activities outside the Company (honorary or on remuneration in any service, trade, business, vocation or occupation including agency of an Insurance company etc.,). Also, you will not appear in any examination or attend classes, which affects your work schedules without prior consent in writing by the management.

f. This appointment letter is based on the information given by you to us in your resume as true and correct. If any information furnished in the resume found incorrect or false or fake the appointment letter becomes null and void with immediate effect. You are also liable for termination of your employment and/or criminal action as deemed fit under the circumstances.

13. You are required to travel in Bangalore or any other place in India or aboard as per Company needs or as per the directions given by the Head of the Department.

14. Benefits such as PF, ESIC, Gratuity are allowed as per Rules.

15. In accordance with the standard practice of the Company, we request you to treat the terms of your employment as Confidential.

16. Breach of any of the above conditions will render termination of your employment without notice.

(Continued...)

Electrono Solutions Private Limited
#501, Brigade IRV Centre Nallurahalli Main Road Whitefield, Bangalore-560 066 Karnataka
080-41268358
info@electronosolutions.com
www.electronosolutions.com

ELECTRONO

Mr. Naykode Lingraj Gaurishankar

Date:13-09-2021

17. You will keep us informed of your local / contact address whenever there is any change.

18. You are requested to report on 13-09-2021 at 10:00 A.M. at the following address:- Electrono Solutions Pvt. Ltd., #501, Brigade IRV Centre, Nallurahalli Main Road, Whitefield, Bangalore - 560 066 Karnataka.

19. Your appointment as Data Analyst is subjected to General Service Conditions of the Company.

You are therefore, advised to read, understand General Service Conditions, sign and return the duplicate copy of this letter being your acceptance of this Employment.

We welcome you to the Electrono family and wish you best of luck to your career in our Company.

For Electrono Solutions Pvt. Ltd.,

Director

Acceptance:

I, _____ have carefully read and understood the terms and conditions of my appointment as mentioned hereinabove and I agree and undertake to abide by them.

Signature of the Employee:

Date:

Electrono Solutions Private Limited
#501, Brigade IRV Centre Nallurahalli, Main Road,Whitefield, Bangalore - 560 066 Karnataka
080-41268358
info@electronosolutions.com
www.electronosolutions.com

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ELECTR•NO

Mr. Naykode Lingraj Gaurishankar

Date: 13-09-2021

Annexure 1

Annual CTC

Name: Mr. Naykode Lingraj Gaurishankar | **Emp ID: 411116**

Designation: Data Analyst | **FY: 2021-22**

Compensation Structure

Particulars		Amount	
		Monthly	Yearly
Earnings			
	Basic	12,112.10	1,45,345.20
	VDA	1,723.20	20,678.40
	HRA	1,920.00	23,040.00
	Other Allowance	244.70	2,936.40
	Gross (A)	**16,000.00**	**1,92,000.00**
Deductions			
	PF Contribution Employee	1,660.24	19,922.83
	ESIC Contribution Employee	120.00	1,440.00
	Professional Tax	200.00	2,400.00
	Income Tax (Applicable as per rules)	-	-
	Total Deduction (C)	1,980.24	23,762.83
	Take home (A-C)	**14,019.76**	**1,68,237.17**
Company Contribution			
	PF Contribution Employer	1,660.24	19,922.83
	ESIC Contribution Employer	520.00	6,240.00
	Insurance	268.00	3,216.00
	Bonus	-	-
	Total company Contribution (B)	2,448.24	29,378.83
	Performance Linked Incentive (Variable)	-	-
	Cost To Company (A+B+Variable)	**18,448.24**	**2,21,378.83**

Rupees - Two Lakh Twenty One Thousand Three Hundred Seventy Eight And Paise Eighty Three Only

For Electrono Solutions Pvt. Ltd.,

ELECTRONO SOLUTIONS PRIVATE LIMITED BANGALORE

Director

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Electrono Solutions Private Limited
#501, Brigade IRV Centre Nallurahalli Main Road Whitefield, Bangalore - 560 066 Karnataka
080-41268358
info@electronosolutions.com
www.electronosolutions.com

1AH14CS026

randstad



Name : Rajshekar

EW ID : 1419373

Deputed at : RANDSTAD

randstad

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Date:03-12-2019

Welcome Note

Dear **Mr. Rajshekar N S**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial.You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to Click here to log in Randstad Portal
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

randstad

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Date: 03-12-2019

Mr. Rajshekar N S,
Empcode -1419373

DEPUTATION LETTER

Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to SBI Cards & Payment Services Private Limited with effect from 02-12-2019 at their BANGALORE office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 02-12-2019, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from SBI Cards & Payment Services Private Limited and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by SBI Cards & Payment Services Private Limited.
5. You shall be bound to follow the working hours of SBI Cards & Payment Services Private Limited.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside SBI Cards & Payment Services Private Limited and use such information only in connection with the service provided to SBI Cards & Payment Services Private Limited.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against SBI Cards & Payment Services Private Limited.This arrangement is purely a contractual agreement between Randstad and SBI Cards & Payment Services Private Limited for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of SBI Cards & Payment Services Private Limited or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of SBI Cards & Payment Services Private Limited entrusted to you in the due discharge of your duties and shall indemnify SBI Cards & Payment Services Private Limited when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.
As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

Yours truly,
For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Rajshekar N S have read and hereby accept the above mentioned terms and conditions

Signature : Rajshekar N S

Date : 02/12/19

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

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Acceptance:

I Rajshekar N S have read and hereby accept the above mentioned terms and conditions

Signature : Rajshekar N S

Date : 22/12/2019

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
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Schedule A

Assignment Details of Rajshekar N S

Name	**Rajshekar N S**
Client Name	SBI Cards & Payment Services Private Limited
Place of Deputed	BANGALORE
Designation	Recruiter
Start date of Assignment	02-12-2019
End date of Assignment	01-12-2020

Salary Break - Up Details

Component	Monthly	Yearly
Basic	15,000.00	180,000.00
House Rent Allowance	5,250.00	63,000.00
Statutory Bonus	1,250.00	15,000.00
Gross Salary	21,500.00	258,000.00
Employer's Contribution to EPF	1,800.00	21,600.00
Insurance	537.00	6,444.00
CTC (Cost to the company)	23,837.00	286,044.00
Employee's Contribution to EPF	1,800.00	21,600.00
Net-Take Home	19,700.00	236,400.00

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.
* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

Accepted By

Rajshekar N S

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
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2018-19 Payout IAH15C5002

CONCENTRIX™

Private & Confidential **Date : 17/11/2021**

ABHISHEK GOWDA D

N0 50,4TH A MAIN,KALYANNAGAR,

NAGARBHAVI MAIN ROAD,, KARNATAKA -560043

APPOINTMENT LETTER

Dear **ABHISHEK GOWDA D ,**

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 **23/11/2021** 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 **22/11/2021** 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 **yogesh.sm@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/6.3

CONCENTRIX™

1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date. (Document Checklist)

2. Terms and Conditions:

2.1 Valid Passport:

(A) Comp Grade 12 & 11: Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

In the event that you fail to submit a copy of your passport within 180 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company.

(B) Comp Grade 10: Clause 2.1.2

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

However, in the event that you fail to submit the copy of passport within 90 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

a) Require you to undergo another training program; or
b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

Signature of Candidate

CONCENTRIX™

2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option, may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.

2.5 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the Company reserves the right to take suitable action against you, including but not limited to termination of your services.

2.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions. Performance incentive will be applicable to you only after you commence regular working in operations.

2.7 The initial period of probation is 365 days from your date of joining. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, through normal and accepted modes of employee communication within the company.

2.8 During the period of probation, your services may be terminated by either party giving the other **15 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, no such notice or notice pay shall be payable in case your services are terminated on account of failing the background check, for misconduct or if you are unable to provide sufficient documentary evidence to establish your employment history credentials.

2.9 After confirmation and thereafter, your services may be terminated at any time by either party giving the other a **30 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, due to exigencies of business, the Company at its sole discretion may not agree to take the **gross** salary in lieu of notice and ask you to serve the entire or part of the notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.

2.10 In the event that you are transferred by the Company to another position (which may include transfer to a new role, competency, or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation and benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

2.11 You will automatically retire on attaining the age of 58 years. The age as declared in your application shall be binding on you. An extension, however, may be given at the discretion of the Company. You may be retired earlier if found medically unfit.

2.12 While in the employment of the Company, you are in no way allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

2.13 You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.

2.14 You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.

2.15 All Company Assets such as including but not limited to Laptop, ID Badge, Corporate Credit Card, Headsets and Adaptor etc. needs to be returned on or before Last Day of Employment (LDE). The employee must return the above mentioned and applicable Company assets upon demand. The employee must abide by the clauses of Undertaking Cum Declaration signed by him at the time of issuance of the Company assets. In case, employee does not return any Company asset before LDE, the Company shall be entitled to injunctive relief and to specific enforcement of the terms and provisions hereof, in addition to any other remedy to which the Company may be entitled at law or in equity.

2.16 You fully understand, recognize and agree that the Company has the right to determine and manage the setting and location of your work assignment. You agree to report for work at locations and for accounts identified by the Company, which may change from time to time, and may be at Company's office, temporary office, and client's office

Signature of Candidate

INFANION™

Date: **24th February 2021**

Place: **Bangalore**

Mr. Diwakar Reddy S K
Phone: +91- 9482708961
Email: diwakarreddy1712@gmail.com

Subject: Offer letter DK-20210224

Dear Diwakar,

We thank you for exploring career opportunities with Infanion Software Solutions India Pvt Ltd (hereafter referred to as Infanion India). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile, relevant work experience/training and performance in the selection process. You have been selected for the position of **Trainee Developer.** Your date of joining will be **on 1st March 2021.**

Your fixed compensation package would be as in Annexure 1. However, the structure of your compensation plan may be altered / changed from time to time in line with the compensation policy and practices of the company.

In addition, you will be eligible for the variable bonus programme as in Annexure 1. Infanion may, at any time and in its sole and absolute discretion, amend, suspend, vary or modify any of the terms and conditions of the variable bonus programme.

This offer and your employment with Infanion India is contingent on your satisfactory completion of all verification and or background / reference checks, which may occur at any time prior to / after your effect joining date. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of service without notice.

You will be on a training and probation period of six months, during which, your performance will be monitored closely. Explicitly the first 3 months of your probation is very crucial for you to perform and prove yourself in this role. If the performance is found not satisfactory, your employment at Infanion will be terminated at the end of three/six months.

At the time of joining, photocopy of the following documents should be submitted. Please provide the original copies which would be returned after verification.

a. All educational proof and address proof (present and permanent)
b. Two references
c. Two recent passport size photographs
d. Your Permanent Account Number (PAN) Card
e. Your Aadhar Card

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INFANION™

Please confirm your acceptance of the offer **on or before 25th February 2021** failing which we shall be compelled to treat it as non- acceptance of our offer and shall treat this as a declined offer.

After giving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this offer letter will be deemed to have been rejected by you, unless otherwise communicated to you by Infanion in writing.

For further queries / clarifications, feel free to get back to us. Please treat this offer letter with utmost confidentiality.

Kindly sign one copy of the offer on the joining day as a token of your acceptance.

With best wishes and looking forward to a long and mutually beneficial association.

Yours sincerely,

For Infanion Software Solutions India Private Limited,

.....

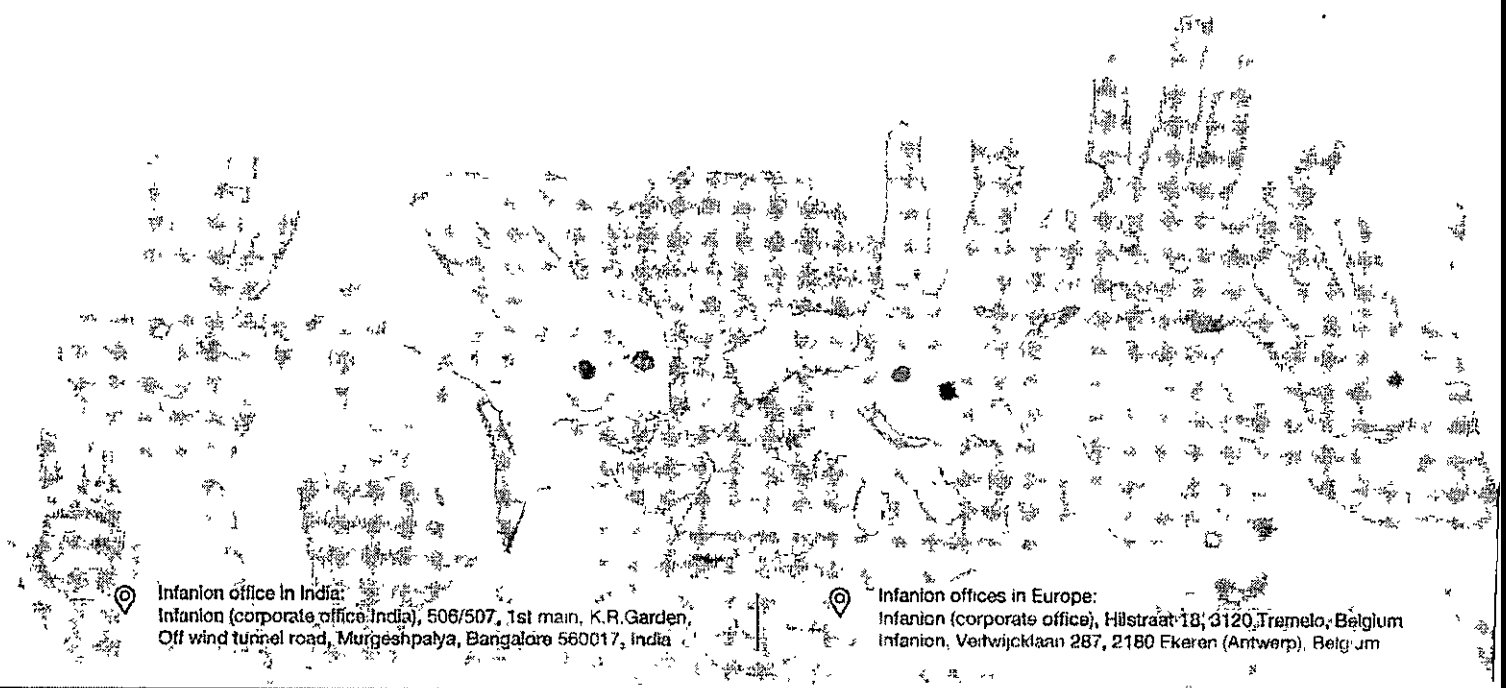
M Vasudeva Reddy

CTO & Managing Director

.....

Diwakar Reddy S K

New Joinee



Infanion office in India:
Infanion (corporate office India), 506/507, 1st main, K.R.Garden,
Off wind tunnel road, Murgeshpalya, Bangalore 560017, India

Infanion offices in Europe:
Infanion (corporate office), Hillstraat 18, 3120 Tremelo, Belgium
Infanion, Verlwijcklaan 287, 2180 Ekeren (Antwerp), Belgium

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ANNEXURE 1

COMPENSATION PACKAGE

Your compensation package will contain the following elements:

- **Salary:** This has the standard breakup as per company salary structure and paid monthly.
- **Employee welfare:** This consists of PF, ESI and Gratuity.

Breakdown of compensation package for: Diwakar Reddy S K

Salary breakup	Monthly (INR)	Yearly (INR)	
Basic	16300	195600	
House Rent Allowance	0	0	
Other allowances & reimbursements*	0	0	
Special allowance	0	0	
Salary [A]	**16300**	**195600**	
Statutory bonus (advance) [B] *	1358	16296	
Monthly Gross – [C] (A+B)	**17658**	**211896**	
Benefits: [D]			
Healthcare plan*		0	
Statutory Payments: [E]			
ESI (Employer) *	530	6360	
Provident fund (Employer) *	1956	23472	
Gratuity *	0	0	
Total Fixed Compensation / CTC [F] (C+D+E)		**241728**	
Performance Bonus (Variable) – [G]*		**Min.**	**Max.**
		0	120000
Annual Earning Potential / CTC [H] (F+G)		**241728**	**361728**

*You will be eligible for the variable bonus programme which is up to Rs. 1.2 Lakhs per annum. Once you start working on the projects as a team member, you will be eligible for the Infanion team bonus system. This bonus will be between Rs. 0 to Rs. 30,000 per quarter, depending upon the team performance and also your individual performance. For outstanding and exceptional performances, this bonus can even go higher than Rs. 30,000. Infanion may, at any time and in its sole and absolute discretion, amend, suspend, vary or modify any of the terms and conditions of variable bonus programme.

#You will be eligible for the appraisal as per company policy. Variable performance bonus received is not considered for any hikes/increments.

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ANNEXURE 2

WELFARE AND DEDUCTION COMPONENTS

Details about welfare and deduction components for: Diwakar Reddy S K

* You will be eligible for ESI as per the Employees State Insurance Act, 1948, effective from the date of your joining. The Employer contribution towards your ESI will be 3.25% of your earned gross salary every month and 0.75% of earned gross salary will be deducted every month as Employee contribution.
* As per the Indian Social Security Scheme, the Employer contribution towards your Provident Fund will be 12% of your earned basic every month.
* You will be eligible for statutory bonus as per the Payment of Bonus Act, 1965.
* You will be eligible for Gratuity as per the Payment of Gratuity Act, 1972. Additionally, Infanion contributes yearly an amount equivalent to 4.81% of your earned basic in Employees' Gratuity Fund Trust maintained with LIC Corporation of India.
* Other allowances & reimbursements: If applicable, this is the maximum limit you are eligible for. You are required to submit the bills/receipts to claim them as non-taxable components (except Meal voucher). All payments will be based on Company's policies.

Welfare contribution	Monthly (INR)	Yearly (INR)
ESI (Employer contribution) *	530	6360
Provident fund (Employer contribution) *	1956	23472

Deductions	Monthly (INR)	Yearly (INR)
ESI (Employee contribution)**	122	1464
Provident fund (Employee contribution)**	1956	23472
Professional tax**	200	2400

** 0.75% of your earned gross salary will be deducted every month as Employee contribution towards your ESI.

** An equal amount of 12% of your earned basic will be deducted from your monthly fixed compensation every month, as Employee contribution towards your Provident Fund.

** Professional tax will be deducted as per the rules of Government of Karnataka.

** TDS (Tax Deducted at Source) will be applicable as per the rules of Government of India.

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1AH13CS019

ACS College of Engineering

(Approved by AICTE, New Delhi, Govt. of Karnataka & Affiliated to Visvesvaraya Technological University, Belgaum)

Sponsored by : MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

ISO | NAAC 'A' Accredited | NBA

1AH13CS019

Ref No: MCET-ACSCE/staff-appoint/2019-20/063 Date: 01.02.2020

2016-2017 PASSED OUT

OFFER LETTER

The Management of Moogambigai Charitable & Educational Trust, Bangalore represented by its Chairman and Managing Trustee is pleased to offer you for the post of Assistant Professor in the Department of Computer Science & Engineering at ACS College of Engineering, Bangalore with the salary as per AICTE norms.

01/02/2020
CHAIRMAN

To
Ms. Lakshmi Priya P
#133/H/38, 12th Main Road,
Nagendra Block,
Bangalore – 560 050
Karnataka
Mob:- +91 85508 20387
E-Mail Id:- priyalnlakshmi@gmail.com

Consent from the Candidate

I hereby accept the above offer and will be joining the duty on 03/02/2020

Lakshmi priya. P
Signature of the Candidate
01/02/2020

RajaRajeswari College of Engineering

(Approved by AICTE, New Delhi, Govt. of Karnataka & Affiliated to Visvesvaraya Technological University, Belgaum)

Sponsored by: MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

NAAC 'A' Accredited

Ref No: MCET-RRCE/staff-appoint/2019-20/052 Date: 14.10.2019

OFFER LETTER

The Management of Moogambigai Charitable & Educational Trust, Bangalore represented by its Chairman and Managing Trustee is pleased to offer you for the post of Assistant Professor in the Department of Computer Applications at RajaRajeswari College of Engineering, Bangalore with the salary as per AICTE norms.

14/10/19

CHAIRMAN

To

Ms. Lakshmi Priya P
#133/H/38, 12th Main Road,
Nagendra Block,
Bangalore – 560 050
Karnataka
Mob:- +91 85503 20387
E-Mail Id:- priyainlakshmi@gmail.com

Consent from the Candidate

I hereby accept the above offer and will be joining the duty on 21/10/19

Lakshmi priya

Signature of the Candidate

Campus:
#14, Ramohalli Cross, Kumbalgodu, Mysore Road
Bangalore – 560 074
Ph: 080 - 28437474 / 28437475 Fax: 080 - 28437476
E-mail: principal@rrce.org

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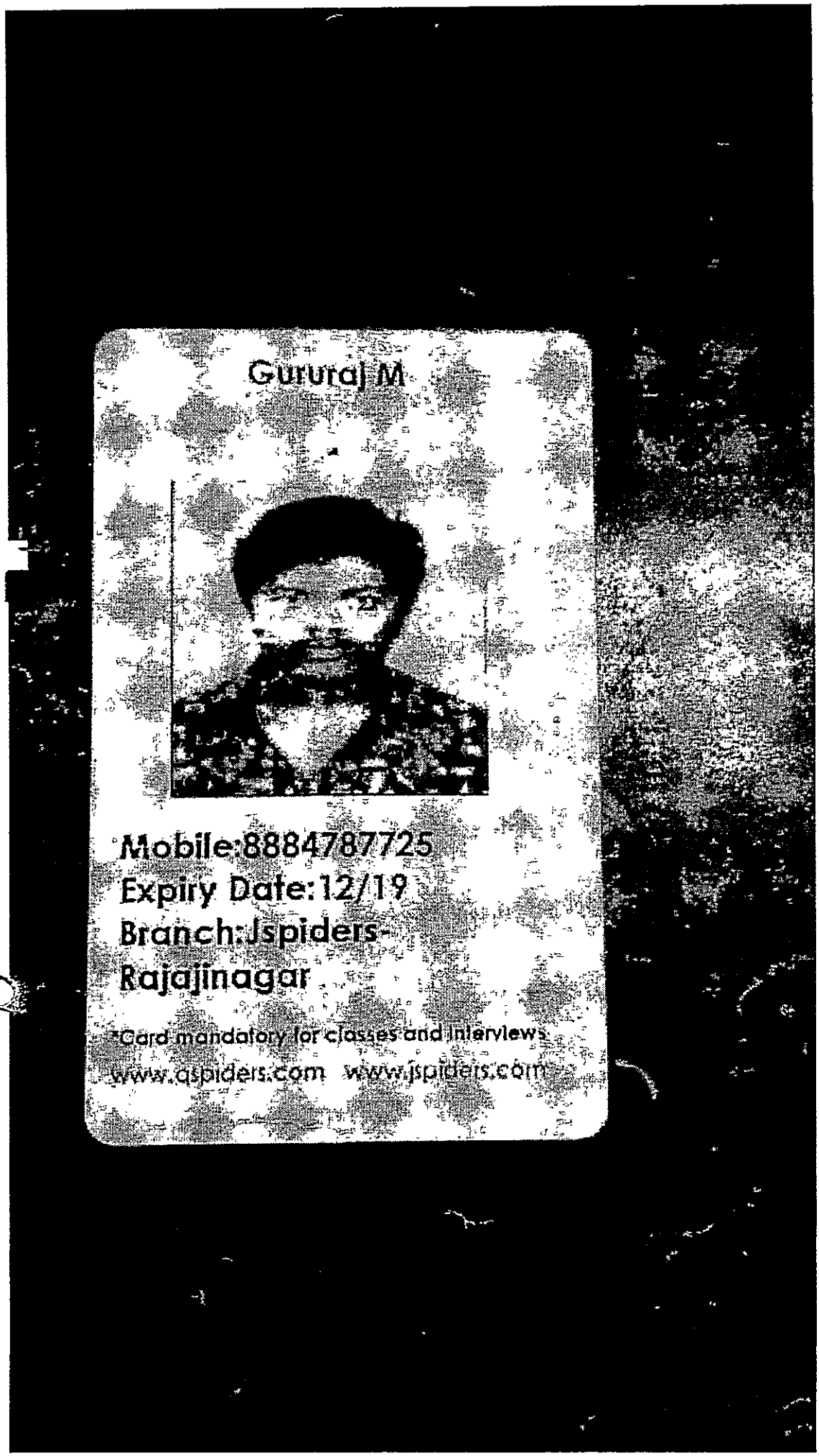

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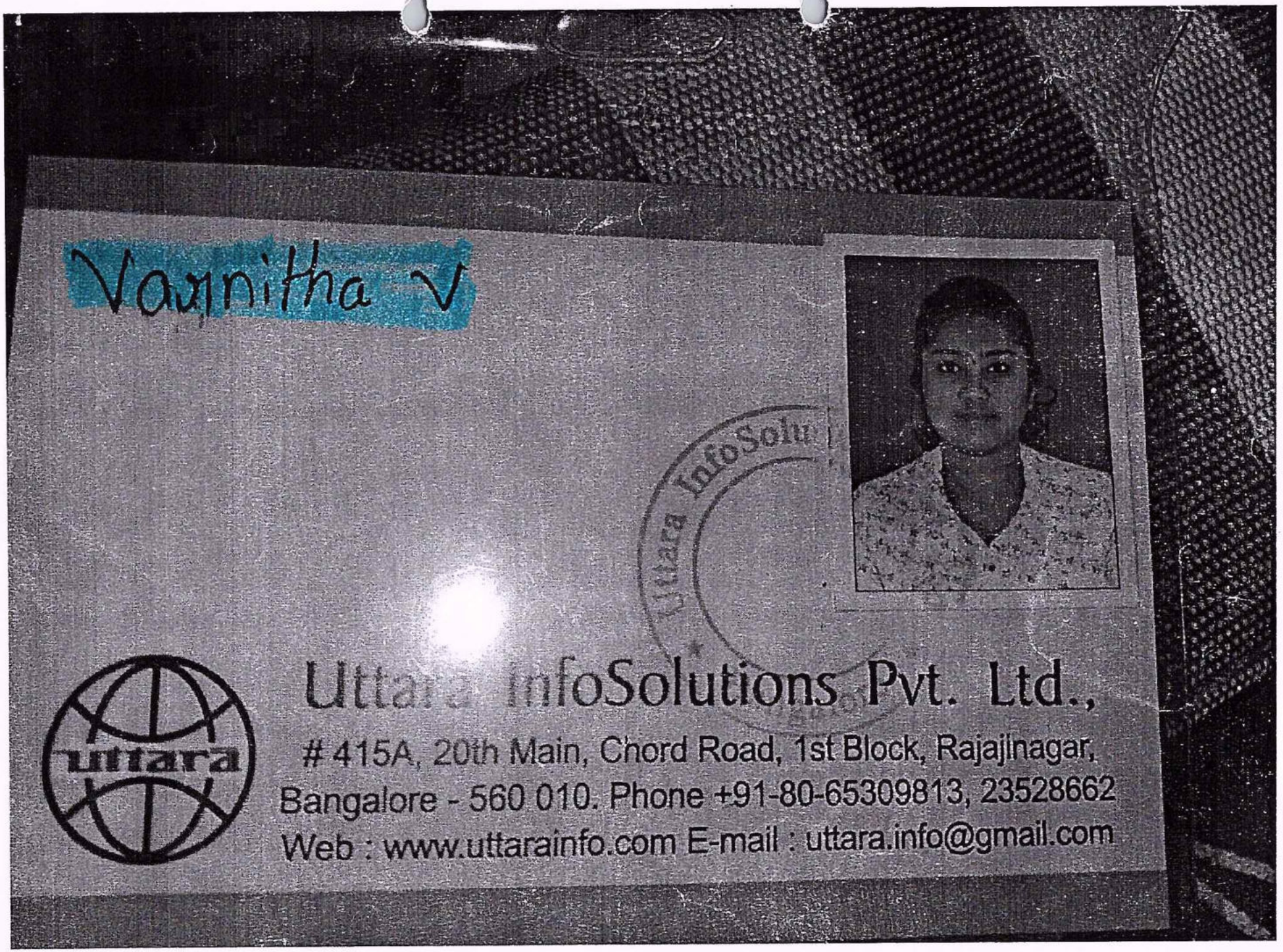

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SKIPLOOP

HRD/3T/16-17/10017363

August 14th 2017

Dear **Usha**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 21st August 2017.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/16-17/10017362

August 14th 2017

Dear **Navyashree**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 21st August 2017.

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

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

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This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/16-17/10017361

August 14th 2017

Dear **Manoj**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 21st August 2017.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/17-18/10017365

September 10th 2018

Dear **Varnitha**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/17-18/10017365

September10th 2018

Dear **Jyothi**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/17-18/10017364

September10th 2018

Dear **Harshitha**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/18-19/10017367 August 19th 2019

Dear **Abhishek gowda D**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 26th August 2019.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/19-20/10017369

September 15th 2020

Dear **Vanitha**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 22nd September 2020.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/19-20/10017368

September 15th 2020

Dear **Shashank**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 22nd September 2020.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/20-21/10017370

July 12th 2021

Dear **Kavana**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 19th July 2021.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

Gmail hb nagesh MURTHY <nagesh.murthy@gmail.com>

Fwd: Letter Of Intent - Grassroots

1 message

Ashwini M <mashwini438@gmail.com> 30 August 2021 at 14:08
To: nagesh.murthy@gmail.com

(1)

---------- Forwarded message ---------
From: <anushka@grssl.com>
Date: Sat, 28 Aug 2021, 6:37 pm
Subject: Letter Of Intent - Grassroots
To: <mashwini438@gmail.com>

Letter of Intent

Dear Ashwini M,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 3 weeks will commence from 1st September 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 8 hours a day/5 day a week virtually
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

1) Candidate will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress code and a willingness to learn

2) Candidate will furnish all necessary information pertaining to training, including related assignments and reports

3) Under no circumstances will the candidate leave the training without notifying the Trainer

4) The company will not be liable for injury sustained or health conditions that may arise for the candidate during the 3-week training period

5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement

6) Qualifying to be part of the training program will not guarantee employment

7) Training assessment & following mandatory performance parameters

   a. Good code of conduct

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Sarwesh.pdf

2021

HCL TECHNOLOGIES LTD,
Corporate Identity Number (CIN) L74140TN1991PLC018368
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 | F +91 120 4683030
Registered Office: 806 Siddhartha, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com

(2)

OFFER & APPOINTMENT LETTER

30 September 2021

Sarwesh
H.No : 2-3-132 Bawarchi Galli
Chowbara ,Bidar,585401

Dear **Sarwesh,**

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

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

You are requested to join us on **5 October 2021 at 9:00 A.M at the following address HCL Technologies Ltd, CHENNAI-SEZ, SDB6, Lab 1-3, ODC 202 A&D.** Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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

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

Your Total Compensation will be INR **3,65,000** per annum, outlined in Annexure I.

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

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

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

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

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

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

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

HCL TECHNOLOGIES LTD,
Corporate Identity Number (CIN) L74140TN1991PLC018368
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 | F +91 120 4683030
Registered Office: 806 Siddhartha, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com



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

For HCL Technologies Limited,

ACS College of Engineering
Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
(A Unit of RajaRajeswari Group of Institutions)
CET Code : E186 COMED-K : E003 PGCET : T918

DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

WORKSHOP ON PYTHON PROGRAMMING

SYLLABUS

DAY 1

INSTALATION OF IntelliJ IDEA for windows-setup- INSTALATION OF IntelliJ IDEA for MAC- INSTALATION OF IntelliJ IDEA for Linux-Printing-Strings-Escape Character-variables and types-operator precedence-slicing-fstrings

DAY 2

Blocks and statements-if and elif-simple condtion-conditional operator-boolean true and false-if challenge-for loops-nested loop-augmented assignment

DAY 3

Sequence types-lists-mutable objects-appending lists-sorting-case sensitive sorting-testing the program-algorithm performances-nested list-function signatures-join and split method-tuples

DAY 4

Modules and function in Python-Modules and import-standard python library-check path in windows-introduction to TkInter-GUI

DAY 5

Object oriented python-Instances Constructors –Class attributes-Doc strings-Write OOP version-inheritances-subclass and overloading-polymorphism

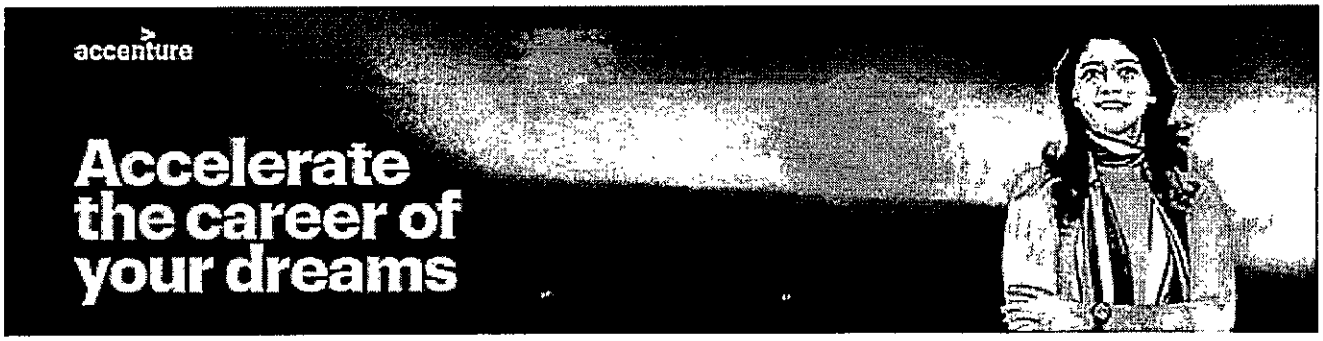
DAY 6

Database terminology-Sqlite 3 Install on Window-Introduction SQlite-order by and joins-sql injection attacks-gui database editing overview

DAY 7

Change in dictionary-python dictionary-Sets .

(3)



To,

Name : Shreyas D K

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shreyas D K,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A.** Specific details will be mentioned in your formal offer letter.

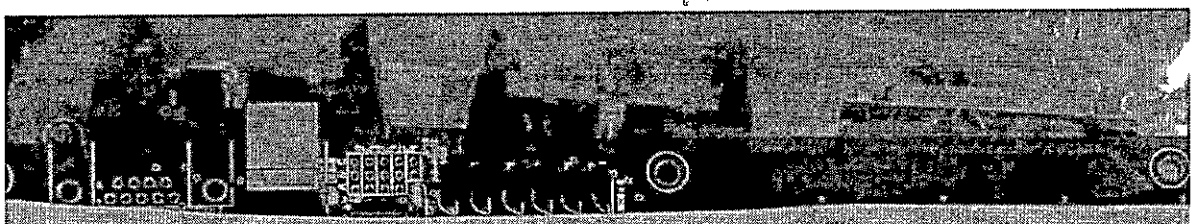
Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



G SAS MICRO SYSTEMS PVT LTD
Tomorrow's Tools Today
Manufacturers and Distributors of Embedded Hardware and Software
www.gsasindia.com

No 105 & 107, 6th Main,
Mahalakshmipuram, Bengaluru - 86
Email info@gsasmspl.com
Telephone +91-80-23496051/52
Telefax +91-80-23499000

(5)

Ref: GSASMSPL/HRD/21-22/9921 Date: 21-September 2021

Mr. Dilip K
S/o. Kempegowda
No. 31, 1st Cross, 3rd Main,
Byatarayanapura,
Mysore Road,
Bangalore – 560026

Dear Mr. Dilip K,

Sub: Letter of Appointment

We refer to your application, seeking employment in our company and the subsequent interview you had with us. We are pleased to offer you an appointment in the company as per the following terms and conditions:

1. Your designation will be '**Engineer**'.
2. The appointment letter becomes effective from **20-September-2021** subject to your immediate acceptance of the same and reporting for duty by this date.
3. You will be paid a consolidated salary of **Rs. 15,500/- CTC (Rupees Fifteen Thousand Five Hundred Only)** per month. Salary will be paid on or before 7th day of the following month.
4. The working hours will be from **8:45 AM to 6.30 PM** with a lunch break from **1.00 PM to 2.00 PM**. This can be changed at any time without prior notice.
5. You should come in formal to maintain the decorum of the office.
6. During your service in the company, you should work loyally and faithfully and put-forth your best efforts to promote the interest of the company.
7. You will be governed by the Employee service Guidelines (GSASMSPL/Circular/2021/L03403 Dated: 27-March-2021 – Appendix A) or standing orders as and when they are brought into force.

Contd.....2

GSAS MICRO SYSTEMS PVT LTD GSAS BENGALURU

Maintec

Maintec Technologies Pvt. Ltd.,
#3M-215, East of NGEF,Outer Ring Road,
Kasturi Nagar, Bangalore - 560043, India.
Tel : 080-42718000,080-25071950
www.maintec.com
CIN : U72200KA1997PTC023121
GST No. : 29AABCM3607P1Z3

Doc #: EMP/COL/02062021/2864

June 2, 2021

Dear Ravi Kumar K,

CONDITIONAL OFFER LETTER

As per the interview held at **RRCE**, on **May 13, 2021**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

a. Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
b. Your initial place of work will be at **Bangalore / Chennai / Noida.**
c. On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
d. You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,09,232/- (Rupees Two Lakh Nine Thousand Two Hundred And Thirty Two only)** per annum.exclusive of the additional reimbursement provided and applicable Tax will be deducted.
e. You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely
For Maintec Technologies Pvt. Ltd,

Malathi Krishnan
HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **August 5, 2021** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____ **Date:** _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

** UPC symbol is unique to each document and cannot be copied or duplicated **
(This document is digitally signed, hence counter signature / stamp is not required.)

2021

Cognizant

22-Nov-2021

Dear Athira K,
B.E., Electronics & Communication Engineering
ACS College of Engineering, Bangalore

Candidate ID – 18969296

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

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

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

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

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

Please note:

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

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

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

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

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

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

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

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

3.2 Continuous Skill Development (CSD) Program:

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

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

3.3 GenC Training Post joining:

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

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

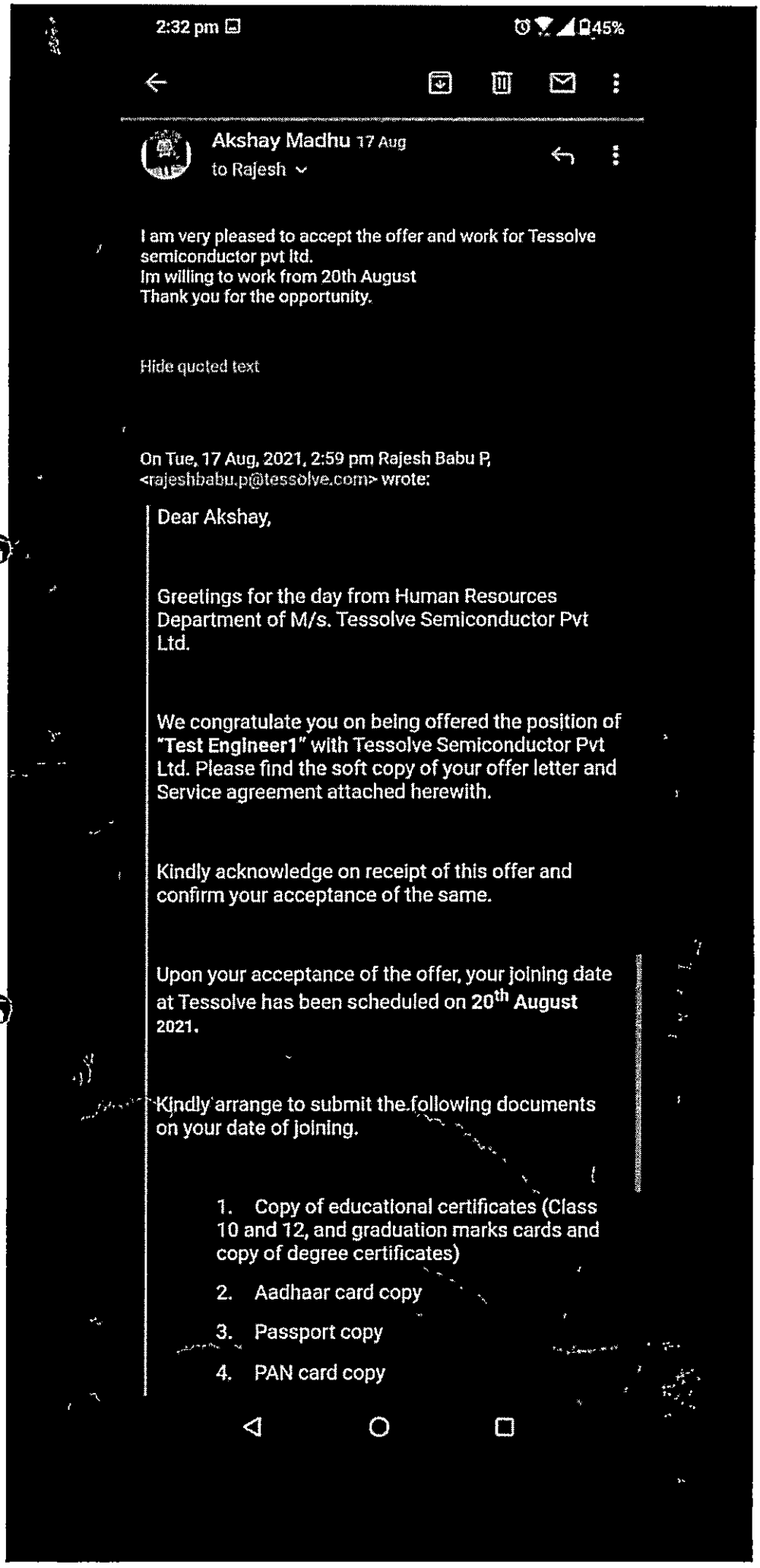
We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

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

Signature: **Date:**



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Akshay Madhu 17 Aug
to Rajesh

I am very pleased to accept the offer and work for Tessolve semiconductor pvt ltd.
Im willing to work from 20th August
Thank you for the opportunity.

Hide quoted text

On Tue, 17 Aug, 2021, 2:59 pm Rajesh Babu P, <rajeshbabu.p@tessolve.com> wrote:

Dear Akshay,

Greetings for the day from Human Resources Department of M/s. Tessolve Semiconductor Pvt Ltd.

We congratulate you on being offered the position of **"Test Engineer1"** with Tessolve Semiconductor Pvt Ltd. Please find the soft copy of your offer letter and Service agreement attached herewith.

Kindly acknowledge on receipt of this offer and confirm your acceptance of the same.

Upon your acceptance of the offer, your joining date at Tessolve has been scheduled on **20th August 2021.**

Kindly arrange to submit the following documents on your date of joining.

1. Copy of educational certificates (Class 10 and 12, and graduation marks cards and copy of degree certificates)
2. Aadhaar card copy
3. Passport copy
4. PAN card copy

TESSOLVE

A HERO ELECTRONIX VENTURE

16th August 2021

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **"Test Engineer 1"** as per the terms and conditions given below:

1. You are required to undergo technical training for the period of one month, starting from 20th August 2021, during which period you will be paid a stipend of Rs.10000 (Rupees Ten Thousand Only). The salary and other emoluments and benefits, as per Annexure, will be applicable upon successful completion of Technical Training.

2. The details pertaining to your appointment letter and salary are strictly confidential between you and the company and you should not discuss these details with anyone within or outside the company, except your Senior Manager or the HR in-charge.

3. You shall be on probation for a period of six months, with effect from the date of completion of Technical Training. Should your work be found satisfactory at the end of the period of probation, your appointment will be confirmed in writing. Unless so confirmed in writing, you shall continue to be on probation. The probation period is extendable at the sole discretion of the management.

4. From the probation period start date, you will abide by the Provident Fund, Medical and LTA and Leave Rules, as applicable to you.

5. During the probationary period and after confirmation, your service will be terminable at the discretion of the company on giving ninety days of notice or on payment of ninety days pay in lieu of such notice. If you wish to resign from the services of the company during probation period and after confirmation, you will do so by giving ninety days prior notice.

6. During the period of your employment with the company you shall not secure or try to secure any other employment, whether full time or part time, or engage in any commercial business or pursuit on your own account or as an agent for others. During your employment with the company, you shall not undertake any course or study without getting permission from the management.

7. During the period of your employment with the company you may be required to work on customer projects. If you were to resign from the services of the company, you shall not work for the same customer or customer's customer (for the projects handled within last one year) either directly as an employee/contractor or through another organization, for a period of six months from your separation from the company.

TESSOLVE SEMICONDUCTOR Pvt Ltd
Plot No: 31 (P2), Electronic City, Phase II, Bangalore 560 100, India T: +91 80 4181 2626 F: +91 80 4120 2626
W: www.tessolve.com CIN:- U72300KA1993PTC014929

Gmail

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Sent

Drafts 31

More

Meet

New meeting

Join a meeting

Hangouts

KALA

No recent chats

Start a new one

Fwd: Lithin - Offer Letter

Inbox ×

hb nagesh MURTHY

to me

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

From: **Bharathi Gururaj** <bharathigururaj@gmail.com>

Date: Sat 27 Nov, 2021, 9:52 AM

Subject: Fwd: Lithin - Offer Letter

To: hb nagesh MURTHY <nagesh.murthy@gmail.com>

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

From: **Lithin Unni** <lithinunni1503@gmail.com>

Date: Sun, Nov 21, 2021, 09:05

Subject: Lithin - Offer Letter

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

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

From: **FirstHire** <Firstsourcecareers@firstsource.com>

2021

(10)

TESSOLVE

A HERO ELECTRONIX VENTURE

16th August 2021

Chethan Kumar L

Dear Chethan Kumar L,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **"Test Engineer 1"** as per the terms and conditions given below:

1. You are required to undergo technical training for the period of one month, starting from 20th August 2021, during which period you will be paid a stipend of Rs.10000 (Rupees Ten Thousand Only). The salary and other emoluments and benefits, as per Annexure, will be applicable upon successful completion of Technical Training.

2. The details pertaining to your appointment letter and salary are strictly confidential between you and the company and you should not discuss these details with anyone within or outside the company, except your Senior Manager or the HR in-charge.

3. You shall be on probation for a period of six months, with effect from the date of completion of Technical Training. Should your work be found satisfactory at the end of the period of probation, your appointment will be confirmed in writing. Unless so confirmed in writing, you shall continue to be on probation. The probation period is extendable at the sole discretion of the management.

4. From the probation period start date, you will abide by the Provident Fund, Medical and LTA and Leave Rules, as applicable to you.

5. During the probationary period and after confirmation, your service will be terminable at the discretion of the company on giving ninety days of notice or on payment of ninety days pay in lieu of such notice. If you wish to resign from the services of the company during probation period and after confirmation, you will do so by giving ninety days prior notice.

6. During the period of your employment with the company you shall not secure or try to secure any other employment, whether full time or part time, or engage in any commercial business or pursuit on your own account or as an agent for others. During your employment with the company, you shall not undertake any course or study without getting permission from the management.

7. During the period of your employment with the company you may be required to work on customer projects. If you were to resign from the services of the company, you shall not work for the same customer or customer's customer (for the projects handled within last one year) either directly as an employee/contractor or through another organization, for a period of six months from your separation from the company.

8. You agree not to solicit any employee of Tessolve either directly or indirectly for employment with other firms. Employee also agrees not to assist any other person or firm in identifying or hiring Tessolve employee. This restriction will be in force for at least 12 months from date of relieving and any violation will lead to legal action with demand for compensation and a penalty of INR 10 Lakhs.

9. You shall not at any time, without the consent of the company, disclose, divulge or make public, except under legal obligation, by word of mouth or otherwise, details of manufacturing processes, technical know-how, security arrangements, administration, accounts of any other dealings of the company known to you in the course of your service or otherwise.

10. You shall abide by the Rules and Regulations of the company which are in force and / or which may be framed from time to time.

11. You shall be responsible for the safekeeping and return in good condition and order of all the company's property, which may be in your use, custody or charge.

12. You will work under the supervision of such officers, as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you to the best of your power, skill and ability in the best interests of the company.

13. You are required to maintain yourself in a state of medical/physical, mental fitness and ensure annual medical checkups. Any neglect on your part in this regard may render your service liable for termination with immediate effect.

14. If at any time in the opinion of the company, which shall be final, you become insolvent or are found guilty of dishonesty, disobedience, misappropriation, theft, fraud, disorderly behavior, negligence, indiscipline, absence from duty without permission, violation of any company policies or of any other conduct considered by the company as detrimental to its interests or of violation of one or more terms of this appointment, you would either be subject to strict disciplinary action or your services may be terminated without notice, based on the severity of the violation.

15. You are liable to be transferred to any place of business of the organization whether existing or acquired later on or from any one department to another or from one job to another as the management may consider it necessary in its discretion, from time to time without detriment to your status or emoluments.

16. You shall keep the company informed of any change in your residential address or any civil status.

17. The retirement age as per the company's policy is 60 years

TESSOLVE

A HERO ELECTRONIX VENTURE

18. Your initial place of posting will be at **Bangalore.**

19. At the time of joining, you are requested to produce the original certificates in proof of (a) age, (b) Qualification, (c) Relieving Order from the present employer, if applicable (or) copy of your resignation letter to the previous employer.

20. In case your written acceptance of this offer is not received within 30 days of issue, this offer will be treated as withdrawn and cancelled, without any further reference to you.

21. In case you do not report for duty within 10 days of the joining date indicated by you in the duplicate copy of the letter, the offer will be treated as withdrawn and canceled, without any further reference to you.

21. Please sign and return the duplicate copy of this letter enclosed as a token of your acceptance of the above mentioned terms and conditions and indicate your date of joining the company.

22. You are expected to work with Tessolve for a minimum period of three years from the date of joining. In accordance to this requirement, you are required to sign a Service agreement confirming your commitment for a minimum period of 3 years (Three Years) with Tessolve.

We welcome you to **Tessolve** family and look forward to a long, successful and mutually beneficial association.

With Best Wishes

FOR TESSOLVE SEMICONDUCTOR PVT LTD

Thirumalesh Babu
Director – HR & Operations

I have read, understood and accept the above-mentioned terms and conditions and I will join duty on _____

Signature : Date :

Sent from Mail for Windows 10

[Quoted text hidden]

Chethan kumar L <kumarlchethan08.ckl@gmail.com> Sun, Apr 25, 2021 at 11:47 AM
To: parameshwara p <parameshwara@rrce.org>

Good morning sir,

This this Chethan Kumar L

I am writing this mail regarding the HCL offer letter.

Thank you sir

Sent from Mail for Windows 10

From: parameshwara p
Sent: 22 April 2021 02:22 PM
Subject: Congrats upon your selection for HCL (HTD module)

Dear Student,

[Quoted text hidden]

Congrats upon your selection for HCL (HTD module)

3 messages

parameshwara p <parameshwara@rrce.org> Thu, Apr 22, 2021 at 2:22 PM

Dear Student,

Congratulations.....you are provisionally selected for M/s. Smart Brains Engineers & Technologist Pvt. Ltd., The E-Recruitment Drive held on 16-04-2021 for RRCE and ACSCE students.

Congratulations once again to all the students selected by M/s. Smart Brain's, for the job role Level-1 Support Engineer. Find the attached excel sheet and share the verified data to process further on or before 23rd April 2021 **by 6.00pm.**

Instructions to Fill the joining sheet:

1. Duly verify NAME, Father Name & DOB as per SSLC Marks Card.
2. Enter the marks of SSLC, PUC/Diploma, Engg. in **% only,** if it's grades then convert in to % and enter with 2 decimal points
3. All data entered in the sheet is final, so cross verify the same with student's testimonials and marks cards, etc..
4. Duly check and enter the Aadhar No, Email ID & Contact No.

Process Flow:

- Joining Data Collection
- LOI
- Training/Induction (Online / Off line) by M/s. Smart Brain
- Deployment at HCL

Following are the Other Conditions:-shared with you earlier at the time registration: Students, it for your reference only.

- CTC 2.2L take home for the first 6 months hence after that 2.7 L CTC
- Free transport within the range of 20Km.
- BTECH (All stream) /MCA/BCA/BSC/ candidates with 60% through-out in academics.
- Designation Network (Analyst-DC-Ops).
- Pure Tech/Software profile.
- Location Bangalore/Chennai/Hyderabad/Noida/Gurgaon
- **Free Induction Training 20 – 45 days.**
- Minimum 6 month candidates need to execute the bond.
- No stipend/Salary during training.
- Twice evaluation/test shall be conducted during training; candidates need to clear the evaluation as per our partners HTD parameters to finally join/on-board the organization.

Thanks & Regards,
Dr. Parameshwara P
Ph.D(Management)
Head-Training and Placement
RajaRajeswari Group of Institutions
Ramohalli Cross, Kumbalgodu,
Mysore Road, Bengaluru-74
Mob: 9945938845, **Phone:** 080-28437955, 28437124
Email: parameshwara@rrce.org
Web: www.rrce.org

Chethan kumar L <kumarlchethan08.ckl@gmail.com> Fri, Apr 23, 2021 at 9:24 AM
To: parameshwara p <parameshwara@rrce.org>

VRIZE

August 12, 2021

Chandana R

nagaranga176@gmail.com / +91 91-6363984163

OFFER OF EMPLOYMENT

Dear Chandana R,

We are pleased to make an offer to you for the role of **Trainee.**

Your employment will be governed by terms and conditions referred in Annexure A (Terms and Conditions of Employment) and by any other policies that may be formulated by the Company.

Your monthly salary is attached herewith in Annexure B (Compensation and Benefits) and the scope of your responsibilities is attached in Annexure C (Responsibilities)

Please sign the duplicate copy of the Letter of Employment on all the sheets at the right-hand bottom corner, and return the same to us, as a token of your acceptance.

If this offer is not accepted in writing by **August 19, 2021** the offer will stand cancelled. By accepting the offer, you hereby consent to VRIZE initiating a pre employment verification by a professional agency and the validity of this offer will be subject to the outcome of the verification.

We welcome you on board and wish you a long and mutually beneficial association with VRIZE.

Yours truly,

VRIZE TECHNOLOGIES PVT LTD

Yashika Thimmaiah
Chief Human Resources Officer

BOSCH

(4)

*** Personal and Confidential ***
Ms. Hitha Suresh
Vinayaka nagar,K.S town,
Bengaluru 560060.

Robert Bosch Engineering and Business Solutions Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 80 6657 5757
Fax. +91 80 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/37918/2021

Date: 06-Oct-2021

Dear **Ms. Hitha Suresh,**

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at RBEI in "**Level 50**" as detailed below.

1. **Compensation**
   a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I.**
   b. Please refer to **Annexure I** to know more details about your compensation package.
   c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

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

2. **Retirement**

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

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2021

DocuSign Envelope ID: 48CC1B4E-B74F-4802-9C16-DC5D5A97DCC0

FUJITSU CONSULTING INDIA PRIVATE LIMITED
A-15, MIDC Technology Park, Talawade Pune – 411062, India
Tel: +91 20 2769 0001, Fax: +91 20 2769 2923
Regd. Office: A-106, LGF, Dayanand Colony, Lajpat Nagar-IV, New Delhi- 110024
CIN:-U74899DL2000PTC108940

FUJITSU

Appointment Letter

Date: September 30, 2021

Kala Ns
#29 1st b main road 2nd cross Nagarbhavi bangalore GOUPK4340K
bangalore –

12

Dear Kala Ns,

With reference to our employment offer letter dated September 29, 2021, we are pleased to offer you an appointment in our organization as ***Technical Service Trainee at FJ07*** level in **Oracle Applications Services**. We strongly believe that the association would be mutually beneficial.

Your annual salary along with the break-up of salary is attached herewith in Annexure–A.

You are required to join on **September 30, 2021** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.

In token of your acceptance of this appointment, kindly sign this letter and the employment agreement attached hereto at the bottom of the right corner of each page, and return the duplicate copy of the same to the HR department.

The location of your initial reporting & posting would be Chennai. However, the location of your posting can be changed to any of our units / departments situated anywhere in India or abroad depending on the business requirements.

You shall be on probation for 12 months period. Unless communicated otherwise your services would be deemed to be confirmed on completion of the period of probation or any extension thereof as per the terms of your employment agreement and in accordance with the policies of Fujitsu Consulting India Private Limited.

Your employment shall at all times be governed by the employment agreement and the policies of Fujitsu Consulting India Private Limited as amended from time to time

In case you require any further clarification, please contact HR Department.

We welcome you to Fujitsu consulting India Private Limited, and wish you a rewarding career over the years to come.

For Fujitsu Consulting India Private Limited,

Sumit Sabharwal
Head of HR Delivery Management, Global Delivery

I accept the appointment

Name: Kala Ns

Commencement Date: 30-Sep-21 | 11:46 IST

Signature: DocuSigned by: Kala Ns 8EE8F0317177420...

Place: Chennai

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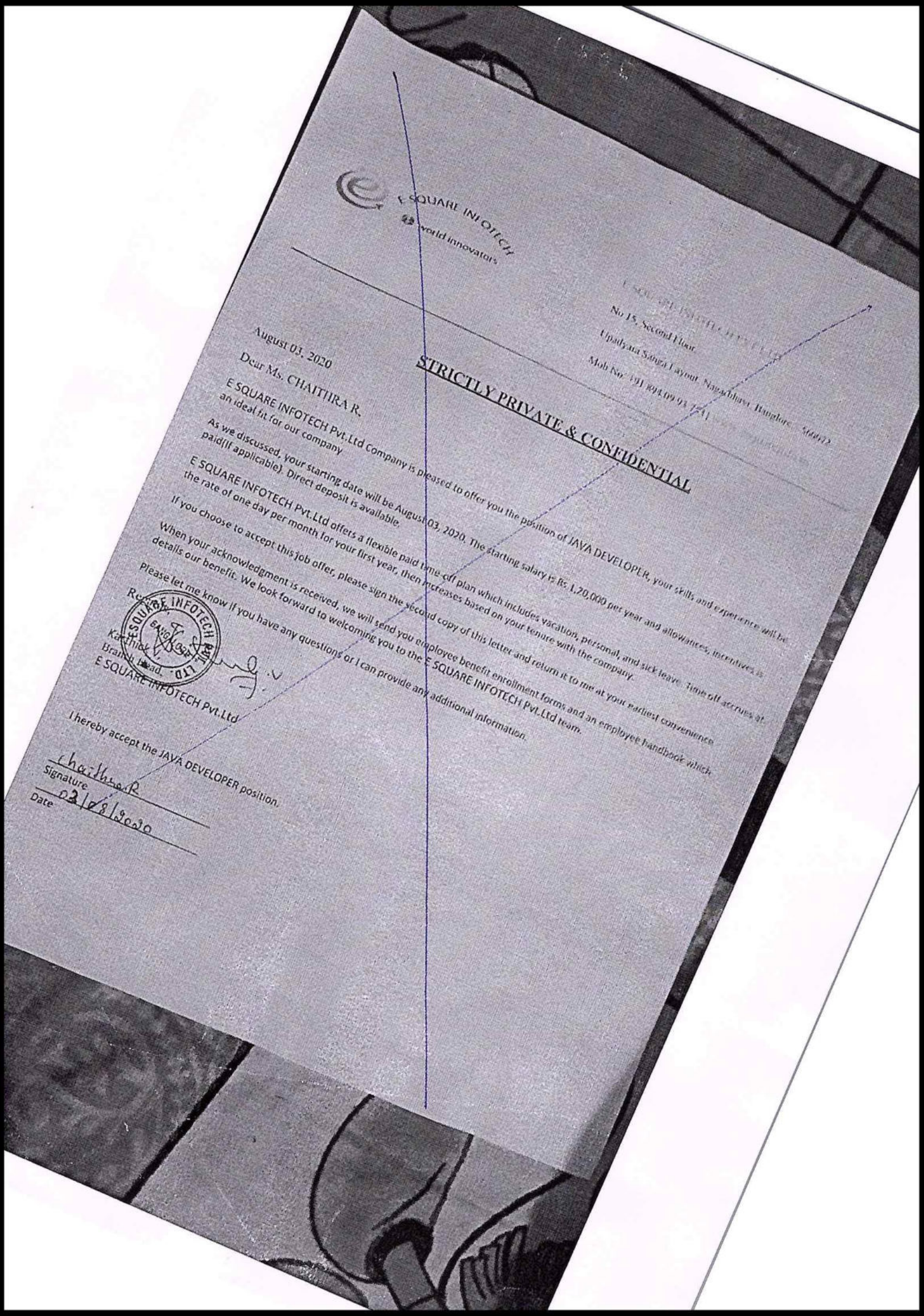

E SQUARE INFOTECH
world innovators

E SQUARE INFOTECH PVT. LTD.
No 15, Second Floor
Upadyaya Sanga Layout, Nagarbhavi, Bangalore - 560072
Mob No: +91 894 09 93 7541

STRICTLY PRIVATE & CONFIDENTIAL

August 03, 2020

Dear Ms. CHAITHRA R.

E SQUARE INFOTECH Pvt.Ltd Company is pleased to offer you the position of JAVA DEVELOPER, your skills and experience will be an ideal fit for our company.

As we discussed, your starting date will be August 03, 2020. The starting salary is Rs. 1,20,000 per year and allowances, incentives is paid(If applicable). Direct deposit is available.

E SQUARE INFOTECH Pvt.Ltd offers a flexible paid time-off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

If you choose to accept this job offer, please sign the second copy of this letter and return it to me at your earliest convenience.

When your acknowledgment is received, we will send you employee benefit enrollment forms and an employee handbook which details our benefit. We look forward to welcoming you to the E SQUARE INFOTECH Pvt.Ltd team.

Please let me know if you have any questions or I can provide any additional information.

Regards,

Karthick V.
Branch Head,
E SQUARE INFOTECH Pvt.Ltd

E SQUARE INFOTECH PVT. LTD. BANGALORE

I hereby accept the JAVA DEVELOPER position.

Signature Chaithra R

Date 03/08/2020

2021

एक कदम स्वच्छता की ओर

ಭಾರತ್ ಎಲೆಕ್ಟ್ರಾನಿಕ್ಸ್
भारत इलेक्ट्रॉनिक्स
BHARAT ELECTRONICS

(13)

Ms/Mr.: Vidya M
D/o Maniyappa

भारत इलेक्ट्रॉनिक्स लिमिटेड
(भारत सरकार का उद्यम, रक्षा मंत्रालय)
जालहल्ली पोस्ट, बेंगलुरु - 560 013, भारत
BHARAT ELECTRONICS LIMITED
(A Govt. of India Enterprise, Ministry of Defence)
Jalahalli Post, BENGALURU - 560 013, India

फोन / Phone : 080-22195323
फैक्स / Fax :
ईमेल / E-mail :

No. 1410/HR/CLD/03/2021-22
Date: 27/09/21

Dear Sir/Madam,

Sub: Provisional offer for Apprenticeship Training

We are pleased to inform you that, you have been selected as **"GRADUATE APPRENTICE"** for ONE YEAR Apprenticeship Training in Bharat Electronics limited, Bangalore, under the Apprenticeship Act 1961 and Amendment Act 1973.

1. You are required to report on 11/10/21 at 9:00 AM at Human Resources (HR) Department, Centre for Learning and Development (CLD), Bharat Electronics limited, Jalahalli post, Bangalore -560013 along with following documents in original.
   a) Enrolment details (print out of the user id obtained on registering in National Apprentices Web portal WWW.mhrdnats.gov.in).
   b) Medical Fitness Certificate issued by any registered Medical Practitioner / Doctor.
   c) Details of bank account (Account No.) opened with State Bank of India (SBI).
   d) Police Verification certificate.
   e) Covid-19 tested Negative report / Vaccination certificate.
   f) 2 stamp size photograph.

2. In case if you do not report, shall presume that you are not interested in this offer and treated as cancelled. It is also mentioned that there will be no change in date of reporting.

3. You are required to report for the training with below mentioned uniform at your own cost.

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

4. During the training period you will be paid only stipend at the applicable rates. The current rate of stipend payable per month by BEL is **Rs. 11,110/-** (Rupees Eleven thousand one hundred and ten only) against Govt. prescribed stipend of **Rs. 4,984/-** PM.

5. Facilities provided by BEL :
   a. Canteen and Transport facilities on chargeable basis.
   b. Free OPD Medical facilities at BEL Hospital as per Company norms.
   c. Free Accident Insurance policy sum assured of Rs. 5 lakhs.

9914 041 002 19

P.T.O

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NTT DATA Services

NTT DATA Information Processing Services Private Limited
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

21 February 2020
Akshay S
ACS College Of Engineering

Dear Akshay S,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Akshay S)

Confidential

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2020-21

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STRICTLY CONFIDENTIAL

Date: 02nd Sep 2021

Name: Nakul H
Address: #136,6th Cross, Sarswathi Nagr, Vijayanagar, Bangalore-560040

Re: Offer of Employment

Dear Nakul,

We, Alorica (India) Private Limited are impressed with your credentials and are happy to make an offer of employment as **DBOR.** We believe you will be a valuable addition to the Company. and we wish you all the success.

Terms and Conditions:

1. Your total Cost to Company will be Rs.**230000/- (Rupees Two Lakh Thirty Thousand Only)** per annum and will be subject to deduction of tax at source as per statutory regulations and applicable laws. The detailed break-up of your compensation, perquisites and benefits will be furnished to you in the appointment letter issued on the day of joining.

2. You are required to join on **06th Sep 2021** and the offer stands withdrawn thereafter. unless the date is extended by us and communicated to you in writing.

   Office Address: Alorica India Pvt Ltd, Level 1, Block 12, Ecospace Pritech Park. Outer Ring Road, Bellandur, Bangalore - 560103

3. At the time of joining, you are requested to submit the copies of the following documents:

- Application for Employment
- Non-Disclosure Agreement
- Copy of Educational Certificates (10, 10+2, Graduation, Post-Graduation, Course Certifications, if applicable)
- Pay Slip for the last 3 months of your employment from the previous employer
- Service and Relieving letters from all previous employers
- Proof of identity: Copy of Passport, Driving License, Voter ID Card or PAN Card (anyone).

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- Copy of Full Aadhaar.
- 6 passport size photographs (With White Background).
- Other new hire paperwork as required by the Company

Please note that the Company reserves the right to withdraw the offer made to you, before your acceptance of the same, without providing any reasons to you.

Please sign the duplicate copy of the offer on all sheets at the bottom on the right corner and return to the undersigned within 24 hours of receipt of the offer, as a token of your acceptance and mentioning the date of your joining the Company. You will be issued a detailed Appointment Letter with terms & conditions on the day of joining.

Note: Typing skills to be assessed pre & post training and post completion of ramp – will influence confirmation timelines

In the event any employee of the Company fails to clear the certification tests of a client, the Company shall, at its sole discretion, either change the role of the employee or terminate the employment of the employee immediately. The employee shall be entitled to the salary for the days for which the employee provides services to the Company. In such an event, the Company shall not be responsible for the payment of notice period salary irrespective of whether they are in probationary period or confirmed employee.

Please find below the notice period payments:

i. During Probation: You May terminate the employment with Company at any time by service a prior written notice of Fifteen days, or with permission from the head of the concerned Department for paying applicable salary in lieu of notice.
ii. Post Probation: After Confirmation of your employment with Company, you may terminate your employment by serving prior written notice of Sixty days, or with permission from the head of the concerned Department for paying applicable salary in lieu of notice.

We welcome you to the Company and look forward to a long and mutually beneficial association.

Yours faithfully
for **Alorica** (India) Private Limited

Sumanth Nag
Vice President – Alorica India Pvt Ltd

Read and Accepted

Nakul H

2020-21

15

सत्यमेव जयते

Government of India

Form GST REG-06

[See Rule 10(1)]

Registration Certificate

Registration Number : 29CWFPK4698R1ZA

1.	**Legal Name**	Monica Gladise K			
2.	**Trade Name, if any**	Arogyaavayu Enterprises			
3.	**Constitution of Business**	Proprietorship			
4.	**Address of Principal Place of Business**	3rd floor, No 11, 2nd Main, 3rd C Cross Rathansingh Layout Kavalbysandra RT Nagar, Bangalore, Bengaluru (Bangalore) Urban, Karnataka, 560032			
5.	**Date of Liability**				
6.	**Period of Validity**	From	25/10/2020	To	Not Applicable
7.	**Type of Registration**	Regular			
8.	**Particulars of Approving Authority**	Centre			

Signature

Name	Ethirajulu Coneti
Designation	Superintendent
Jurisdictional Office	LVO 150 - BENGALURU
9. Date of issue of Certificate	25/10/2020
Note: The registration certificate is required to be prominently displayed at all places of business in the State	

This is a system generated digitally signed Registration Certificate issued based on the approval of application granted on 25/10/2020 by the jurisdictional authority.



Annexure A

GSTIN	29CWFPK4698R1ZA
Legal Name	Monica Gladise K
Trade Name, if any	Arogyaavayu Enterprises

Details of Additional Places of Business

Total Number of Additional Places of Business in the State	0

2020

1

EMPLOYMENT OFFER LETTER

Capgemini Ref: 3951802/984917

10/12/2021

A Shreya
No.28,NENAPU,MANGANAHALLI CROSS,ULLAL MAIN ROAD,ULLAL,
Bengaluru,Karnataka,
India

Confidential

Dear A Shreya,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ("Capgemini" or "Company") starting from 10/14/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

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

C) On joining, you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only). Please refer Annexure A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 360,006.00 (Rupees Three Lakhs Eighty Thousand and Six only). Please refer Annexure -B for details.

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

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

ACS College of Engineering
Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
(A Unit of RajaRajeswari Group of Institutions)

NAAC 'A' Accredited

DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

STUDENT LIST – 2017 -18

SL.NO	USN	STUDENT NAME
1	1AH17EC001	Abhinav Anand
2	1AH17 EC002	Aditya Swaroop.S
3	1AH17EC003	AjayKumar Param
4	1AH17EC004	Akshay Aradhya.M
5	1AH17EC005	Ankitha .D.S
6	1AH17EC006	Ashwini.M
7	1AH17EC007	Athira.K
8	1AH17EC008	Bharath Kumar.P
9	1AH17EC009	Brinda.V
10	1AH17EC010	Chandana.R
11	1AH17EC011	Chandan Gowda.K R
12	1AH17EC012	Chethan Kumar.B
13	1AH17EC013	Chethan Kumar.L
14	1AH17EC014	Deepika.G
15	1AH17EC015	Dilip.K
16	1AH17EC016	Dinesh.M
17	1AH17EC017	Drupad.N
18	1AH17EC018	Hitha Suresh
19	1AH17EC019	Jeshwanth. Y R
20	1AH17EC020	Kala.N.S.
21	1AH17EC021	M.B.Srisandhya
22	1AH17EC022	Manish.D
23	1AH17EC023	Prajwal.N
24	1AH17EC024	Preity.T
25	1AH17EC024	Pruthvi.D.K
26	1AH17EC026	Raghavendra.L
27	1AH17EC027	Samarth Kulkarni
28	1AH17EC028	Sarwesh
29	1AH17EC029	Shashank
30	1AH17EC030	Shreyas. D K
31	1AH17EC032	Vidya.M
32	1AH17EC033	Vinaykumar N Pattar
33	1AH17EC031	Surya.H.S

HOD,ECE

Gmail

2020

hb nagesh MURTHY <nagesh.murthy@gmail.com>

Fwd: Qspiders-Final Selection

2 messages

aishwarya bk <aishwaryabk46@gmail.com> 30 June 2020 at 13:29
To: nagesh.murthy@gmail.com

---------- Forwarded message ---------
From: DevikaShelke <devikarani.l@qspiders.com>
Date: Tue, Jun 30, 2020, 11:50 AM
Subject: Qspiders-Final Selection
To: <aishu22798@gmail.com>

(2)

Hello Students,
Am Devika From Qspiders Team.
We Heartly Congratulate for getting selected.
we will send the joining letter/Offer letter directly to your college
[Hard Copy]. Untill that please consider this as confirmation.

--
Regards
Devika Shelke
9513684738

---

aishwarya bk <aishwaryabk46@gmail.com> 10 August 2020 at 11:32
To: nagesh.murthy@gmail.com

[Quoted text hidden]

Gmail aishwarya b k

To: <aishwaryabk40@gmail.com>
Cc: <manjunath.m@testyantra.com>, Tyss-HR-Shwetha <hr_offer@testyantra.com>

Dear Aishwarya,

Congrats and Welcome to Test Yantra !!!

We are pleased to announce that we are willing to offer you the role for **'Software Engineer'** for

Your Position title will be **'Software Engineer'**

Please carry the below documents for the joining formalities.

Aadhar Copy
Pan Card copy
Passport copy
Passport size photo
Cancelled cheque leaf
SSLC certificate
PUC 2 year certificate
Degree certificate

Sig

Signin in will sign you in to Hangc

NTT DATA Information Processing Services Private Limited
Plot No. 123, EPIP Phase II, Whitefield Industrial Area,
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

21 February 2020
Akshay S
ACS College Of Engineering

(3)

Dear Akshay S,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Akshay S)

Confidential

Scanned with CamScanner

2020

SFO TECHNOLOGIES
A NeST Group Company
CREATING INNOVATIVE SOLUTIONS

September 11, 2020

(4)

Mr. Avinash P Rao
No. 966/20, 10th Cross, 13th Main Road,
Srinagar, Bangalore-560050
Karnataka, India.
Phone : 8553214521

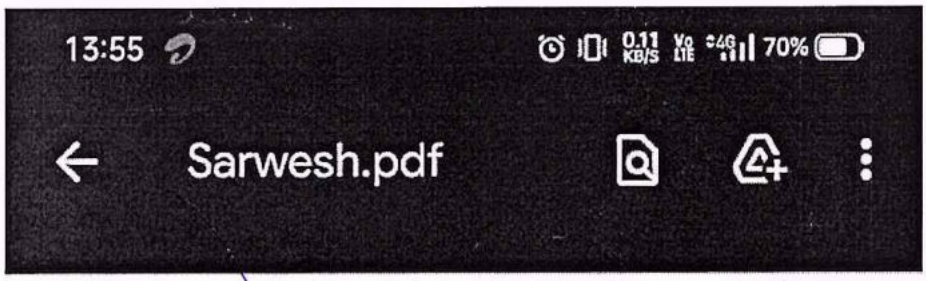
Dear **Avinash P Rao,**

Thank you for exploring career opportunities with SFO Technologies Pvt. Ltd. You have successfully completed our initial selection process and we are pleased to make 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 Incoming Quality Control Engineer Trainee at SFO Technologies Pvt. Ltd, Electronics Department, Bangalore. Your gross salary including all benefits will be Rs.2,40,000/- per annum.

Kindly confirm your acceptance of this offer by proposing your date of joining at least one week in advance. If not accepted within 7 days of receipt, this offer is liable to lapse.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by SFO Technologies.



HCL TECHNOLOGIES LTD.
Corporate Identity Number L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com

OFFER & APPOINTMENT LETTER

30 September 2021

Sarwesh
H.No : 2-3-132 Bawarchi Galli
Chowbara ,Bidar,585401

Dear **Sarwesh**,

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

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

You are requested to join us on **5 October 2021** at 9:00 A.M at the following address **HCL Technologies Ltd, CHENNAI-SEZ, SDB6, Lab 1-3, ODC 202 A&D**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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

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

Your Total Compensation will be INR **3,65,000** per annum, outlined in Annexure I.

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

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

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

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

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

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

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

HCL TECHNOLOGIES LTD.
Corporate Identity Number L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com

Looking ahead, we see exciting times - we look up to you to provide impetus in accomplishing our [illegible] of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mu[illegible] association.

For HCL Technologies Limited,

Amita

CONCENTRIX™

Private & Confidential **Date : 11/08/2021**

S BHARATH

51/A, 2ND MAIN 5TH CROSS BAPUJINAGAR,

KARNATAKA -560026

(5)

APPOINTMENT LETTER

Dear S BHARATH ,

2020

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 Representative, Operations. 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 12/08/2021 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 11/08/2021 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 hemalatha.k@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/6.3

PCC PARK CONTROLS & COMMUNICATIONS (P) LTD.
Empowered vision. Embedded values.

NVTQC
AS9100D certified
ISO 9001:2015 certified

KISHAN ARCADE
464, 465 & 466, New Thippasandra Main Road
HAL 3rd Stage, Bengaluru - 560 075, India
Tel: +91-80-2529 7199 / 2513 / 3482, 4668 7900
Fax: +91-80-2528 1716 / 4091 0252
info@parkcontrols.com www.parkcontrols.com
CIN No. U85110KA1989PTC010621 GSTIN No. 29AAACP8906B1ZI

Ref: PCC/APPOINT/0581A/06A/2020-21

April 5, 2021

Mr. Kishan Nandavarik N,
PCC 0651
Operations Engineer,
Telemetry

Dear Mr. Kishan Nandavarik N,

Sub: Confirmation of Appointment as Operations Engineer– Telemetry

Congratulations!!!

We are pleased to confirm you in the services of the company with effect from 05 Apr, 2021.

All other terms and conditions remain unaltered as per your Appointment letter reference no. PCC/APPOINT/0581/06/2020-21 dated 05 Oct, 2020.

The other benefits regarding leave and medical would be as per the policies of the company.

We hope that you will continue to strengthen the growth of the organization with your valued good work.

Please forward to us the duplicate copy of this Confirmation Letter duly signed as a token of your acceptance to this letter.

Wishing you the very best and with sincere regards,

PJB Noble
Director (Commercial)

Park Controls & Communications (P) Ltd. B'LORE-75

Ashok Kumar Raut
Manager (Projects)

Manisha Borse
Manager (HR & Admin)

VISIONET

24-Sep-2021

Chandan R
Emp Code: 9680

(6)

RE: Revision

Dear Chandan R

We take this opportunity to congratulate you and express our appreciation for your valuable contributions in achieving the company's objectives. We are confident that, you will continue the good work in the same spirit of commitment and sincerity and grow with our organization.

In recognition of your performance, we are pleased to inform you that, your total annual compensation has been revised to **Rs.311,967/-** with effect from **01-Sep-2021.**

Please refer **Annexure** for the detailed break-up of your compensation package. All other terms and conditions of your employment as mentioned in your appointment letter or subsequent modifications thereof remain unchanged and will be governed by company's prevailing policies.

We truly appreciate the efforts put in by you this year and are confident that, you will continue to add value to yourself and contribute to the success of the organization.

Congratulations and best wishes!

Best regards,

Senthil Vel Murugan K
Director, Human Resources

chandan.R (Sep 28, 2021 01:33 GMT+5.5)

2020

NTT DATA Services

NTT DATA Information Processing Services Private Limited
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel +91 80 3342 6000

7

21 February 2020
Devika S
A.C.S College of Engineering

Dear Devika S,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs. 12,000/- per month

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate I** in **Grade 4** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 300,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

URMIMALA SARKAR
ASSOCIATE DIRECTOR – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **21-Feb-20** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Devika S)

CIN: U72200KA2010PTC080[illegible]
Regd. Office: NTT DATA [illegible]
Pan No: [illegible]

ACS College of Engineering
Approved by AICTE New Delhi, Affiliated to VTU, Belagavi
(A Unit of RajaRajeswari Group of Institutions)

NAAC 'A' Accredited

DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

STUDENT LIST – 2017 -18

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3	1AH17EC003	AjayKumar Param
4	1AH17EC004	Akshay Aradhya.M
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31	1AH17EC032	Vidya.M
32	1AH17EC033	Vinaykumar N Pattar
33	1AH17EC031	Surya.H.S

HOD,ECE

(17)

DIGIADD
Technologies

DATE: 30/07/2020

MANASA C

Letter of Appointment

Dear Manasa,

Further to our discussions with you, we are pleased to appoint you as EMBEDDED ENGINEER in our organization. The terms and conditions of our employment that govern the basis of our mutual relationship are outlined below:

1. The appointment will commence from the day of joining i.e. 01/08/2020 failing which this appointment will stand automatically withdrawn.
2. Your consolidated salary will be Rs. 2,00,000/-(Rupees Two Lakh only) per Annum .Further salary will be revised based on performance and according to the company rules and regulations.
3. You will not undertake any other employment or business so long as you are in the employment of this company without the express prior approval of the company in writing – You will on demand give such declaration as the company may require in this regard, from time to time.
4. During the probationary period (including any extension),either party may terminate this appointment by giving thirty (30)days notice .In addition, Digiadd Technologies may immediately terminate your services without any compensation or notice either (i)is incapable of remedy; or (ii)if capably of remedy, has not been remedied by you for at least 5 days after receipt of notice from the management .In event of your continuous absence for a period of 10 working days or more, without formal request or permission from management for the same, you shall be deemed to have left and relinquished your service.

2020

DIGIADD TECHNOLOGIES #19/384, Yes Complex, 2nd floor, Dinnur Main Road, R T Nagar Post, Bangalore - 560032
Ph: 080 - 40969981 E-Mail : info@digiaddtech.com

ufaber

2020

Date: April 06, 2021

Subject: Offer letter

(9)

Dear Namratha Venkatesh

With reference to your application and subsequent interview you had with us, we are pleased to offer you onboard with following terms & conditions:

Designation: Business Development Executive

1. You will be paid an annual CTC Salary package of INR **5,00,000.** The compensation would be paid monthly between 5th and 10th of every month based on the attendance in the previous month. Please refer the Annexure-1 for the CTC breakup and attendance criteria.
2. You will also be entitled for incentives based on your performance and achievement of sales targets. These incentives will be announced every month while deciding the target for the month.
3. The company will provide detailed attendance, leave, incentives, growth, and communication policies on your joining date.
4. You will be responsible for selling the courses offered by the company to potential students. The company will provide you the required training of the product and you will be closely working with your reporting manager. Your reporting manager will be assigned to you after the training period.
5. The company will carry out a detailed performance review every six months and the salary will be revised every six months based on the performance.
6. If you are working from home, you will be required to have a dedicated laptop, good internet connection, android smartphone, and dedicated SIM for the official purpose. The cost of all this infra is to be borne by you only.
7. If you are working from the company office, the company will provide the laptop/desktop but the android smartphone and SIM are to be procured by the employee only.
8. You will keep the reporting manager and HR department informed on email for all the official communications like leaves, absents, grievances, training requirements etc.
9. From the date of commencement of your duties i.e. from **April 07, 2021** you shall be on probation for a period of 30 days. This will primarily be your training period and based on your performance in this period, your future engagement with the company will be decided.
10. After completion of the said probation period, and the company being satisfied that you have successfully completed your probation period (the management's decision in this regard shall be final and binding on you), then your appointment in the company will be confirmed on email and your offer will be revised as per Annexure-1.
11. The company shall be entitled to carry out the statutory deductions from your salary in accordance with the existing regulations/policies and any additions/ modifications to the regulations/policies from time to time including any contributions to be made from your side as per the relevant provisions of the law.
12. If you opt to resign during probation, the company may impose a notice period as deemed necessary, subject to a maximum of 10 days. However, the company may terminate your appointment without notice during the probation period
13. After completion of probation period, cessation/termination of service shall require forty-five days notice from your side in writing or pay compensation in lieu of the notice period. The company can terminate the employment with a notice of one week. The notice period from either side may be reduced as well upon mutual agreement.

Namratha

Doc ID: d99041a91d980feae01778c2b327bc4d3a6de017

DocuSign Envelope ID: 1851FAD6-334B-4670-8988-38C1E40DD16E

Xactly
Inspire Performance

10

June 2,2021

Pavan Kumar,
Bangalore

2020

Dear Pavan,

We are pleased to offer you the position of **Trainee** with Xactly Technologies India Private Limited ("**Xactly**" or the "**Company**"), a company duly incorporated under the Companies Act, 1956 and having its registered office situated at 2 Floor, Umiya Business Bay Tower 1, Cessna Business Park, Kadubeesanahalli, Bangalore and is a subsidiary of Xactly Corporation, U.S.A. By joining Xactly, you will be provided with an opportunity to build and shape an exciting and progressive company and its technology.

Start Date
Your employment with Xactly will commence on **June 14,2021.** The Trainee period holds for 6 months starting from the start date

Compensation Details

Your base stipend shall be **Rs.388,200** per annum. Please refer to Annexure A for details on compensation structure.

Other terms and conditions

During the entire term of your employment with Xactly, you are required to disclose all material and relevant information, which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly.
Your engagement of services will be full time and exclusive. During the course of your engagement of services to Xactly, you must obey and work in accordance with all lawful directions given to you by the Company or your superior officers.

It is a stated objective of the Company to demonstrate the highest levels of professionalism and integrity in every aspect of the business. This applies to all dealings with staff, customers, and partners. All employees are expected to uphold this objective. Ethical breaches are grounds for immediate termination.

Should you desire to leave the services of the Company, you will have to give one (1) month's prior notice in writing or salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time, without any reasons, by giving you one (1) month's prior notice or salary in lieu thereof.

In addition to the Trainee appointment letter detailing the terms and conditions of your employment, you will be required to sign a standard employee proprietary information, inventions, non-competition and non-solicitation agreement at your commencement of employment with Xactly. These documents set out certain rights and obligations of both Xactly Corporation or its subsidiaries and its employees, ensures that you are aware of them at the time you commence employment with us, provide your covenant not to disclose confidential, proprietary or trade secret information of Xactly Corporation and its subsidiaries or their customers, prospects and business partners, and provide that your performance of services as an employee will not violate any duty, covenant, agreement or understanding to which you are subject. We can provide a copy of these agreements for review upon your request. Upon the date of joining Xactly or thereafter, you will be asked to provide for our review your relieving letter from your previous employer, experience certificate/ letter, salary

Gmail sw

21,335

Subject: Amazon Urgent Documents Needed _ Salary Details
To: Swathi Sowmya <swathi.sowmyashri@gmail.com>

Hello Swathi, H

Thanks for setting aside time to chat with our panel. I hope the discussions were informative and enj

Please share the following details to proceed further:

1. Name as per Passport/SSLC Marks Card:
2. Current and Permanent Address:
3. Current Base Salary: (If Any)
4. Bonus/Commissions: (If Any)
5. Stocks: (If Any) 2020
6. Total Salary: (If Any)
7. Other Benefits (medical/mobile/internet etc)
8. Details of current Offer in Hand (If Any)
9. Expected Salary
10. Notice Period (If Any)
11. Updated resume with a photograph attached in the top right corner
12. Photo ID proof
13. Marks sheets for all semesters available? (Yes/No)

Lastly, please attach Annualized Salary Break up (Offer Letter or HIKE Letter whichever is latest); La

Sig

Signin in will sign you in to Hangc

HYDAX

(11)

HYDAX Hydraulics Private Limited
Statement of Confidentiality

I, Narsing, understand that as an employee, or contract employee/consultant of HYDAX, I may learn certain facts of a highly personal and confidential nature. I realize that I am obligated to maintain complete confidentiality and hereby agree to adhere to the following confidentiality policy

I understand that I am required to protect the private information of HYDAX, suppliers/clients, co-workers and all other individuals associated with the company. I agree not to discuss, transmit, or narrate any information of a personal and confidential nature to any person who is not a service provider, educator or advocate at the company without the specific consent of the individual to whom such information pertains.

I agree to make sure that all confidential documents are not disclosed in accordance with prescribed procedures.

I understand that computers are considered part of the confidential material of the company and are not to be utilized without prior authorization from administrative staff.

I understand that unauthorized or wilful disclosure will be considered grounds for disciplinary action, up to and including termination and legal action. I understand that unauthorized disclosure with malicious intent will be considered grounds for prosecution.

Ramyashree B.K
Signature

Hanshffff

17/05/2021
Date

2020

Page 17

HYDAX Hydraulics Pvt. Ltd.
228, Attibele Industrial Area, Anekal Taluk, Bangalore-562 107
Tel: 91-9916070034
e-mail: info@hydaxindia.com
www.hydaxindia.com

HYDAX

HYDAX Hydraulics Private Limited

The attached pages provide a description of Personnel Policies that apply to all HYDAX employees. This Personnel Manual is not to be construed as a contract between an employee and the agency. The HYDAX Board of Directors reserves the right to modify the contents of the Personnel Policies at any time. Exceptions to the Personnel Policies may be made by the Director/s with the approval of Board.

Your signature indicates that you have received and read a copy of the Personnel Policies

17/05/2021
Date

Ramyashree B K
Employee's Signature

Date

Supervisor's Signature

Pg. 17

HYDAX Hydraulics Pvt. Ltd.
22B, Attibele Industrial Area, Anekal Taluk, Bengalore-562 107
Tel: 91-9916070034
e-mail info@hydaxindia.com
www.hydaxindia.com

August 11, 2021

(12)

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

2020

Dear Rincy Maria T

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



August 11, 2021
IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Rincy Maria T

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e September 13, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

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

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to **eschoolhiring@in.ibm.com**

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &

2020

(13)

एक रत्न सरकार की शान

भारत इलेक्ट्रॉनिक्स
BHARAT ELECTRONICS

Ms/Mr: Pooja. B. R.
D/o. Rudrappa. R.

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

No. 1410/HR/CLD/03/2020-21
Date: 20/02/2021

Dear Sir/Madam,

Sub: Provisional offer for Apprenticeship Training

We are pleased to inform you that, you have been selected as "GRADUATE APPRENTICE" in the discipline of ELECTRONICS & COMMUNICATION / TELECOMMUNICATION ENGINEERING & ALLIED BRANCHES for ONE YEAR Apprenticeship Training in Bharat Electronics limited, Bangalore, under the Apprenticeship Act 1961.

1. You are required to report on 15.03.2021 at 9:00 AM at Human Resources (HR) Department, Centre for Learning and Development (CLD), Bharat Electronics limited, Jalahalli post, Bangalore -560013.

2. You are required to produce the following documents in original along with 1 set of Xerox copies

   a) Enrolment details (print out of the user id obtained on registering in National Apprentices Web portal WWW.mhrdnats.gov.in)
   b) Medical Fitness Certificate issued by any registered Medical Practitioner / Doctor.
   c) Details of bank account (Account No.) opened with State Bank of India (SBI).
   d) Police Verification certificate from the competent authority.
   e) 2 stamp size photograph.

3. You are required to report for the training with below mentioned uniform at your own cost.

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

4. During the training period you will be paid only stipend at the applicable rates. The current rate of stipend payable per month by BEL is Rs. 11,110/- (Rupees Eleven thousand one hundred and ten only) against Govt. prescribed stipend of Rs. 4,984/- PM.

5. Facilities provided by BEL :
   a. Canteen and Transport facilities on chargeable basis.
   b. Free OPD Medical facilities at BEL Hospital as per Company norms.
   c. Free accident insurance policy for 5 lakhs.

P.T.O

FREENKART
PUSHING BEHIND LIMITS

2020

15

Date: 18/05/2020
Offer Letter ID: 80027292

Dear VEENA K,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Network Systems Administrator**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,75,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	31,250	3,75,000
EPF	1,125	13,500
Gratuity	451	5,408
Gross Salary	29,674	3,56,092
Calculating Taxable Income		
Gross Salary	29,674	3,56,092
HRA	4,687	56,244
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	**20,046**	**2,40,548**
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	29,674	3,56,092
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	**28,000**	**3,46,492**

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

context

(16)

REF: 20021995201729
Date: 22/11/2019
Miss: Soundarya Reddy
Bidadi, Bangalore

Dear mam

Thank you for exploring career opportunities with Context Software Development, 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 telephonic interview in the selection process, you have been selected for the position of **Assistant system engineer – Trainee** in Grade y, your gross salary including all benefits will be Rs, **3,20,000/-** per annum, as per the terms and conditions set out herein. The gross salary mentioned above is inclusive of the variable allowance becoming effective upon successful completion of the initial Training Program which is mandatary.

Kindly confirm your acceptance of this offer online through replying on the mail or you can call the HR department. If not accepted within 7 days, it will be constructed 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 on the day of your training 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 joining after completing joining formalities as per company policy.

With Regards
Aryan Kumar

Context software Development Pvt Ltd
Email: hrdheadaryan@gmail.com contact: 7676080087

19

BYJU'S

OFFER LETTER

Ms. Ashmitha Bs

Date: Monday, September 21, 2020

Welcome to BYJU'S!

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

We are pleased to offer you the position of Associate - Sales Operations on following terms and conditions:

Offer Details:

Designation:	Associate - Sales Operations
Department:	Sales Operations (51000014)
Sub Department:	Sales Operations
Employment Type:	Regular
Date of Joining:	Friday, September 25, 2020
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-

Fixed Compensation:	375000 INR
Variable Compensation:	100000 INR

2020

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1.Provident Fund

2.Income tax deducted at source at the rates applicable

3.Employment/Professional taxes

1

(18)

HiyaMee

To,

13rd October 2020

Arpitha M L,
Bangalore,

Dear Arpitha M L,

Subject: Letter of offer of employment / Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") a position as "Talent Acquisition Executive".

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your annual compensation would be Rs 2, 16,000/-

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules and regulations (as presently applicable / in force) prior to acceptance of this offer and / or have any questions regarding the same, we request you to reach out us.

This offer is effective as on 15th October 2020, please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment".

We take this opportunity to welcome you to *HiyaMee Private Limited and* wish you a long and successful career with us.

2020

For *HiyaMee Private Limited*

2020

ACCEPTED

Prabhu Nadar
General Manager - Talent Acquisition

Name: Arpitha M L



Uthpala
today at 10:32 am



(2)

HiyaMee

30th June 2021

To,

Uthpala V L
Bangalore

Dear Uthpala V L,

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "**Company**"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "**Recruiter**"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Bangalore**

Your annual compensation would be **Rs 230000/-**

Please see **ANNEXURE A** for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("**Employment Agreement**"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of 30th June *2021* and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining **2-July-2021**

We take this opportunity to welcome you to ***HiyaMee Private Limited*** *and* wish you a long and successful career with us.

For HiyaMee Private Limited ***Agreed and Accepted***

Anita Mutha
VP- Human Resources

Name: Uthpala V L
Date:

2020

2019-20

22

09:50

Action required - Amazon HR – Req. Pending documents to be submitted immediately

Inbox

Biradar, Pandari Sep 28

to

Hello,

Greetings for the day!

Congratulations on your selection with Amazon. This is regarding your amazon offer documents acknowledgement on MyDocs portal.

Note: MyDocs contains your offer documents with Amazon. Attest360 is related to your Background verification.

FREENKART
PUSHING BEHIND LIMITS

2020

23

Date: 18/05/2020
Offer Letter ID: 80027294

Dear IMPANA S,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Computer and Information Research manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹4,00,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	33,333	4,00,000
EPF	1,200	14,400
Gratuity	481	5,769
Gross Salary	31,653	**3,79,831**
Calculating Taxable Income		
Gross Salary	31,653	3,79,831
HRA	5,000	60,000
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	**21,686**	**2,60,231**
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	31,653	3,79,831
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	**30,000**	**3,70,224**

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

2020

24

23 Aug, 2021

MONISHA D

Dear MONISHA,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Aug 25, 2021 13:06 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources

Monisha D

DXC TECHNOLOGY

Maximum Limit: 20% of Annual Basic subject to a maximum of Rs. 200,000
Supporting Documents: Original Tickets /Boarding Pass and/or Cash Memos & Appropriate Leave

3. Children education allowance for maximum of 2 dependent children : (Per child per month Rs.100)
Maximum Limit: Rs. 2,400 per annum
Supporting Documentation: Declaration and submission of receipts

4. Children's Hostel Allowance for maximum of 2 dependent children (in case children are in a hostel): (Per child per month Rs.300)
Maximum Limit: Rs. 7,200 per annum
Supporting Documentation: Declaration and submission of receipts

5a. Company Car Program
Lease rental as per vehicle of choice

5b. 40% of Transport Allowance or Rs. 3,60,000 per annum whichever is lesser

5c. Chauffeur Allowance is a sub limit of 40% of Transport Allowance or Rs. 3.6 lacs whichever is less with a maximum allowance of Rs:1,44,000 per annum

5d. Fuel and Maintenance Allowance: Balance of Total Entitlement less Chauffeur Allowance

6. Food Coupon Vouchers (Such vouchers are to be used for food expenses incurred at hotels/ restaurants during the course of the workday)
Maximum Limit: Rs.26,400
Supporting Documentation: As per program guidelines

7. Bonus/Exgratia – For those earning basic salary up to Rs. 21, 000/–pm, advance Bonus is paid towards payment of bonus, payable under the Payment of Bonus Act, 1965.

8. Transport Allowance through Payroll – Balance of the above items paid with the Salary after appropriate tax deductions at the end of the year
Maximum Limit: 100% of FBP Declaration

9. Telephone Reimbursement: Telephone and/or Broadband expenses up to INR 1,500 per month

Maximum Limit: INR 18,000 per annum

Supporting Documentation: Declaration and submission of receipts

* Employees are liable to provide proof in the event of an evaluation by Income tax authorities
* Employees can purchase a vehicle with max ex–showroom price + Accessories of INR 9,00,000. The tenure of the lease is 3 years. Please refer to the policy for more details.

Guidelines governing Flexible Benefits Plan (FBP)

1. Employees will be eligible to select a package of benefits for one year from the menu of benefits annexed to this scheme. The selection of benefits must be done and communicated to the Payroll group. All new employees are expected to do the same within two weeks of joining the company.

2. The year for the purpose of this plan will be 1st April to 31st March.

3. The menu of benefits finalized cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.

Manisha DJ

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027043

Dear Tejaswini B,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Computer and Information Research manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹4,00,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FREENKART
PUSHING BEHIND LIMITS

Calculating Gross Salary	Monthly	Yearly
CTC	33,333	4,00,000
EPF	1,200	14,400
Gratuity	481	5,769
Gross Salary	31,653	**3,79,831**
Calculating Taxable Income		
Gross Salary	31,653	3,79,831
HRA	5,000	60,000
Standard Deduction	4,167	50,000
Prof. Tax	200	2,400
Medical Insurance	600	7,200
Tax Saving Investments	0	0
Taxable Income	**21,686**	**2,60,231**
Calculating Income Tax		
Income Tax	0	0
Calculating In Hand Salary		
Gross Salary	31,653	3,79,831
Income Tax	0	0
Prof. Tax	200	2,400
Take Home Salary per month	**30,000**	**3,70,224**

FREENKART
PUSHING BEHIND LIMITS

* TDS applicable as per Income Tax Rule

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

2019

(1)

E SQUARE INFOTECH
world innovators

[illegible]

No 15, Second Floor,

Upadyaya Sanga Layout, Nagarbhavi, Bangalore - 560072

Mob No. [illegible]

STRICTLY PRIVATE & CONFIDENTIAL

August 03, 2020

Dear Ms. CHAITHRA R.

E SQUARE INFOTECH Pvt.Ltd Company is pleased to offer you the position of JAVA DEVELOPER, your skills and experience will be an ideal fit for our company.

As we discussed, your starting date will be August 03, 2020. The starting salary is Rs.1,20,000 per year and allowances, incentives [illegible] paid(if applicable). Direct deposit is available.

E SQUARE INFOTECH Pvt.Ltd offers a flexible paid time-off plan which includes vacation, personal, and sick leave. Time off accrues at the rate of one day per month for your first year, then increases based on your tenure with the company.

If you choose to accept this job offer, please sign the second copy of this letter and return it to me at your earliest convenience.

When your acknowledgment is received, we will send you employee benefit enrollment forms and an employee handbook which details our benefit. We look forward to welcoming you to the E SQUARE INFOTECH Pvt.Ltd team.

Please let me know if you have any questions or I can provide any additional information.

Regards,

E SQUARE INFOTECH PVT. LTD. BANGALORE

Karthick V.
Branch Head
E SQUARE INFOTECH Pvt.Ltd

I hereby accept the JAVA DEVELOPER position.

Chaithra R
Signature

03/08/2020
Date

DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

STUDENT LIST – 2017 -18

SL.NO	USN	STUDENT NAME
1	1AH17EC001	Abhinav Anand
2	1AH17 EC002	Aditya Swaroop.S
3	1AH17EC003	AjayKumar Param
4	1AH17EC004	Akshay Aradhya.M
5	1AH17EC005	Ankitha .D.S
6	1AH17EC006	Ashwini.M
7	1AH17EC007	Athira.K
8	1AH17EC008	Bharath Kumar.P
9	1AH17EC009	Brinda.V
10	1AH17EC010	Chandana.R
11	1AH17EC011	Chandan Gowda.K R
12	1AH17EC012	Chethan Kumar.B
13	1AH17EC013	Chethan Kumar.L
14	1AH17EC014	Deepika.G
15	1AH17EC015	Dilip.K
16	1AH17EC016	Dinesh.M
17	1AH17EC017	Drupad.N
18	1AH17EC018	Hitha Suresh
19	1AH17EC019	Jeshwanth. Y R
20	1AH17EC020	Kala.N.S.
21	1AH17EC021	M.B.Srisandhya
22	1AH17EC022	Monish.D
23	1AH17EC023	Prajwal.N
24	1AH17EC024	Preity.T
25	1AH17EC024	Pruthvi.D.K
26	1AH17EC026	Raghavendra.L
27	1AH17EC027	Samarth Kulkarni
28	1AH17EC028	Sarwesh
29	1AH17EC029	Shashank
30	1AH17EC030	Shreyas. D K
31	1AH17EC032	Vidya.M
32	1AH17EC033	Vinaykumar N Pattar
33	1AH17EC031	Surya.H.S

HOD,ECE

[24]7.ai

Date: **18-Jul-2019**

Mr.Dinesh Naidu J
Employee ID : 01074902
#61, kaverappa Layout, 2nd cross, Panathur road, Kadubisanahalli
Bangalore



Dear **Dinesh Naidu J,**

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 08-Jul-2019 on the following terms and conditions:

1. **Accountability**
   You will report to the **Director**

2. **Working Hours**
   You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time totime depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. **Probation**
   You will be on Probation for a period of **12** month(s) with effect from **08-Jul-2019**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

Signature Not Verified
SUSMITA MALIK
2019.07.18 16:22

Pheme Software Pvt Ltd

Software that matters

IBM Platinum Business Partner

June 15th, 2020

Dear M Varshinni,

We have pleasure in offering you employment with us as per the conditions stipulated in this letter with effect from 18th of February 2020.

Your New Employee Number : M025

Designation : Jr. Software Engineer

Roles and responsibilities : As detailed to you in person and as per the Company role charter.

Reporting Manager : Subhashree Mohapatra

Functional Manager : Girija R

Compensation (Cost to Company) : 2019

Details	Basic	HRA	Spl All	Total	Retirals	CTC
Annualized	84000	48480	NA	132480	10080	142560
Monthly take home	10000					
Other benefits	Term Life Insurance	Health Insurance		Share grant eligibility		
	NA	NA		NA		

Other Terms applicable :

a) Term Life Insurance eligibility amount is reimbursed only on production of a receipt.

b) Health Insurance eligibility amount is applicable only if the company does not introduce a master policy and you are made part of that master policy. In such cases only, the amount is reimbursed only on production of a receipt.

c) Share grant eligibility will be subject to introduction of a share grant scheme by the board and the eligibility will be as per the terms of the scheme. However, a minimum 18 months service completion is a mandatory for allotment of grants under the scheme as of the date of such issue.

d) During the probation period, you will not be eligible for the any of the above three facilities.

e) Probation period: You will be under a probation for a period of 6 months during which time your services can be terminated without any notice or assigning any reason at the will of the management.

f) Notice period: Three calendar months' notice mandatory for separation in case of voluntary separation by the employee. One month notice or pay in lieu of notice is to be given by the management in case of termination for any reason other than the reason of discipline, legal and absconding for more than 30 days continuously or a total period of 90 days in a year. In such cases no notice is required from management. Absconding is referred to as absenting oneself without any sanctioned leave or sanctioned extension of leave. Notice period during probation is same for the employee as per this clause and is not required to be given by management.

g) Leave: You are eligible for a total of 20 days fully paid leave during the year. Privilege leave can be taken with a minimum notice of 1 week in case of more than 3 days and 1 month in case of more than 7 days. This leave cannot be taken for less than 3 days and this leave if not taken during the year can be carried over for future periods.

Pheme Software Pvt. Ltd. Bangalore-41

Office: No 577, First floor, 11th Main, 5th Block, Jayanagar, Bangalore 560041

e-mail: info@phemesoft.com / phone: +91 80 41 40 04 40 / www.phemesoft.com

24]7

3

(3)

Dear Harshad Jain

Sub: **Conditional Offer of Employment**

Congratulations!

You have been shortlisted to join 24/7 Customer Private limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row.

We are pleased to offer you the position of "**Advisor**" in 24/7 Customer. The following are the terms of employment with 24/7 Customer

1. Your initial annual Cost to Company will be **Rs 2,69,000**. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We shall provide you a separate Letter of Appointment on the date of your joining.
4. You will report for the joining and orientation at our office as per the communication received from the HR team.
5. Upon joining, you will be provided with Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay your monthly compensation retrospectively from the date of joining the Company. It is hereby clarified that your entitlement of your monthly compensation (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request your trainer who shall consider such requests on a case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility if qualified will commence accordingly
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining **15-Jul-19** for the purpose of submission/verification:
   - Five passport size color photographs (important)
   - Date of Birth proof certificate (Original and Photocopy)
   - Aadhaar Card (Original and Photocopy)
   - Graduation mark sheets till last semester including final semester admit card (Original and photocopy)
   - High school and secondary school pass out mark sheets/certificates (Original and Photocopy)
   - Previous Employment details if any (Service Certificate/ Relieving Letter if applicable in original)
   - Last drawn Pay slip (if applicable in original)
   - Passport No. / Driver's license No. / Bank Account No. (Original and Photocopy)

NOTE: ORIGINAL DOCUMENTS WILL BE RETURNED TO THE EMPLOYEE IMMEDIATELY AFTER BEING VERIFIED AGAINST THE COPIES WHICH SHALL BE ATTESTED

If you have any queries pertaining to this offer letter please call us at +91 9972927247

Please sign this Offer in the place allotted for the same as your acknowledgement to join the company on the communicated date failing which this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer.

With Best Wishes.

Susmita Malil
Vice President HR

I accept your offer.
Signature of the candidate

2019-19

9

A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

Dated: ...01/03/2019.....

Dear...Lisha S.....

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

G. Shanthi

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

USN NO ...1AH15EC016...

Letter of Intent - Lohith R - Ref. No.: 8382680

2 messages

<careers@wipro.com> Wed, 19 Dec 2018 at 06:30
To: lohith4r@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 19, 2018

Dear Lohith R,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all

Madhu
today at 11:03 am

7

AXIS BANK

28-Sep-2021
AXISB/SC009_16:Bangalore Circle/2021/955375

Madhusudhan S

Assistant Manager

Dear Sir/Madam,

Greetings! On behalf of Axis Bank we heartily extend a very warm welcome to you.

Reporting Details:

Further to your acceptance of the offer letter, kindly note that your reporting date is 29-Sep-2021. We request that you report at the below said Address at 9:30 am and meet the HR representative Siby Jacob .

Address: Bangalore Main Branch, MG Road, Near Trinity Metro Station, Bangalore

Requirements:

Please ensure that all the forms and details that have been provided to you on the Axis Bank On-boarding platform are duly filled. This is a pre-requisite to start the joining process.

Please carry along a copy of this letter and a printout of the Joining Kit (available on TMI Portal) to help us complete your joining process. We hereby advise you to carry a photo copy and originals of the below mentioned documents to help us verify your testimonials.

- Academic Mark sheet & Passing certificates (10th)
- Academic Mark sheet & Passing certificates (12th)
- Academic Mark sheet & Passing certificates (Graduation)
- Post-Graduation Mark sheet & Passing certificates (If applicable)
- Professional Courses certificates (If applicable)
- Proof of date of birth (Birth Certificate, Passport, Class10th certificate, School leaving, etc.)
- PAN Card
- Proof of Address (Passport, Ration card, etc.)
- Photo identification proof (Passport; PAN, etc.)
- Relieving letter from the previous employer (If available) OR Resignation acceptance from the last employer.
- Axis Bank, Letter of Appointment.
- 2 Recent Passport Photographs (With a Light Background colour photo and in Formal Attire)

Kindly note that the completion of your Joining Formalities and your Employee Number generation is subject to submission of the necessary documents mentioned above. Your Date of Joining might get extended or cancelled in case of any pendency or discrepancy.

2019

Sir, I'm Madhusudhan.. This is my offer letter

GEN WORKS
A WIPRO GE HEALTHCARE INVESTED COMPANY

Annexure A

(13)

COMPENSATION AND BENEFITS DETAILS

Name:	Yashash Kumar KE	**Date of Joining:** 17 Jun 19
Designation:	Product Specialist	**Level:** PL1
Location:	Mumbai	**Band:** Professional

Salary Components	Amount Per Annum (INR)	Remarks
Basic	1,80,000	40% of Total Fixed Compensation
Flexible Benefits Components*	1,48,400	Components to be determined by Employee as per "FBP guidelines"
Annual Gross	**3,28,400**	
Provident Fund-Employer Contribution	21,600	12% of Basic
Total Fixed Compensation	**3,50,000**	

Company Paid Benefits	Incentive Plan	Reward & Recognition
• Comprehensive Floater Corporate Health Insurance Policy for Self, Spouse, Two Kids and Dependent Parents. Sum Insured INR4Lacs. • Personal Accident Insurance Policy for Employee. Sum Insured INR25Lacs. • Term Life Insurance Policy for Employee. Sum Insured INR25Lacs. • Gratuity as per Act.	• Variable Compensation paid on an annual mode linked to Performance Review. • It will be as per norms of the company based on business modality.	• This program celebrates Special Occasions, Monthly, Quarterly, Semi-Annual and Annual Performance milestones subject to desired business outcomes are achieved by the staff. It will be as per R&R program guidelines.

Flexible Components Guidelines

The Flexible Benefits component amount can be assigned by the employee as per the following norms –

Component Name	Annual Limit
House Rent Allowance	Upto 60% of Basic Salary
Self-Car Reimbursement	Upto INR28,800 (Fuel & Maintenance expenses for personal vehicle)
Leave Travel Allowance	On actuals as per IT norms
Special Allowance	Balancing Figure

PVT LTD

2019

TeamLease™
Putting India to Work

2019

(8)

Letter of Intent/Appointment Offer

Dear **Mohamed Arshad S,**

Date: 19 Feb 2021

With reference to your application/interview and subsequent discussions you had with us, we are pleased to offer you a position of **Graduate Trainee** with Team Lease Services Limited on fixed-term assignment and your date of Joining would be **16 Feb 2021.** Your appointment is subject to confirmation from our client on the selection of your candidature by our client, in accordance with their selection criteria.

Your Monthly & Annual CTC will be INR **19306.00** and **231672.00** respectively. The Management reserves the right to bifurcate or merge the allowances in basic salary. Your work location will be **Bangalore.** The job is transferable anywhere within India.

The appointment offer is subject to the information provided by you in your Resume / Bio-data/CV and interviews are correct and valid. Detailed job objectives and salary structure along with appointment letter will be provided upon joining. This Letter of Intent /Appointment Offer does not guarantee employment and shall be valid for two weeks or till the date of joining, whichever is earlier.

You are required to download the TeamLease Mobile App and upload the mandatory documents listed below. Appointment Letter is issued subject to filling all mandatory fields on the Mobile App and uploading the mandatory documents on the Mobile App.

- Copy of Aadhaar Card (both sides).
- Copy of the first sheet of Bank Passbook or canceled cheque (with your name, bank account number, and IFSC clearly printed).
- Copy of highest educational qualification certificate.
- Copy of PAN card.

Link for Android App: https://play.google.com/store/apps/details?id=com.teamlease.associate&hl=en

Link for iOS App: https://itunes.apple.com/in/app/teamlease/id1033421268?mt=8

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 the future.

Yours sincerely,

For TEAMLEASE SERVICES LIMITED

Rituparna Chakraborty
(Authorized Signatory)

Accepted and Agreed

Signature and date:

Name:

EMPLOYMENT OFFER LETTER

Capgemini Ref: 3951802 /984917,

10/12/2021,

A Shreya
No.23,'NENAPU',MANGANAHALLI CROSS,ULLAL MAIN ROAD,ULLAL,,
Bengaluru ,Karnataka,
India

Confidential

Dear A Shreya,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 10/14/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

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

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

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

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

silverpeak

Together, we scale new heights!
www.silverpeakglobal.com

Ref. No. 2019/oct-19/ 1861 Date: 02/04/2019

PROVISIONAL LETTER OF OFFER TO THE JAPANESE LANGUAGE PROGRAM – OCTOBER 2019

Dear Shwetha Subbarao

Greetings from SilverPeak!

Congratulations on clearing the SPG - Japanese Career Eligibility Test (SPG-JCET)! We welcome you to take the first step towards your career in Japan. Learning the Japanese Language opens career opportunities in Japan and Japanese Organisations across the globe. Kindly note that this is a Provisional Letter of Offer for the Japanese Language Program – Level N5 in India and Levels N4 and N3 in Japan. Entry into the program is subject to you successfully clearing your registration process and documentation as stipulated. Please note that this offer is open for a period of 10 days only from the date of issue of the same.

The registration process for the Japanese Language Program is as below –

1. The registration fee for the program is - Rs. 35,000/- (GST @ 18% is extra)
2. The registration form is available online/ download at www.silverpeakglobal.com
3. Courier or hand-deliver the filled-out application to - SilverPeak Global Pvt. Ltd., #41, 1st Floor, 8th E Main, Jayanagar 4th Block, Bangalore 560011.
4. The duration of the program shall be for three months in India and shall include training in the Japanese Language and Culture. You shall be intimated about the exact venue and the timings of class before commencement of the JLP-N5. The program duration in Japan shall be for 12 months.
5. After your registration to the Japanese Language Program (JLP) - N5, you shall apply to the Institute/ University in Japan wherein, you will undertake the JLP - N4 and N3 program.
6. A Provisional Letter of Offer shall be made to you by the respective Institute/ University after which, your "Student Visa" Process shall commence.
7. On successfully obtaining the Visa and clearance of the JLP - N5, the candidate will fly to Japan to the Institute/ University which has been allocated to you to study the JLP.
8. Simultaneously, you shall be assisted by the Japanese Institute/ University to be employed in a "Part-Time Job" to be undertaken alongside your JLP (within 90 days from your arrival in Japan). The Part-time Job may not be a technical Job. You will be permitted to work legally for not more than 28 hours per week @ JPY 715 per hour (approximately).
9. Your final placement is subject to you clearing your Japanese Language Program – N5, N4 and N3, your proficiency of the Japanese Language and clearing the Job Interview. Assistance for the Final job shall be offered through the respective Institute/ University/SilverPeak in Japan through Campus interviews/ Job fairs/ Direct hire/ Referral hire. Your final Job may require you to work in Japan/ Japanese organisation anywhere in the world.
10. The applicant needs to fill-up the application form, read and understand the "Educational Advisory Services Agreement" and thereby sign and accept the terms and conditions at the time of application (candidate and parent/ guardian).

The payment schedule shall be as follows –

Event / Description	Amount	With 18%GST	Date
Registration fees	Rs. 35,000/-	**Rs. 41,300/-**	Immediate
Document filing fees	Rs. 60,000/-	**Rs. 70,800/-**	15 days from the date of Registration
Onboarding and processing fees payable to SPG Japan		**JPY. 1,50,000/-**	
Visa Documentation + Flight Charge to Japan	Rs. 75,000/-	**Rs. 88,500/-**	May 20, 2019
Language Class, material, certification & Processing fees	Rs. 1,50,000/-	**Rs. 1,77,000/-**	July 10, 2019
Tuition Fees to the Institute/ University in Japan		**JPY 13,90,000/-**	September 10, 2019

All payments should be made through NEFT or Demand Draft. No Cash will be accepted.

CIN U74999KA2018PTC096793

silverpeak

SILVERPEAK GLOBAL PVT LTD

Your remittances towards registration to the JLP can be made online or deposited at the nearest ICICI Bank Branch to –

INDIA: SilverPeak Global Pvt. Ltd.

Account Name:	**SilverPeak Global Pvt. Ltd.,**
Bank Name:	ICICI Bank Ltd.
Branch:	Jayanagar 3rd Block, Bangalore
Account No.:	005305010389
IFSC Code:	ICIC0000053

JAPAN: Silver Peak Japan

Account Name:	Silver Peak Japan / Isaku Mori
The Bank Name:	The Eighteenth Bank, Ltd
Bank Address:	#14-5 Daikoku-Machi, Nagasaki-Shi, Nagasaki-Ken Japan. Ph: +81-95-825-1800
Swift Code:	EITNJPJT
Branch Code:	110
Account No.:	1072191
Holder Phone No:	+81-95-807-5942

Note: 1. Provide us with proof of deposit (details to be filled up below) for us to raise a receipt.
2. A copy of this letter has to be signed and sent to SPG by courier/ hand delivered to commence the process.

We welcome you once again and wish to see you achieving great success in life!

Best Regards,

SILVERPEAK GLOBAL PVT. LTD. Bengaluru

HR - Manager
SilverPeak Global Pvt. Ltd.

ACCEPTANCE OF PROVISIONAL LETTER OF OFFER

I, _____ hereby accept the Provisional Letter of Offer and agree to the terms of the Japanese Language Program leading to employment in Japan.

Candidate Signature **Date**

PAYMENT DETAILS

Name of the student	:		
Institute/ University Name	:		
Degree Name and Branch	:		
Bank and Branch Name	:		
Account Number	:		
UTR / Reference number	:		
Amount paid	:	Date	:
Mail ID	:	Mobile No.	:

Please attach proof of deposit

Soundarya.C.D
9663039062

Qspiders Campus

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

CALL LETTER

(10)

Dated: ....01/03/2019.....

Dear Soundarya.C.D

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

USN NO ..1AH15EC038.....

NTT DATA Services

NTT DATA Information Processing Services Private Limited
(Formerly known as Dell Business Process Solutions India Private Limited)
Plot No.7, Sector 144 & 125
Noida - 201306, Uttar Pradesh, India

2 April 19
Soundarya C D
A.C.S College of Engineering

Dear Soundarya C D,

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

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

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

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

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a Services IT Development Program Senior Associate I in Grade 4 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs.300,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

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

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

Urmimala Sarkar

URMIMALA SARKAR
SENIOR MANAGER – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 2 April 19 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Soundarya C D)

(2019) (11)

भारत इलेक्ट्रॉनिक्स
BHARAT ELECTRONICS
एक परम रत्नता की ओर

Ms/Mr. Sahas. K. S
S/O, Shreekanth. K.R

भारत इलेक्ट्रॉनिक्स लिमिटेड
(भारत सरकार का उद्यम, रक्षा मंत्रालय)
जालहल्ली पोस्ट, बेंगलुरु - 560 013, भारत
BHARAT ELECTRONICS LIMITED
(A Govt. of India Enterprise, Ministry of Defence)
Jalahalli Post, BENGALURU - 560 013, India

फोन / Phone :
फैक्स / Fax 080-22195323
ईमेल / E-mail :

No. 1410/HR/CLD/03/2020-21
Date

Dear Sir/Madam,

Sub: Provisional offer for Apprenticeship Training

We are pleased to inform you that, you have been selected as "GRADUATE APPRENTICE" in the discipline of ELECTRONICS & COMMUNICATION, MECHANICAL, ELECTRICAL & ELECTRONICS, COMPUTER SCIENECE, INFORMATION SCIENCE AND CIVIL for ONE YEAR Apprenticeship Training in Bharat Electronics limited, Bangalore, under the Apprenticeship Act 1961.

1. You are required to report on 07.04.2021 at 9:00 AM at Human Resources (HR) Department, Centre for Learning and Development (CLD), Bharat Electronics limited, Jalahalli post, Bangalore -560013.

2. You are required to produce the following documents in original along with 1 set of Xerox copies.
   a) Enrolment details (print out of the user id obtained on registering in National Apprentices Web portal WWW.mhrdnats.gov.in)
   b) Medical Fitness Certificate issued by any registered Medical Practitioner / Doctor.
   c) Details of bank account (Account No.) opened with State Bank of India (SBI).
   d) Police Verification certificate from the competent authority.
   e) 2 stamp size photograph
   f) Covid-19 negative report within 72 hours.

3. You are required to report for the training with below mentioned uniform at your own cost.

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

4. During the training period you will be paid only stipend at the applicable rates. The current rate of stipend payable per month by BEL is Rs. 11,110/- (Rupees Eleven thousand one hundred and ten only) against Govt. prescribed stipend of Rs. 4,984/- PM.

5. Facilities provided by BEL
   a. Canteen and Transport facilities on chargeable basis.
   b. Free OPD Medical facilities at BEL Hospital as per Company norms.
   c. Free accident insurance policy for 5 lakhs.

P.T.O

6. You will agree to undergo training diligently as instructed by our superiors from time to time.

7. You should observe all the rules, regulations, and safety norms as applicable to the establishment.

8. You are liable to be posted to any Department in the Organization from time to time as deemed fit by the Management.

9. If at any time during the period of training, the Head of the department where you are undergoing training, feels that you are not taking sufficient interest in learning then you will be terminated from the training.

10. You will not at any time during your training period be engaged directly or indirectly with any other undertaking / business or employment or activities.

11. You will not at any time during or after the termination of your Training with the Company, disclose to any person whomsoever any information relating to the Company or its customers or any trade secrets of which has come to your knowledge during the training period.

12. Upon successful completion of training, you will cease to be a trainee under the Apprentices Act, 1961 and the Company has no obligation to provide / offer you a job after the satisfactory completion of your training.

13. You will be eligible for 12 days of Casual leave and 15 days of Medical Leave with payment of stipend during the training period. In case if you absent for training for more than the specified leaves above you are not entitled for Certificate.

14. If you commit breach of any condition set out herein or neglect your training or for indiscipline or for misconducts, the company may take such action as it may deem appropriate including terminate your training with immediate effect.

15. You are not permitted to bring mobile phone, pen drive and any electronics gadgets and also you should not carry any official documents.

We take this opportunity to welcome you for the training and look forward to a pleasant and fruitful learning association with us.

In case if you do not report on that day we shall presume that you are not interested in this offer and treated as cancelled. It is also mentioned here that there will be no change in date of reporting.

Yours faithfully,
For BHARAT ELECTRONICS LTD.,

(AUTHORIZED SIGNATORY)

मोहन कुमार, आर
MOHAN KUMAR, R.
[illegible]
वरिष्ठ सहायक [illegible] / सीएलडी
SR. ASS[illegible] / CLD.

01 January 2018

Ref: EL-HROL-0119-2592

To
Swathi.S

Communication Address: [USN No: 1AH15EC042] ACS College of Engineering	Email: swathi.prachi@gmail.com Contact Number: 9113825227

Sub: Internship Offer Letter {Campus Recruitment}

Dear Swathi,

It gives me great pleasure to offer you an internship opportunity as a Technical Intern [Electronics & Embedded Systems (Development & Testing)] Level-2 at Elint Labz (referred as 'Company'). As discussed during application, this offer/role can lead to a full-time opportunity as an Embedded Systems Engineer based on your performance during the term of this internship. In addition to confirming the offer, this letter will describe the terms and conditions of your internship.

Title:
Your title will be Technical Intern [Electronics & Embedded Systems (Development & Testing)] Level-2 or Intern [EEDT] L2 in short.

Mode & Type:
Virtual Part-time

Duties:
You will assist the technical team at Elint Labz in their day to day activities, take up & complete projects dedicated for interns along with the assigned work in the agreed time-lines. You agree to dedicate an average of 12 hours in week for this internship.

Effective Date:
Your internship will effectively begin with-in 2 weeks from the date you accept this offer letter & will complete after 30 work-weeks.

Elint Labz (Division of Ajaramara Dynamics Pvt. Ltd.)
Comm. Office: #677, 1st Floor, Suite No. 345, 13th Cross Road,
27th Main Road, 1st Sector HSR Layout, Bengaluru 560102 KA
hello@elintlabz.in www.elintlabz.in

Conditional Employment Opportunity:

As mentioned above this internship could lead to a full-time role as an Embe Systems Engineer provided you work with at-most sincerity & dedication along completing the assigned work within-in time lines as informed to you during assignmu of the work. The present average remuneration for Embedded Systems Engineu position is 5 Lakhs p.a CTC. The company reserves the modify this based on prevalent conditions at the time of making offer & also reserves the right make an offer for different position.

Compensation:

This is primarily an unpaid internship, please do not expect any monetary compensation, however you will gain incentives in any form of like cash, coupons & free hardware when you take up & complete assignments like application note & firmware development. The company reserves the right to provide performance based incentives or bonus if it sees fit. All reasonable expenses arising out of internship opportunity shall be borne by you. If in-case the expenses goes beyond ₹3000/- the same shall be reimbursed by the company provided the same has been authorized prior to being incurred and with the provision of appropriate receipts.

Confidentiality:

During your internship and (if discontinued for any reason whatsoever) thereafter, you agree to keep strictly confidential all trade secrets and information that was revealed to you during the term of this offer. You also agree that as a condition of your internship, you will comply with, a company-standard Employee Proprietary Information and Inventions and Non-Competition Agreement, including the related arbitration agreement. You further agree to follow the Company's strict policy that employees & interns must not disclose, either directly or indirectly, any information, including any of the terms of this letter, regarding compensation/ incentives to any person, including other employees of the Company; provided, however, that you may discuss the terms of this letter with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.

You understand and agree that any breach by you of the provisions in this section could cause the Company to suffer irreparable harm and no adequate remedy at law would be available in respect thereof. Accordingly, you agree that upon any such breach, the Company shall be entitled to seek equitable relief, as well as such further relief as may be granted by a court of competent jurisdiction.

Intern Representations:

You represent that: (1) you are not a party to any agreement that would prohibit you from entering into internship with the Company; (2) no trade secret or proprietary information belonging to your previous employers will be disclosed by you at the Company and that no such information, whether in the form of documents, memoranda, software, drawings, etc., will be retained by you or brought with you to the Company; and (3) you have brought to the Company's attention and provided it with a copy of any

Elint Labz (Division of Ajaramara Dynamics Pvt. Ltd.)
Comm. Office: #677, 1st Floor, Suite No. 345, 13th Cross Road,
27th Main Road, 1st Sector HSR Layout, Bengaluru 560102 KA
hello@elintlabz.in www.elintlabz.in

AJARAMARA DYNAMICS

24]7

(12)

Dear Swathi S,

Sub: Conditional Offer of Employment

Congratulations!

You have been shortlisted to join 24/7 Customer Private limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row.

We are pleased to offer you the position of "Advisor" in 24/7 Customer. The following are the terms of employment with 24/7 Customer.

1. Your initial annual Cost to Company will be Rs 2,69,000. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We shall provide you a separate Letter of Appointment on the date of your joining.
4. You will report for the joining and orientation at our office as per the communication received from the HR team.
5. Upon joining, you will be provided with Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay your monthly compensation retrospectively from the date of joining the Company. It is hereby clarified that your entitlement of your monthly compensation (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request your trainer who shall consider such requests on a case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility if qualified will commence accordingly
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining 15-Jul-19 for the purpose of submission/verification:
   - Five passport size color photographs (important)
   - Date of Birth proof certificate (Original and Photocopy)
   - Aadhaar Card (Original and Photocopy)
   - Graduation mark sheets till last semester including final semester admit card (Original and photocopy)
   - High school and secondary school pass out mark sheets/certificates (Original and Photocopy)
   - Previous Employment details if any (Service Certificate/ Relieving Letter if applicable in original)
   - Last drawn Pay slip (if applicable in original)
   - Passport No. / Driver's license No. / Bank Account No. (Original and Photocopy)

NOTE: ORIGINAL DOCUMENTS WILL BE RETURNED TO THE EMPLOYEE IMMEDIATELY AFTER BEING VERIFIED AGAINST THE COPIES WHICH SHALL BE ATTESTED.

If you have any queries pertaining to this offer letter please call us at +91 9972927247.

Please sign this Offer in the place allotted for the same as your acknowledgement to join the company on the communicated date failing which this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer.

With Best Wishes,

Susmita Malik
Vice President-HR

I accept your offer.
Signature of the candidate

24/7 Customer Pvt. Ltd., Prestige Tech Platina – 2, Survey Nos. 32/1, 32/2, 34/1, 34/2, 34/3, 34/4, Kadubeesanahalli Village, Varthur Hobli, Outer Ring Road between Sarjapur and Marathahalli, Bangalore - 560087, India [Tel. +91 79427247 [Fax. +91 [illegible]

(14)

Increment Letter 2021

Employee No: HYM/0333 **14-Oct-2021**
Name: Vinutha G N
Designation: Recruiter

Dear Vinutha G N,

Thank you for your hard work and dedication in the year 2021, which has contributed to HiyaMee's growth and success.

Congratulations! Your performance over the tenure that you have been with us has been reviewed and we are pleased to inform you regarding your appraisal.

Your "Annual Compensation" has been revised as follows with effect from **21st Sep 2021.**

	PER ANNUM	PER MONTH
CTC	**278,760**	**23,230**
Basic	111,504	9,292
HRA	55,752	4,646
Conveyance	19,200	1,600
Medical Reimbursement	15,000	1,250
LTA	9,292	774
Provident Fund - EE & ER	43,200	3,600
Special Allowance	24,812	2,068
Gross	**278,760**	**23,230**
Less: Deductions		
Provident Fund - EE & ER		3,600
Take Home*		**19,630**

*Tax will be deducted at source from your gross compensation in compliance with prevailing tax regulations.

*Professional Tax will be deducted from your gross salary based on your location, if applicable

For ***HiyaMee Private Limited***

2019

Anita Mutha
VP- Human Resources



15

2019

*multiplier

Letter of Intent

Date: 10-Feb-2020

MR. SUSHMA P,

Dear Sushma,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **SUPERVISOR RETAIL QUALITY SERVICE** at our office in **BANGALORE.**

Your cost to company will be Rs. 18457/- per month which includes all component & contributions made by you and employer. (This 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. The incentive scheme may vary from month to month that shall be informed to you by the management.

You are required to join Multiplier Brand Solutions Pvt Ltd latest by 10-Feb-2020 , failing which this offer will 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 entitled the company to terminate your Agreement immediately without notice and you will be held responsible for any damage which the company may suffer as a result of such disclosures & will be recoverable the same for you.

This LOI does not constitute your employment and in accordance with standard practice of the company. You are requested to treat this LOI as confidential. A separate appointment letter with salary break up and other details will be issued to you on your joining.

You are advised to return the acknowledged duplicate copy of this letter, and submit the following documents on your joining.

- The latest copy of your resume/CV and multiplier Brand Solutions Pvt Ltd Application form.
- Photo ID Proof (PAN Card/Voter Id Card / Driving Licence etc)
- Address Proof (Ration Card/ Voter Id Card / Driving Licence/Passport etc)
- Proof of Qualification
- Photocopy of Aadhar card & Pan Card
- Copies of PAN Card & Aadhar Card Mandatory
- 4 Passport size photographs
- 2 Postcard size photograph of your with family members (Applicable if fall under ESIC)
- Proof of experience
- Latest pay Slip and Relieving letter from previous organization
- Proof Documents (Cancel Cheque / Passbook / bank statement etc)

Note: In case you fail to submit the above documents within 7 working days, this offer letter will stand withdrawn automatically.

Thanking you,

For Multiplier Brand Solutions Pvt Ltd

(Authorized signatory) Received and Accepted Joining on

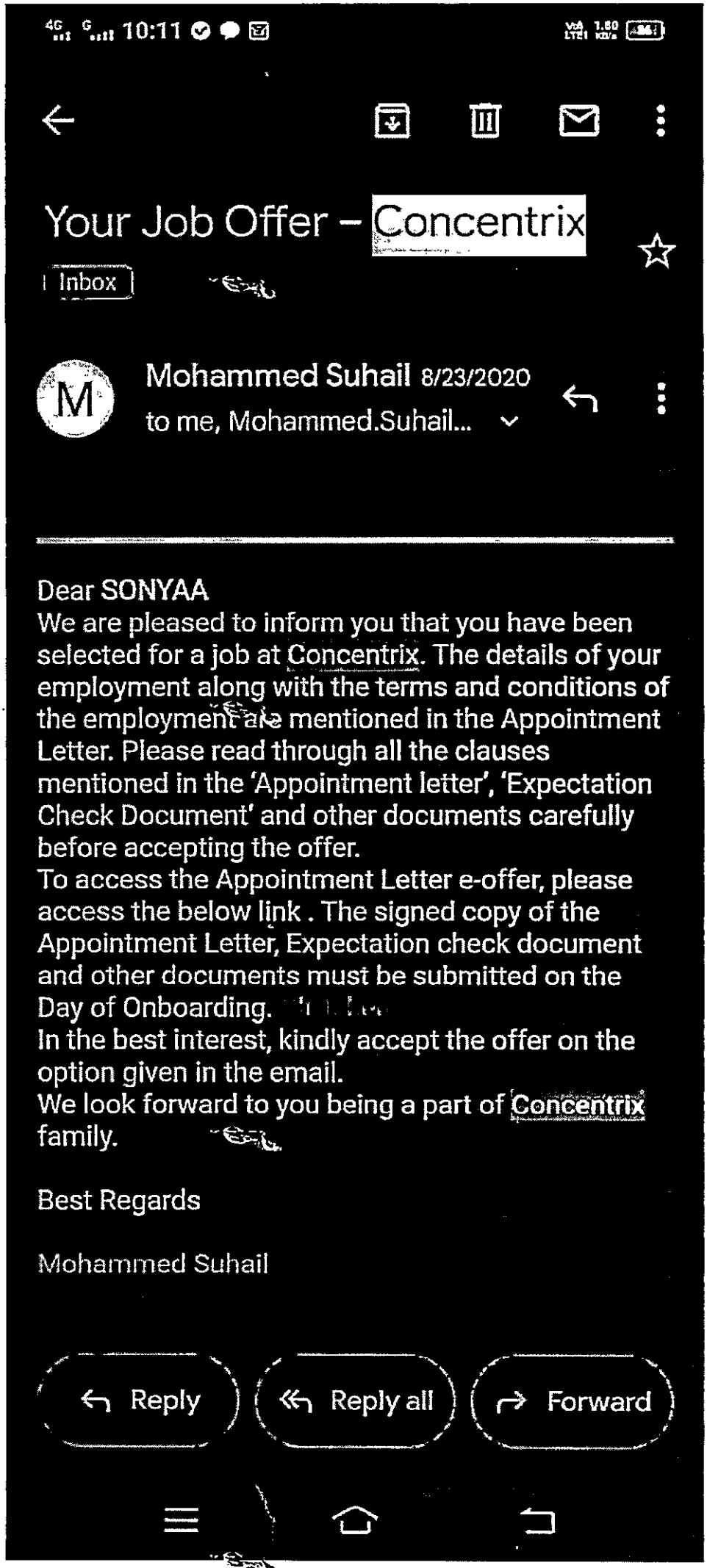
[redacted]

Annexure-A (SALARY BREAKUP)

Applicant ID:	61241
Applicant Name:	SUSHMA P
Applicant Designation:	SUPERVISOR RETAIL QUALITY SERVICE

Compensation	Rs. MONTHLY
BASIC SALARY	9,933.00
HOUSE RENT ALLOWANCE	4,567.00
STATUTORY BONUS	1,241.00
CCA	428.00
Sub Total (A)	16,569.00
Other Employer Costs:-	
Contribution to PF @ 12% of Basic	1,243.00
Contribution to PF Admin Charges @ 1% of Basic	104.00
Contribution to ESI @ 3.25% of (A)	538.00

2018-19



10:11

Your Job Offer – Concentrix

16

Inbox

Mohammed Suhail 8/23/2020
to me, Mohammed.Suhail...

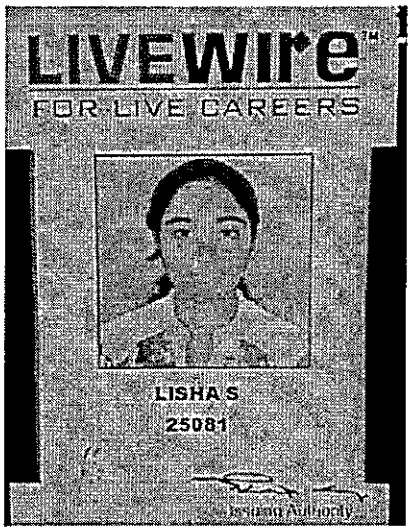
Dear SONYAA
We are pleased to inform you that you have been selected for a job at Concentrix. The details of your employment along with the terms and conditions of the employment are mentioned in the Appointment Letter. Please read through all the clauses mentioned in the 'Appointment letter', 'Expectation Check Document' and other documents carefully before accepting the offer.
To access the Appointment Letter e-offer, please access the below link . The signed copy of the Appointment Letter, Expectation check document and other documents must be submitted on the Day of Onboarding.
In the best interest, kindly accept the offer on the option given in the email.
We look forward to you being a part of Concentrix family.

Best Regards

Mohammed Suhail

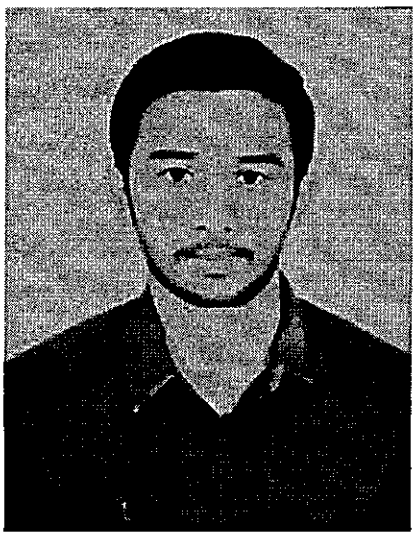
Reply | Reply all | Forward

Photos for placed students during 2018-2019



Lisha S(livewire)

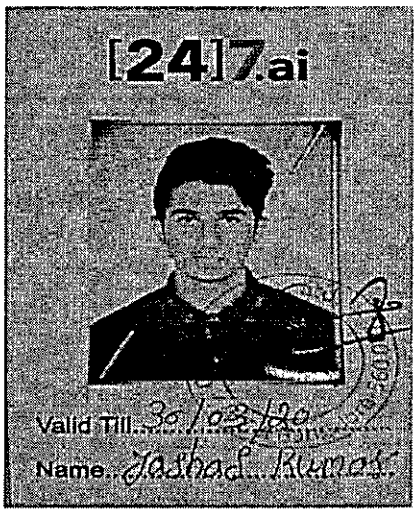
1AH15EC016



Lohith R(GLOBAL CAMPUS HEAD)

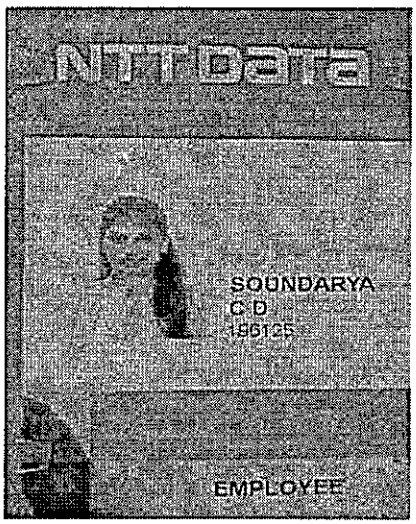
1AH15EC018

2019



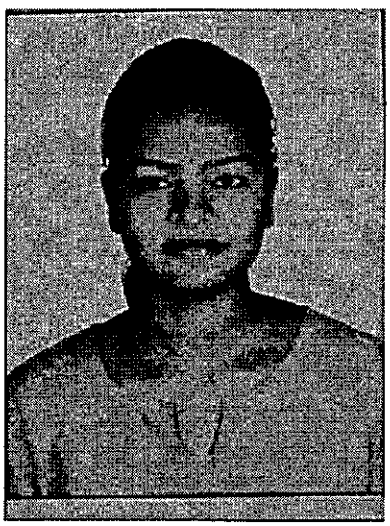
Yashas Kumar(24/7 CUSTOMER)

1AH15EC045



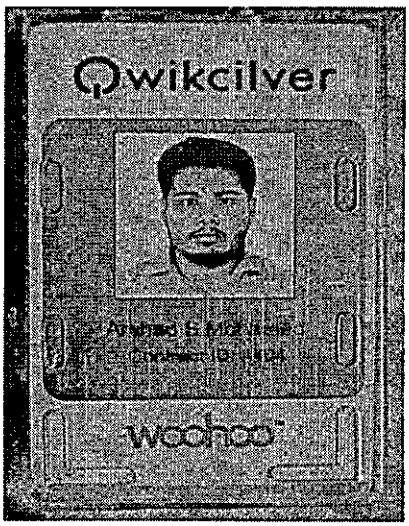
Soundarya C D(NTT DATA)

1AH15EC038



Shwetha subbarao(Siler peak)

1AH15EC036



Arshad S Mohammaed(Qwikcilver)

1AH15EC021



Hema R(BEL Training)

1AH15EC013



Sushma R(LG Company)

1AH14EC030



Swathi S (24/7 customer)

1AH15EC042



Dinesh Naidu (24/7 customer)

1AH15EC010

2018

Date: 14 November 2017

Ref: TXK-HROL-1117-1250

To
Nagashree Gururaj

Communication Address: #20, Biaraweshwara Nilaya, 11th cross, KS Town, Bangalore 60	Email: nagashree.grg@gmail.com@gmail.com Contact Number: 9972134921

Sub: Internship Offer Letter

Dear Nagashree,

It gives me great pleasure to offer you an internship opportunity as a Technical Intern [Digital Marketing & Web Analytics] at **tronixkart** (referred as 'Company'). As discussed during application, this offer/role can lead to a full-time on-contract opportunity as an Digital Marketing or Web Analytics Engineer based on your performance during the term of this internship. In addition to confirming the offer, this letter will describe the terms and conditions of your internship.

Title:

Your title will be Technical Intern [Digital Marketing & Web Analytics] or Intern [DMWA] in short.

Mode & Type:

Virtual Part-time

Duties:

You will assist the tronixkart team in in their day to day Digital Marketing activities and complete the assigned work in the agreed time lines.

Effective Date:

Your internship will effectively begin from 3 days after the date of your acceptance and end with-in 4 months of acceptance. The period can be increased at mutual acceptance.

tronixkart (Division of Ajaramara Dynamics Pvt. Ltd.)
#200, 1st main, 6th cross, Arekere MICO Layout 2nd stage
Off Bannerghatta Road, Bengaluru 560076 Karnataka
+91 855 377 2525 support@tronixkart.com
www.tronixkart.com

AJARAMARA DYNAMICS

Compensation:

This is primarily an unpaid internship, please do not expect any stipend, however you will gain incentives like coupons, swags including some monetary returns based on your performance when you take up & complete assignments. The company reserves the right to provide performance based incentives or bonus if it sees fit. Any and all incentives offered by the company will be target based.

Confidentiality:

During your internship and (if discontinued for any reason whatsoever) thereafter, you agree to keep strictly confidential all trade secrets and information that was revealed to you during the term of this offer. You also agree that as a condition of your internship, you will comply with, a company-standard Employee Proprietary Information and Inventions and Non-Competition Agreement, including the related arbitration agreement. You further agree to follow the Company's strict policy that employees & interns must not disclose, either directly or indirectly, any information, including any of the terms of this letter, regarding compensation/ incentives to any person, including other employees of the Company; provided, however, that you may discuss the terms of this letter with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.

You understand and agree that any breach by you of the provisions in this section could cause the Company to suffer irreparable harm and no adequate remedy at law would be available in respect thereof. Accordingly, you agree that upon any such breach, the Company shall be entitled to seek equitable relief, as well as such further relief as may be granted by a court of competent jurisdiction.

Intern Representations:

You represent that: (1) you are not a party to any agreement that would prohibit you from entering into internship with the Company; (2) no trade secret or proprietary information belonging to your previous employers will be disclosed by you at the Company and that no such information, whether in the form of documents, memoranda, software, drawings, etc., will be retained by you or brought with you to the Company; and (3) you have brought to the Company's attention and provided it with a copy of any agreement, order of any court or administrative body or any other similar item that may impact your future employment at the Company, including but not limited to any non-disclosure, non-competition, non-solicitation or invention assignment agreements containing future work restrictions.

tronixkart (Division of Ajaramara Dynamics Pvt. Ltd.)
#200, 1st main, 6th cross, Arekere MICO Layout 2nd stage
Off Bannerghatta Road, Bengaluru 560076 Karnataka
+91 855 377 2525 support@tronixkart.com
www.tronixkart.com

AJARAMARA DYNAMICS

At-Will Employment:

Your internship with the Company is "At-Will." This means that you have the right to terminate this internship at any time and for any reason. Likewise, the Company may terminate you with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining the offer. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

This letter reflects the entire agreement regarding the terms and conditions of your internship. Accordingly, it supersedes and completely replaces any prior oral or written communication on this subject. This letter may not be modified or amended except by a written agreement, signed by the Company and by you. The offer described above is contingent upon the results of your reference/background check.

We look forward to having you join us and we expect that our relationship will be mutually rewarding. To confirm your acceptance of this offer, please return a signed copy of this document in a sealed envelope to the below mentioned address of the Company within 10 days from the date of this letter, confirming your acceptance of the position. If this letter is not received by said date, the offer will be considered retracted.

Sincerely,

Ravishankar

Ravishankar Rao
Assoc. HR Manager

I will-fully accept this offer & agree to serve the company by the above mentioned the terms & conditions.

Date: Nagashree Gururaj

---

tronixkart (Division of Ajaramara Dynamics Pvt. Ltd.)
#200, 1st main, 6th cross, Arekere MICO Layout 2nd stage
Off Bannerghatta Road, Bengaluru 560076 Karnataka
+91 855 377 2525 support@tronixkart.com
www.tronixkart.com

AJARAMARA DYNAMICS

IntelliPredikt Technologies

Internship Offer Letter

Ref No:5175

Date: 14/12/2018

To Naresh M R #07,
Behind Bhootappa Temple,
Nagadevanahalli,
Bangalore -560078.

Dear Naresh M R,

This is to confirm that IntelliPredikt Technologies Pvt. Ltd., is offering an internship position, from 17th December 2018 to 17th June 2019 for a period six months. This internship is offered as part of training program. After internship/training based on the performance, employment will be considered as per company norms.

The location of internship assignment will be at our head office Bangalore and all your personal expenses will be bear by respective individuals for travel/accommodation/ DA and sundry. Your working hours will be 9:00 am to 6:00 pm from Monday to Friday.

As a part of the internship program, IntelliPredikt Technology is honouring a monthly stipend of Rs 8000/- (INR Eight thousand only per month) for six months.

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. You agree that you will keep all of this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all of its property, equipment, and documents,

IntelliPredikt Technologies

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies terms and conditions.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR.

Sincerely,

Srinath. S
Director

I **Naresh M.R** accept Internship with the IntelliPredikt Technologies Pvt. Ltd., on the terms and conditions set out in this letter.

Signature:
Date :

Date: 14 November 2017

Ref: TXK-HROL-1117-1249

To
Nischitha J

Communication Address: 7/405-D, Southern Extension, Paramahamsa Road, Kollegal - 571440	Email: jn.nischitha@gmail.com Contact Number: 9535321245

Sub: Internship Offer Letter

Dear Nischitha,

It gives me great pleasure to offer you an internship opportunity as a Technical Intern [Digital Marketing & Web Analytics] at **tronixkart** (referred as 'Company'). As discussed during application, this offer/role can lead to a full-time on-contract opportunity as an Digital Marketing or Web Analytics Engineer based on your performance during the term of this internship. In addition to confirming the offer, this letter will describe the terms and conditions of your internship.

Title:

Your title will be Technical Intern [Digital Marketing & Web Analytics] or Intern [DMWA] in short.

Mode & Type:

Virtual Part-time

Duties:

You will assist the tronixkart team in in their day to day Digital Marketing activities and complete the assigned work in the agreed time lines.

Effective Date:

Your internship will effectively begin from 3 days after the date of your acceptance and end with-in 4 months of acceptance. The period can be increased at mutual acceptance.

tronixkart (Division of Ajaramara Dynamics Pvt. Ltd.)
#200, 1st main, 6th cross, Arekere MICO Layout 2nd stage
Off Bannerghatta Road, Bengaluru 560076 Karnataka
+91 855 377 2525 support@tronixkart.com
www.tronixkart.com

AJARAMARA DYNAMICS

GENWORKS HEALTH PVT LTD
Gamma 5th Floor Sigma Tech Park
Whitefield Main Road, Varthur Hobli
Bangalore 560066, India
CIN : U24230KA2015PTC078753
www.genworkshealth.com

Date: 28-May-18

Priyanka Manjunath
Bangalore

SUBJECT: LETTER OF APPOINTMENT

Dear **Priyanka,**

Genworks Health Pvt. Ltd.'s purpose is the distribution, wholesale trading and selling, buying of all medical and healthcare related systems and devices including chemicals, synthetic products, pharma, consumables, bio-pharma, hardware and software that are used in the medical field, applications trainings relating to the medical field and providing related management, maintenance, turnkey activities and services, related to the healthcare sector. (**"Business"**)

This is an aggressive goal, which can only be attained by recruiting and developing a talented workforce.

We are delighted to make an offer to you for the position of **Product Specialist** in **Genworks Health Pvt. Ltd.** You will be initially based at **Bangalore** location but will be assignable anywhere in India.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Employee Innovation and Proprietary Information Agreement attached as Annexure B and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,
For **Genworks Health Pvt. Ltd**

Balaji RR
Senior Director – Commercial Operations

Enclosures: Annexure A - Compensation & Benefits, Annexure B - Terms and Conditions of Employment, Annexure C - Employee Innovation and Proprietary Information Agreement

agreement, order of any court or administrative body or any other similar item that may impact your future employment at the Company, including but not limited to any non-disclosure, non-competition, non-solicitation or invention assignment agreements containing future work restrictions.

At-Will Employment:

Your internship with the Company is "At-Will." This means that you have the right to terminate this internship at any time and for any reason. Likewise, the Company may terminate you with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining the offer. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

This letter reflects the entire agreement regarding the terms and conditions of your internship. Accordingly, it supersedes and completely replaces any prior oral or written communication on this subject. This letter may not be modified or amended except by a written agreement, signed by the Company and by you. The offer described above is contingent upon the results of your reference/background check.

We look forward to having you join us and we expect that our relationship will be mutually rewarding. To confirm your acceptance of this offer, please digitally sign this document using your Class-2 DSC purchased from a govt. approved vendor & send it to kgupta@elintlabz.in within 5th February 2019 confirming your acceptance of the position. If your signed letter does not reach us by the said date, the offer will be considered retracted.

Sincerely,

Kalpeshkumar
Kalpeshkumar Gupta
Assoc. HR Manager

I will-fully accept this offer & agree to serve the company by the above mentioned terms & conditions.

Date: Lisha S

5

Elint Labz (Division of Ajaramara Dynamics Pvt. Ltd.)
Comm. Office: #677, 1st Floor, Suite No. 345, 13th Cross Road,
27th Main Road, 1st Sector HSR Layout, Bengaluru 560102 KA
hello@elintlabz.in www.elintlabz.in

AJARAMARA DYNAMICS

Date: 08 February 2018

Ref: EL-HROL-0218-2036

To
Ravi Prakash Verma

Communication Address: B-204, KHB Diamond Apartment, Kommanghatta Road, Kengeri Upanagara, Bangalore -60	Email: ravisoni977@gmail.com Contact Number: 8904853199

Sub: Internship Offer Letter

Dear Ravi,
It gives me great pleasure to offer you an Internship opportunity as a Technical Intern [Embedded Systems Development & Testing] Level-2 at Elint Labz (referred as 'Company'). As discussed during application, this offer/role can lead to a full-time opportunity as an Embedded Developer based on your performance during the term of this Internship. In addition to confirming the offer, this letter will describe the terms and conditions of your Internship.

Title:
Your title will be Technical Intern [Embedded Systems Development & Testing] Level-2 or Intern [ESDT] L2 in short.

Mode & Type:
Virtual Part-time

Duties:
You will assist the technical team at Elint Labz in their day to day activities and complete the assigned work in the agreed time-lines.
You agree to dedicate a minimum of 12 hours in week for this Internship.

Effective Date:
Your Internship will effectively begin from 19th of February 2018 and end 16 weeks from that day. The period can be increased on mutual acceptance.

Elint Labz (Division of Ajaramara Dynamics Pvt. Ltd.)
#200, 1st main, 6th cross, Arekere MICO Layout 2nd stage
Off Bannerghatta Road, Bengaluru 560076 Karnataka
+91 855 377 2525 hello@elintlabz.in
www.elintlabz.in

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QUINTELCOM

Offer Letter

To,

VINDYA NAIR

Permanent Address:
No.2078, 'ARCHANA NILAYAM',
6th Cross, Opp Ramesh Road,
Prashanth Nagar, T Dasarahalli,
Bangalore-57

Dear Vindya Nair,

We are pleased to offer you employment with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD, in the position of "PRODUCT DEVELOPMENT MANAGER" for QMedia.

Commencement: Your employment with **QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD** will commence on 17/03/2018, and in subject to appointment as provided below. You shall be placed at Nagarabhavi office; however, you may be required to travel anywhere within India or Abroad. Your employment shall continue to be governed by the terms of this appointment letter even when deputed or positioned outside Bangalore.

At the time of reporting to duty you shall provide the Company, a copy of the documents, listed at the end of this Letter of Appointment.

Duties:

You shall serve the company in the capacity of **'PRODUCT DEVELOPMENT MANAGER'** and shall carry out such duties as described to you and you have agreed to the same.

- You have agreed to work on a night shift as well.
- You have agreed to travel anywhere in India independently or along with the directors for official works.
- You have agreed to attend Official conferences for liaising with clients. You have also been informed that it may need you to follow a modern conference dress code.
- You will devote your full time, skill and attention to the work of the company, and shall carry your duties faithfully, sincerely, diligently, efficiently and to the best of your ability.
- Without the company's prior written consent, you will not perform any other work for pay during your employment term, nor will you, alone or with others, directly or indirectly

Scanned by CamScanner

2018

Intelliswift Software India Pvt. Ltd.
The Great Oasis, 4th Floor,
Plot No. D-13, Road No.21, MIDC,
Andheri (E), Mumbai - 400 093.
Phone : +91 22 6760 6666

March 22nd, 2019

LETTER OF OFFER

Dear Shwetha,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you appointment in our organization effective from **March 25th, 2019** as **Trainee Recruiter,** for our **Bangalore** Office on the following terms & conditions:

- This Offer is valid on or before the aforementioned joining date and subject to the submission of the accepted signed copy of the resignation and relieving letter from your present employer within 3 working days from the date of receipt of this letter
- You will be paid **Rs. 2,40,000 (Rupees Two Lakh Fourty Thousand Only)** Per annum Cost to Company basis as per Annexure – I enclosed herewith. All payments are subject to deductions as the provisions under various State Government and Central Government enactments
- You will be bound by the Terms & Conditions of the Employment Agreement, Company Policy and Rules Regulations, Standing Orders in force and framed by the company from time to time in relation to your service condition, which will from part of your terms of employment
- Your appointment is being made on the basis of your particulars such as qualifications etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or salary in lieu of notice
- Your employment by the Company is conditional upon and subject to the completion of a background check, and approval thereof by the Company, in its sole discretion.

We congratulate you on your employment with us and wish you a long and successful career with us.

Yours Sincerely

FOR INTELLISWIFT SOFTWARE INDIA PVT LTD

Name: Santosh Bangera
Title: Senior Director – HR & Operations

I accept the terms and condition of offer letter in totality.

Name: Shwetha M C

CADMAXX

Offer Ref: 2018/09/1910

Date: September 06, 2018

Mr. VENKATESH.KV

4/2, 18th Cross, K.P.Agrahara,
Magadi Road, Bangalore, 560023.

Sub: EMPLOYMENT OFFER AS TRAINEE SOFTWARE ENGINEER

Dear. Venkatesh,

Congratulation!

With reference to your application & subsequent interview we are pleased to confirm you that you have been shortlisted for employment on contract with CADMAXX as **Trainee Software Engineer.**

Based on your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our Organization.
You are offered an employment with CTC of **Rs. 26,280/- [Twenty Six Thousand Two Hundred and Eighty Rupees Only] Per Month** and break up is as shown in Annexure-1.

Tenure of the contract is for a period of **07 Months** which can be further extended upon mutual agreement as per business requirements.

You are supposed to report to our client by **10th September 2018.**

The representations contained in this offer letter and annexure supersede all prior written or oral presentations or communications pertaining to CADMAXX's offer of Employment.

We hope that you find this offer acceptable which is as per our discussion. Offer is contingent upon satisfactory evidence and verification of your credentials. Educational Qualification, Past Experience (If any) and Pay slip (if applicable).

Employee has to execute Non – Disclosure Agreement on the date of start of employment with CADMAXX.

Your willingness to join **CADMAXX** can be expressed by confirming acceptance of Employment offer by indicating the date of joining / reporting within **7** working days by sending duly signed and scanned copy of "Offer Acceptance" through email or physical presence at our office, to process the appointment letter and other joining formalities.

Validity of this offer of Employment is till **10th September 2018.**

Please feel free to contact us for any clarifications.....

Very Truly Yours,

Regards,
For CADMAXX SOLUTIONS PVT LTD,

(RASHMI G)
HR Manager

National Award Winner
(2014 & 2015)

Cadmaxx Solutions Pvt. Ltd.,
2095, 5th Main, 9th Cross, R.P.C. Layout, Vijayanagar,
Bangalore-560 040. Ph : +91-80-65621500 / 41270467
www.cadmaxx.com CIN :U72900KA2010PTC055937

LETTER OF INTENT

Dear Poorna K Soraganvi,

Congratulations!!! You have been shortlisted for final round of interview in Hinduja Global Solutions for Voice TPC.

We would like to extend a very warm welcome to you and look forward to a mutually enriching association.

NEW HIRE ORIENTATION DAY

You are requested to be present at the location mentioned below, on **completion of your graduation with all the required documents.**

Interview Venue:
AMR Tech Park, Second floor,
Hongasandra Village, Bommanahalli
Hosur Road, Bangalore-560068
Contact: +91-80-71999511

You are required to carry the following documents (Originals and Two sets of Photo copies) on the day of New Hire Orientation:

1. Voters ID/ PAN card/Aadhar card/Driving License/Passport etc.
2. Marks card of Degree/ Diploma, SSLC /PUC etc.(Please carry originals for verification purpose)
3. Get 4 sets of photo copy of all your marks cards
4. 12 passport size colour photographs, which we require for our records
5. Passport/Passport Applied Acknowledgement/Passport Appointment receipt.
6. You should obtain a valid passport within ninety days from my date of joining and failing to do so, the company will be liable to take action which includes disengagement of your employment
7. Current address proof.

Please Note:

LOI is applicable on completion of your graduation and operations round.

- This Letter Of Intent in not an Appointment letter.
- Your employment is subject to successful submission of all required documents & Background Verification etc.
- Appointment Letter will be shared on day of joining.

For any further clarity or assistance, please contact HR.

HR
Contact no: Landline - +91-080 71999512/511
-+91-9148887204
Name of Recruiter: **Amarnath / Ponnappa**

Vishwas L.V

Gmail

Nivetha Ramesh <nivetharamesh23@gmail.com>

Fwd: Job Offer from Eneffen!. This is what I got. Offer letter I will send you on Monday sir

hb nagesh MURTHY <nagesh.murthy@gmail.com> Sat, Mar 2, 2019 at 4:21 PM
To: Nivetha Ramesh <nivetharamesh23@gmail.com>

2018

-------- Forwarded message --------
From: **vishwas reddy** <lwishwasreddy96@gmail.com>
Date: Sat, 2 Mar 2019, 3:14 pm
Subject: Fwd: Job Offer from Eneffen!. This is what I got. Offer letter I will send you on Monday sir
To: <nagesh.murthy@gmail.com>

Dear Vishwas Reddy,

h

9

Greetings!

We are pleased to confirm our offer of appointment at Eneffen. Please find enclosed list of documents you have to bring along at the time of joining.

The detailed appointment letter shall be furnished to you at the time of joining. Your joining date shall be 4h March 2019.

We look forward to a mutually beneficial, long and fruitful relationship with Eneffen and your contribution to the growth of the Organization.

Kindly acknowledge the receipt of this email.

Thanks & Regards,

Prakash S

Assistant Manager- Human Resources

Eneffen Technologies Pvt Ltd

69 I 19th Main I 5th Phase J P Nagar I Bangalore 560078

[M] +91 97318-40011 / Email ID :hr@eneffen.com

eneffen
A Viable Solution

JOINING FORMALITIES

1. On the date of joining, please make it convenient to report at 9:30am
2. At the time of joining, you are requested to bring the following original certificates along with photocopies (A4 size)

SL NO	PERSONAL CREDENTIALS	NO OF COPIES
1	Resume	1
2	Passport size photographs	6
3	PAN Card photocopy	2
4	AADHAR Card photocopy	2
5	Passport photocopy	2
6	Driving license/ ID Proof	2
7	Educational Certificates – 10th till your last qualification	2

SL NO	TESTIMONIALS FROM PREVIOUS EMPLOYER	NO OF COPIES
1	Reliving Letter	2
2	Service certificate	2
3	Offer letter	2
4	Appreciation letters or certificate	2
5	Salary certificate/ salary pay slips of the previous 2 months	2

ENEFFEN TECHNOLOGIES PVT LTD
69, 19th Main,
5th Phase , J P Nagar,
Bangalore - 500078
www.eneffen.com

Gmail hb nagesh MURTHY <nagesh.murthy@gmail.com>

nagesh

2 messages

hb nagesh MURTHY <nagesh.murthy@gmail.com> Thu, Jan 24, 2019 at 12:12 PM
To: pavandev17896@gmail.com

hi

--

Nagesh H B
Asst.Professor
ECE Dept.,
ACSCE Bangalore
PH NO:-9481776258

2018

pavan dev <pavandev17896@gmail.com> Thu, Jan 24, 2019 at 12:14 PM
To: hb nagesh MURTHY <nagesh.murthy@gmail.com>

Dear Mr. PAVAN KUMAR M,

I

10

Date: 27-12-2018

We are pleased to offer you the position of **Trainee – CAD Engineer** in our **Engineering Division** based at Bangalore.

We trust that your knowledge, skills and experience will be among our most valuable assets. As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- Salary: Annual CTC of **Rs. 2,00,000**, subject to tax and other statutory deductions.

Please acknowledge your acceptance to join and share resignation acceptance letter from your current employer to our HR.

You will be abide by the terms and conditions of employment, including your observance to Non- Compete / Non-Solicit / Letter of Undertaking and execution of Non-Disclosure Agreements. The joining formalities and induction will be carried out in our Bangalore office.

We look forward to welcome you aboard at VMAPS Technologies.

Sincerely,

Srinivasa

On Thu 24 Jan, 2019, 12:12 PM hb nagesh MURTHY <nagesh.murthy@gmail.com wrote:

> hi

7-6

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
    a. Xth Certificate and mark sheet
    b. XIIth Certificate and mark sheet
    c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post-graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Information Processing Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA Information Processing Services Private Limited.

Urmimala Sarkar

Urmimala Sarkar
Senior Manager - Talent Acquisition

LETTER OF INTENT

Dear Meghashree N,

Congratulations!!! You have been shortlisted for final round of interview in Hinduja Global Solutions for Voice TPC.

We would like to extend a very warm welcome to you and look forward to a mutually enriching association.

NEW HIRE ORIENTATION DAY

You are requested to be present at the location mentioned below, on **completion of your graduation with all the required documents.**

Interview Venue:
AMR Tech Park, Second floor,
Hongasandra Village, Bommanahalli
Hosur Road, Bangalore-560068
Contact: +91-80-71999511

You are required to carry the following documents (Originals and Two sets of Photo copies) on the day of New Hire Orientation:

1. Voters ID/ PAN card/Aadhar card/Driving License/Passport etc.
2. Marks card of Degree/ Diploma, SSLC /PUC etc.(Please carry originals for verification purpose)
3. Get 4 sets of photo copy of all your marks cards
4. 12 passport size colour photographs, which we require for our records
5. Passport/Passport Applied Acknowledgement/Passport Appointment receipt.
6. You should obtain a valid passport within ninety days from my date of joining and failing to do so, the company will be liable to take action which includes disengagement of your employment
7. Current address proof.

Please Note:

LOI is applicable on completion of your graduation and operations round.

- This Letter Of Intent in not an Appointment letter.
- Your employment is subject to successful submission of all required documents & Background Verification etc.
- Appointment Letter will be shared on day of joining.

For any further clarity or assistance, please contact HR.

HR
Contact no: Landline - +91-080 71999512/511
-+91-9148887204
Name of Recruiter: **Amarnath / Ponnappa**

LETTER OF INTENT

Dear Poorna K Soraganvi,

Congratulations!!! You have been shortlisted for final round of interview in Hinduja Global Solutions for Voice TPC.

We would like to extend a very warm welcome to you and look forward to a mutually enriching association.

NEW HIRE ORIENTATION DAY

You are requested to be present at the location mentioned below, on **completion of your graduation with all the required documents.**

Interview Venue:
AMR Tech Park, Second floor,
Hongasandra Village, Bommanahalli
Hosur Road, Bangalore-560068
Contact: +91-80-71999511

You are required to carry the following documents (Originals and Two sets of Photo copies) on the day of New Hire Orientation:

1. Voters ID/ PAN card/Aadhar card/Driving License/Passport etc.
2. Marks card of Degree/ Diploma, SSLC /PUC etc.(Please carry originals for verification purpose)
3. Get 4 sets of photo copy of all your marks cards
4. 12 passport size colour photographs, which we require for our records
5. Passport/Passport Applied Acknowledgement/Passport Appointment receipt.
6. You should obtain a valid passport within ninety days from my date of joining and failing to do so, the company will be liable to take action which includes disengagement of your employment
7. Current address proof.

Please Note:

LOI is applicable on completion of your graduation and operations round.

- This Letter Of Intent in not an Appointment letter.
- Your employment is subject to successful submission of all required documents & Background Verification etc.
- Appointment Letter will be shared on day of joining.

For any further clarity or assistance, please contact HR.

HR
Contact no: Landline - +91-080 71999512/511
-+91-9148887204
Name of Recruiter: **Amarnath / Ponnappa**

Welcoming Mrs. Sushmitha S Kumar to Gavin Technologies

2/20/19 9:34 PM

From: Ashwin

To: Vijayalakshmi, Girish HA (7 more)

Cc: sushmitha@gavinit.com

Message

Hi All,

I am very pleased to announce that Mrs. Sushmitha S Kumar has joined us as Software Test Engineer from today.

Sushmitha has earned her Bachelor of Engineering (E&C) from ACS College of Engineering (VTU) in the year 2018.

We're excited to see her apply skills in making better software applications.

Kindly join me in welcoming our newest team member to Gavin Family.

Regards,

Ashwin

Gavin Technologies Pvt. Ltd.

12

2018

LORDS ENGINEERING

Mr. **Vinay Kumar P**
Bangalore

Date : 15-10-2018

14

Sub : Appointment order

Dear Mr. Vinay kumar P,

With refer to our Interview on 15-10-2018, we are pleased to appoint you as **"Quality In-Charge".**

During your employment, you are expected to deliver the following responsibilities.

- Develop and determine all standards to perform inspection and tests on all procedures and oversee all testing methods and maintain high standards of quality for all processes.
- Review quality of all materials at site and ensure compliance to all project specifications and quality and collaborate with department for all material procurement and maintain quality of materials.
- Supervise effective implementation of all test and inspection schedule and ensure adherence to all procedures and coordinate with various teams to perform quality audits on processes.
- Assist with employees to ensure knowledge of all quality standards and ensure compliance to all quality manual and procedures and collaborate with contractors and suppliers to maintain quality of all systems.
- Manage lifting of all equipments and handle efficient storage of all hazardous materials and perform quality audits as per required schedule.
- Analyze all products and non conformance processes and evaluate all documents to ensure maintenance of optimal quality and prepare monthly reports to evaluate performance.
- Monitor an efficient system and record for all project activities and analyze all processes to ensure all work according to quality requirements.
- Manage all work methods and maintain knowledge on all quality assurance standards and monitor continuous application for all quality assurance processes and recommend corrective actions for all processes.
- Devises sampling procedures and designs and develops forms and instructions for recording, evaluating, and reporting quality and reliability data.
- Establishes program to evaluate precision and accuracy of production equipment and testing, measurement, and analytical equipment and facilities.
- Develops and implements methods and procedures for disposition of discrepant material and devises methods to assess cost and responsibility.
- Directs workers engaged in measuring and testing product and tabulating data concerning materials, product, or process quality and reliability.
- Compiles and writes training material and conducts training sessions on quality control activities.
- May specialize in areas of quality control engineering, such as design, incoming material, process control, product evaluation, product reliability, inventory control, metrology, automated testing, software, research and development, and administrative application.
- May manage quality control program.

NO.61/29, Nadakerappa Industrial Estate, Peenya 2nd Stage,Vishwaneedam Post, Hegganahalli, Bangalore- 91.
Tele- +91 80 28362227 , E-mail: office@lordsengineering.com

Scanned by CamScanner

LORDS ENGINEERING

You have to serve a probationary period of one month and then you will be absorbed into company roll based on your performance.

Your remuneration is fixed as Rs. 15,000/- per month including contribution to PF from employee. Kindly note that this has been agreed mutually during our discussion.

Your performance will be reviewed and monitored at periodical intervals and your salary and position will be re-fixed accordingly. You are expected to serve a notice period of three months when you are resigning your service from Lords Engineering.

All the best for your endeavour in Lords Engineering.

Regards,

LORDS ENGINEERING

G. Yohannan
Partner

NO.61/29, Nadakerappa Industrial Estate, Peenya 2nd Stage, Vishwaneedam Post, Hegganahalli, Bangalore- 91.
Tele- +91 80 28362227 , E-mail: office@lordsengineering.com

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STRATACACHE

28th October 2018

Vinay M
No. 35, 4th Stage, 2nd Cross
3rd main, BEML Layout
Rajarajeshwari Nagar,
Bengaluru - 560098

Dear Vinay,

With reference to our recent interview and discussions, we are pleased to offer you an internship position of ***Junior Support Specialist*** at Stratacache India PVT LTD. You will work under the direction of the ***Team Lead - Projects*** you will be working from our ***Bangalore*** corporate office.

As part of your internship you will be paid an amount of ***INR 7,500*** per month. Pays are processed monthly. Your pay rate will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time.

The internship program will be for a period of 6 months.

The expected date of joining is on or before, ***05th November 2018.***

Best regards,

Ayesha Kumar
Human Resources

LETTER OF INTENT

Dear Vinay Kumar P,

Congratulations!!! You have been shortlisted for final round of interview in Hinduja Global Solutions for Voice TPC.

We would like to extend a very warm welcome to you and look forward to a mutually enriching association.

NEW HIRE ORIENTATION DAY

You are requested to be present at the location mentioned below, on **completion of your graduation with all the required documents.**

Interview Venue:
AMR Tech Park, Second floor,
Hongasandra Village, Bommanahalli
Hosur Road, Bangalore-560068
Contact: +91-80-71999511

You are required to carry the following documents (Originals and Two sets of Photo copies) on the day of New Hire Orientation:

1. Voters ID/ PAN card/Aadhar card/Driving License/Passport etc.
2. Marks card of Degree/ Diploma, SSLC /PUC etc.(Please carry originals for verification purpose)
3. Get 4 sets of photo copy of all your marks cards
4. 12 passport size colour photographs, which we require for our records
5. Passport/Passport Applied Acknowledgement/Passport Appointment receipt.
6. You should obtain a valid passport within ninety days from my date of joining and failing to do so, the company will be liable to take action which includes disengagement of your employment
7. Current address proof.

Please Note:

LOI is applicable on completion of your graduation and operations round.

- This Letter Of Intent in not an Appointment letter.
- Your employment is subject to successful submission of all required documents & Background Verification etc.
- Appointment Letter will be shared on day of joining.

For any further clarity or assistance, please contact HR.

HR
Contact no: Landline - +91-080 71999512/511
-+91-9148887204
Name of Recruiter: **Amarnath / Ponnappa**

LETTER OF INTENT

16

D

Dear Bindiya K,

Congratulations!!! You have been shortlisted for final round of interview in Hinduja Global Solutions for Voice TPC.

We would like to extend a very warm welcome to you and look forward to a mutually enriching association.

NEW HIRE ORIENTATION DAY

You are requested to be present at the location mentioned below, on **completion of your graduation with all the required documents.**

Interview Venue:
AMR Tech Park, Second floor,
Hongasandra Village, Bommanahalli
Hosur Road, Bangalore-560068
Contact: +91-80-71999511

You are required to carry the following documents (Originals and Two sets of Photo copies) on the day of New Hire Orientation:

1. Voters ID/ PAN card/Aadhar card/Driving License/Passport etc.
2. Marks card of Degree/ Diploma, SSLC /PUC etc.(Please carry originals for verification purpose)
3. Get 4 sets of photo copy of all your marks cards
4. 12 passport size colour photographs, which we require for our records
5. Passport/Passport Applied Acknowledgement/Passport Appointment receipt.
6. You should obtain a valid passport within ninety days from my date of joining and failing to do so, the company will be liable to take action which includes disengagement of your employment
7. Current address proof.

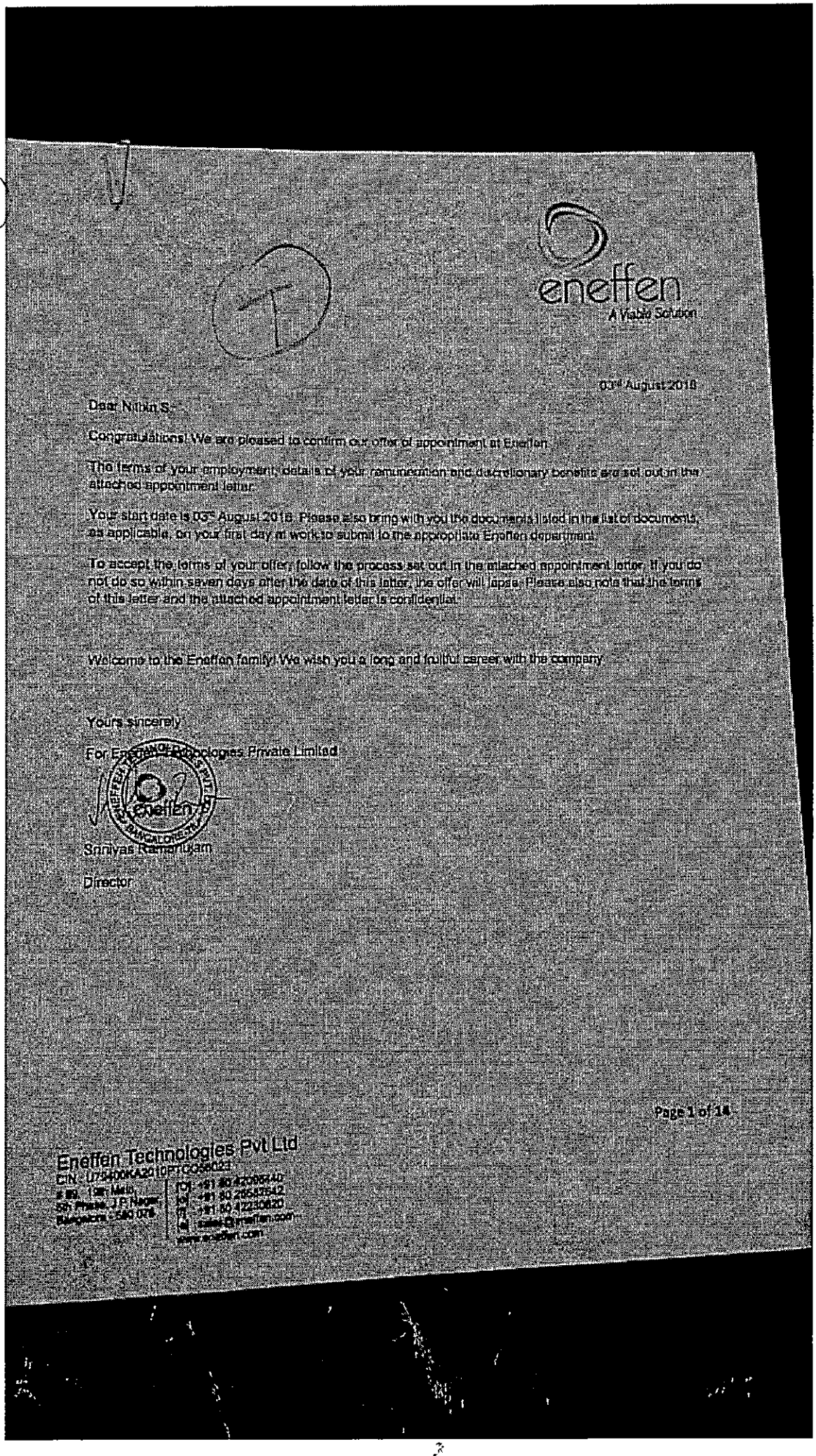
2014

Please Note:

LOI is applicable on completion of your graduation and operations round.

- This Letter Of Intent in not an Appointment letter.
- Your employment is subject to successful submission of all required documents & Background Verification etc.
- Appointment Letter will be shared on day of joining.

For any further clarity or assistance, please contact HR.
HR
Contact no: Landline - +91-080 71999512/511
-+91-9148887204
Name of Recruiter: **Amarnath / Ponnappa**



eneffen
A Viable Solution

03rd August 2018

Dear Nithin S,

Congratulations! We are pleased to confirm our offer of appointment at Eneffen.

The terms of your employment, details of your remuneration and discretionary benefits are set out in the attached appointment letter.

Your start date is 03rd August 2018. Please also bring with you the documents listed in the list of documents, as applicable, on your first day at work to submit to the appropriate Eneffen department.

To accept the terms of your offer, follow the process set out in the attached appointment letter. If you do not do so within seven days after the date of this letter, the offer will lapse. Please also note that the terms of this letter and the attached appointment letter is confidential.

Welcome to the Eneffen family! We wish you a long and fruitful career with the company.

Yours sincerely

For Eneffen Technologies Private Limited

Sriniyas Ramanujam

Director

Eneffen Technologies Pvt Ltd
CIN : U75400KA2010PTC056023
89, 19th Main,
5th Phase, J.P. Nagar,
Bangalore - 560 078
[O] +91 80 42096440
[C] +91 80 26587642
[F] +91 80 42230620
[e] sales@eneffen.com
www.eneffen.com

eneffen
A Viable Solution

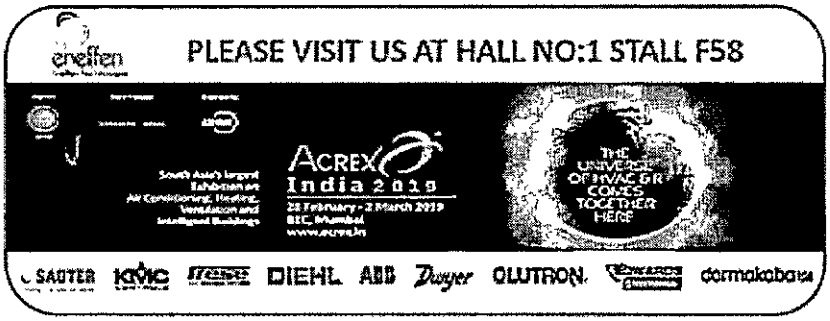
JOINING FORMALITIES

1. On the date of joining, please make it convenient to report at 9:30am
2. At the time of joining, you are requested to bring the following original certificates along with photocopies (A4 size)

SL NO	PERSONAL CREDENTIALS	NO OF COPIES
1	Resume	1
2	Passport size photographs	6
3	PAN Card photocopy	2
4	AADHAR Card photocopy	2
5	Passport photocopy	2
6	Driving license/ ID Proof	2
7	Educational Certificates – 10th till your last qualification	2

SL NO	TESTIMONIALS FROM PREVIOUS EMPLOYER	NO OF COPIES
1	Reliving Letter	2
2	Service certificate	2
3	Offer letter	2
4	Appreciation letters or certificate	2
5	Salary certificate/ salary pay slips of the previous 2 months	2

ENEFFEN TECHNOLOGIES PVT LTD
69, 19th Main,
5th Phase , J P Nagar,
Bangalore - 500078
www.eneffen.com


creffen
PLEASE VISIT US AT HALL NO:1 STALL F58
ACREX
India 2019
THE UNIVERSE OF HVAC&R COMES TOGETHER HERE
SAUTER
KAMC
DIEHL
ABB
Dwyer
OLUTRON
dormakaba

Capgemini

Capgemini Technology Services India Limited
Plant 2,'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel:+91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

2018

P

Date: 12/20/2017

17

Ref No: HR/Campus/201830354

Ms. Anam Fatima
Raja Rajeshwari Engineering College, Bengaluru

Letter of Intent ("LOI")

Dear Anam,

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

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

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

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

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

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. You will be required to undergo classroom training for a duration not exceeding 15 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

ANNEXURE 1

Anam Fatima

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,40,000/- (Rupees Two Lakhs Forty Thousand only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,15,000/- (Rupees Three Lakhs Fifteen Thousand only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: _____
Candidate Name: Anam Fatima
Date: _____

kotak

Kotak Mahindra Bank

Date: 17-Oct-2018
Ref No:728037

Bhavya C
#17, Kavika Layout,Mysore Road, Bangalore
560026

We have pleasure in appointing you as **Assistant Manager** in the Grade **M1** with effect from **22-Oct-2018**, or from your date of reporting to work, whichever is earlier, provided that this letter of appointment shall cease to have effect if you do not report to work by **22-Oct-2018.**

Position, Location and Remuneration

1. The details of your remuneration are enumerated in Annexure A, is enclosed. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of **Kotak Mahindra Bank Limited** ('Bank').

2.You will initially be posted at our office at **Kotak Mahindra Bank Ltd, Bangalore Bangalore ,** but you will be liable to be posted or deputed at any other office/ branch of the Bank or any of its associate companies or any of its clients and your services are liable to be transferred to any subsidiary or associate or affiliate company including overseas.

Probation

3. Your appointment is subject to a probation period of **6 Months**, where after subject to your performance and conduct being satisfactory, your probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated by giving **1 Month** notice during the initial or extended period of probation.

Other conditions

4. Your appointment is subject to your providing, inter alia:

4.1. A relieving letter from your previous employer relieving you from your duties.

4.2 Receiving satisfactory background verification report.

4.3. A copy of the last pay slip from the previous employer.

4.4. Proof of identity which could be either the copy of voter identity card or Aadhar card or Passport

4.5. Proof of date of birth.

4.6. The Bank's application form complete with photograph.

4.7. Valid email id.

4.8. Mobile no and /or Landline no.

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137
Kotak Infiniti, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2018/ 989610

kotak

Kotak Mahindra Bank

Date: 17-Oct-2018
Ref No: 728037

Bhavya C
#17, Kavika Layout,Mysore Road, Bangalore
560026

LETTER OF APPOINTMENT

Dear Bhavya,

This letter marks an important event in the life of our Bank and indeed for you. We value this letter as a symbol of a new relationship, one that is based on simplicity, prudence and humility.

When you sign this letter, you would have agreed to uphold our heritage and be a part of the Kotak family. You promise to value our values and be one of us

- Down to Earth & Approachable : We are simple, straight forward, realistic, unpretentious and always accessible to our stakeholders
- Mutual Respect, Trust and Transparency : We nurture an environment which is transparent in dealings, value the contribution of every individual and respect basic human dignity in all interactions
- Passion to Achieve : We are committed to focus on results with undying enthusiasm and energy
- Entrepreneurial Approach : We generate and encourage creative ideas, applying sound commercial acumen. We have an innovative approach to problem solving and do not shy away from going beyond the conventional
- Ethical with Governance Mindset : We are committed to conducting ethical business maximizing shareholder values on a sustainable basis, while ensuring fairness to all stakeholders including customers, team members, investors, business partners, Government and society at large.

When you sign this letter, you would have embarked on our quest to make modern history!

Ashok Gopalasamy
Chief Manager

Bhavya C

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infiniti, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2018/ 989609

ANNEXURE 1

19

Karthik Kumar T R

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,40,000/- (Rupees Two Lakhs Forty Thousand only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,15,000/- (Rupees Three Lakhs Fifteen Thousand only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: _____
Candidate Name: Karthik Kumar T R
Date: _____

Capgemini

Capgemini Technology Services India Limited
Plant 2,'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel +91.22.6686 0500 | Fax. +91.22.6755 7066
www.capgemini.com

2018

R

Date: 12/20/2017

Ref No: HR/Campus/201830348

Mr. Karthik Kumar T R
Raja Rajeshwari Engineering College, Bengaluru

Letter of Intent ("LOI")

Dear Karthik,

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

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

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

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

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You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. You will be required to undergo classroom training for a duration not exceeding 15 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, any time at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

NEEM Identity Badge

Yashasvi



Name : MANJESH H

Training Location: BOSCH, BanP/LOG

Trainee ID : W00410

Valid Till : 05.11.2019

22 2018

To,
DM (HR/Mil.com),
Bharat Electronics Limited,
Bengaluru Complex, Jalahalli Post
Bengaluru - 560013

Sir,

The terms and conditions mentioned in your Offer of Appointment No. 383/TE/HR/Central dated 03.03.2021 are acceptable to me and I am reporting for duty on 19.04.2021.

Yours faithfully,

Hema B

ಮಾನವ ಸಂಪನ್ಮೂಲಗಳ ವಿಭಾಗ (ಮಿಲ್ ಕಾಮ್)

HUMAN RESOURCES DIVISION (MIL COM)

No: T410591 /HR/Mil. Com Date: 19.04.2021

ENGAGEMENT NOTICE

1. NAME	:	HEMA B
2. ADDRESS	:	#1420, 28th ward, Behind Vidya Peetha School, Ijoor, Ramanagara Town - 562159
3. QUALIFICATION	:	B. E (E&C)
4. Designation	:	Trainee Engineer
5. Trainee Engineer No	:	T410591
6. Department /SBU	:	Posted to AGM (P/MCE)
7. Remuneration	:	First Year - Rs.25,000 PM
8. Period	:	19.04.2021 to 18.04.2022
9. Posting Location	:	Bangalore

K. Shrinidhi
Officer (HR/Mil Com)
श्रीनिधि - क / SHRINIDHI K
217897, अधिकारी / Officer HR
(मा.सं. मिलकाम) / (Milcom)

Individual

Copy to:
AGM (P/MCE)
DGM (Pay Rolls/PF/Fin)/ (Transport)
CSS
GM – For kind Information

Hema B

2018

EVRY

EVRY India Pvt. Ltd.
CIN: U72200KA2006PTC038899

ISO 9001:2015 | ISO/IEC 27001:2013
CMMI DEV ML5 | CMMI SVC ML5 | PCI-DSS

June 27, 2019

Private and Confidential

23

Adarsha Jyothi.H.N
Bangalore

Dear Adarsha,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you a position with EVRY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee Software Engineer (JL14)** with **EVRY India Pvt. Ltd.** You are expected to join on or before **July 1, 2019** and report to office at 9.45 a.m. to complete your joining formalities and orientation session. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVRY India Pvt. Ltd.**, Bangalore or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your gross annual compensation is **Rs. 3,00,000/- (Rupees Three Lakhs Only)** per annum. CTC breakup is mentioned in **Annexure I**. Your offer for employment is subject to the successful completion of Trainee Software Engineer period as determined by your supervisor(s).

You acknowledge that any disruption of employment will cause serious losses to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining **(i.e. July 01, 2019)**, you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining **(i.e. July 01, 2019)**, you may resign from the services of the Company by giving not less than 3 months' prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered as material breach of the Agreement and the Company shall be entitled to take all measures to enforce its rights at law and in equity.

Working Hours:

The work timings are at the sole discretion of the Management. It would be 45 hours in a week i.e. Monday to Friday. Working hours will be 8.30 a.m. to 5.30 p.m. with 1 hour tea / coffee & lunch break. Employees may also be expected to work in shifts based on business requirements. These are subject to change as per the business need.

Scanned by CamScanner

EVRY

Annexure-I

Salary Breakup

Structure of Fixed Salary

Components	Per Month	Per Annum
Basic	15,000	180,000
Employer's Contribution to PF	1,800	21,600
Gratuity	722	8,664
Employer's Contribution to ESI	-	-
Statutory Bonus	666	7,992
Flexible Benefit Plan (FBP)	6,812	81,744
A. Total	**25,000**	**300,000**

Flexible Benefit Plan (FBP)

Components	Per Month	Per Annum
House Rent Allowance (HRA)	6,000	72,000
Conveyance Allowance	-	-
Medical Reimbursement	-	-
City Compensatory Allowance	-	-
Dress Maintenance Allowance	-	-
Leave Travel Allowance (LTA)	-	-
Car Lease	-	-
Fuel and Vehicle Maintenance Reimbursement	-	-
Driver's Salary	-	-
Flat Allowance	812	9,744
Total FBP	**6,812**	**81,744**

Scanned by CamScanner

BE YOURSELF.
MAKE A DIFFERENCE.

accenture

18-Oct-2021

C5719497

2018

Priya Chennakeshva Murthy
#88,4th cross, Anupama hospital road, Balaji layout, Byadarahalli, Magadi main road, vishwaneedam po
Management Level - 13
Sublevel - 3

24

Job Profile - Customer Service New Associate
Job Family Group - Business Process Delivery
Business Deal - Non Contact Center

Dear Priya,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Bengaluru, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

Priya.C

Scanned with CamScanner

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 the first dose of the vaccine before onboarding and be prepared to take the second dose within 90 days from the date of onboarding.

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

You will be expected to work from the office in the location tagged to your role. In the current circumstances you may be allowed to work from home temporarily based on your assigned project. This offer is contingent to the above mentioned agreement.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be INR 237800 and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

Priya, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call ansar.mk at 8129977994 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,

Jai
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:
PRIYA. C.
[Insert full legal name]
Date: 30/10/2021

Candidate's signature Priya. C

Priya C

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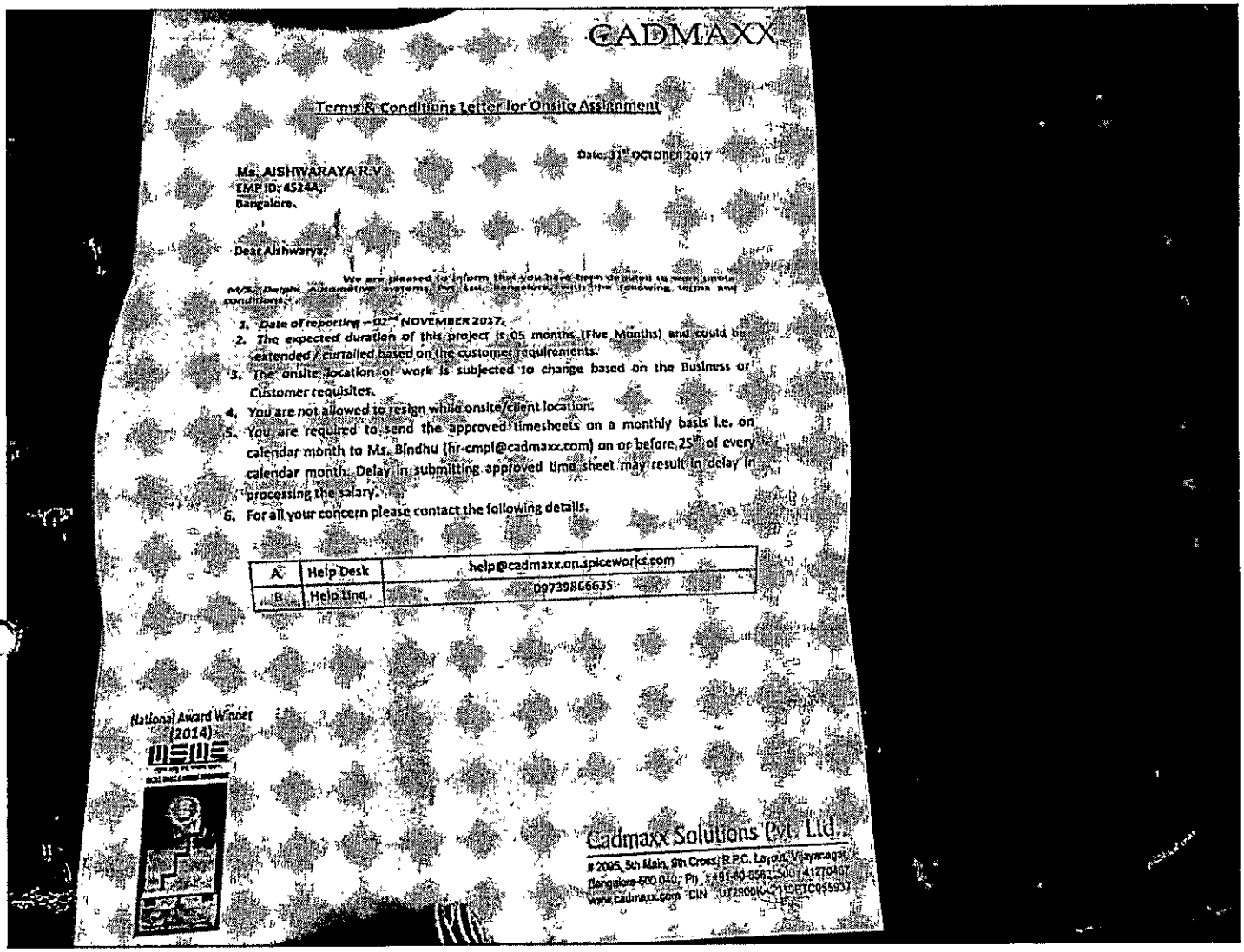


CADMAXX

Terms & Conditions Letter for Onsite Assignment

Date: 31st OCTOBER 2017

Ms. AISHWARAYA R.V
EMP ID: 4524A
Bangalore.

Dear Aishwarya,

We are pleased to inform that you have been selected to work onsite M/s Delphi Automotive Systems Pvt Ltd, Bangalore, with the following terms and conditions:

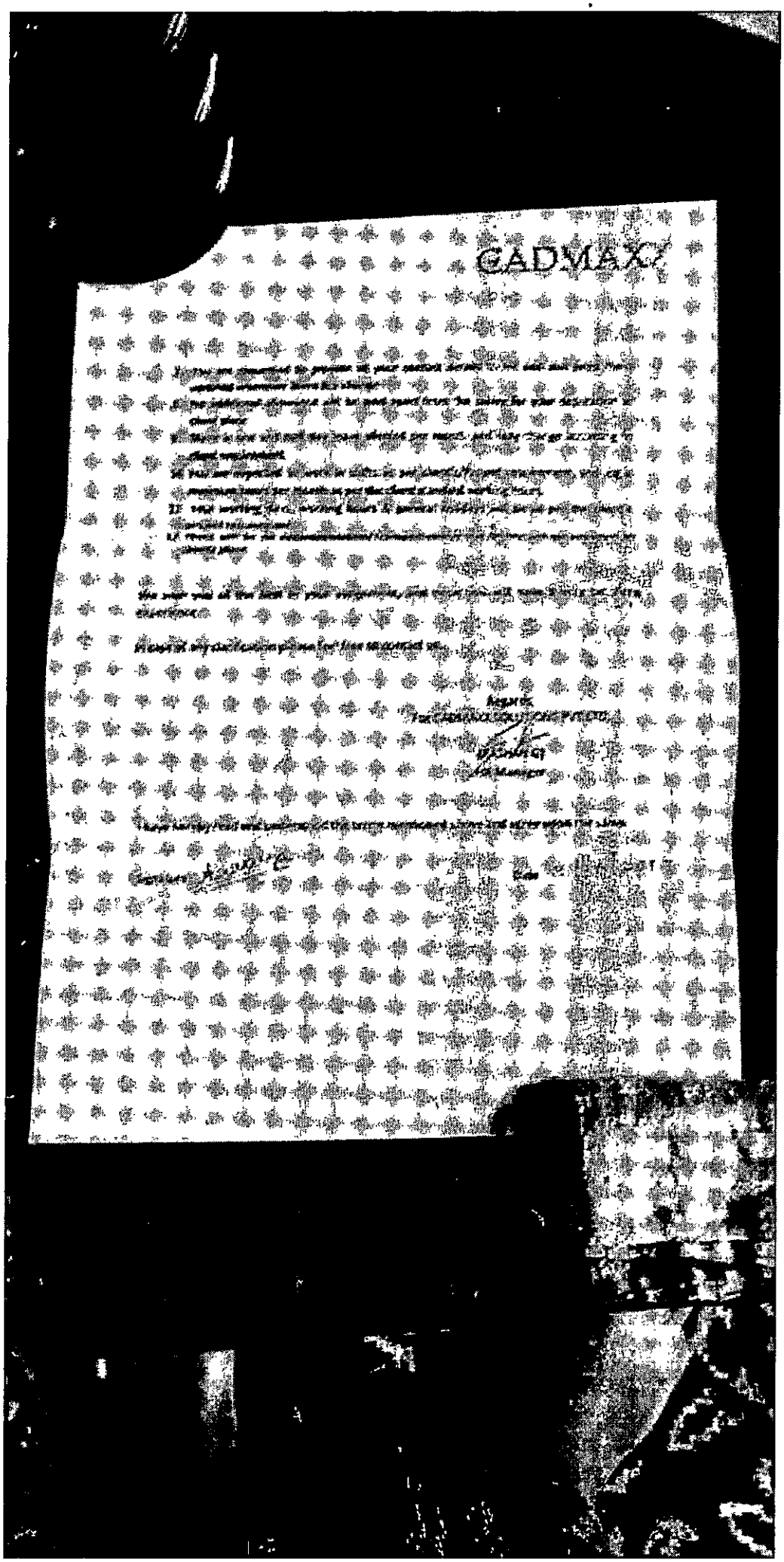
1. Date of reporting – 02nd NOVEMBER 2017.
2. The expected duration of this project is 05 months (Five Months) and could be extended / curtailed based on the customer requirements.
3. The onsite location of work is subjected to change based on the Business or Customer requisites.
4. You are not allowed to resign while onsite/client location.
5. You are required to send the approved timesheets on a monthly basis i.e. on calendar month to Ms. Bindhu (hr-cmpl@cadmaxx.com) on or before 25th of every calendar month. Delay in submitting approved time sheet may result in delay in processing the salary.
6. For all your concern please contact the following details.

A	Help Desk	help@cadmaxx.on.spiceworks.com
B	Help line	09739866635

National Award Winner (2014)

Cadmaxx Solutions Pvt. Ltd.,
2095, 5th Main, 9th Cross, R.P.C. Layout, Vijayanagar,
Bangalore-560 040. Ph : +91-80-6562-5001 / 41270407
www.cadmaxx.com CIN : U72200KA2010PTC055937

1


CADMAX

2

Excellence

Excellence Mobile Tech India Pvt Ltd

No. 148, 3rd Floor, Mysore Road, Bangalore-560026

Experience Certificate

09/06/2018

2017

To : Ms. Bhanupriya [illegible]
[illegible] KP [illegible]
[illegible]

Dear : Ms. Bhanupriya [illegible]

[illegible] Quality Executive [illegible]
[illegible]

[illegible]

We wish her all the success in her future endeavors.

2

For EXCELLENCE MOBILE TECH INDIA PVT LTD.

Mr. Ravish [illegible]
[illegible]
HR Manager

CADMAXX

Offer Ref: 2018/02/1563

Date: 01st MARCH 2018

Ms. CHARITHA N

Sub: EMPLOYMENT OFFER AS TRAINEE SOFTWARE ENGINEER

Dear Charitha ,

Congratulation!

With reference to your application & subsequent interview we are pleased to confirm you that you have been shortlisted for employment on contract with CADMAXX as Trainee Software Engineer.

Based on your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our Organization.

You are offered an employment with CTC of Rs.25,581 /- [Twenty Five Thousand Five Hundred and Eighty One Rupees Only] Per Month and break up is as shown in Annexure-1.

Tenure of the contract is for a period of 09 Months which can be further extended upon mutual agreement as per business requirements.

You are supposed to report to our client by 05th MARCH 2018.

The representations contained in this offer letter and annexure supersede all prior written or oral presentations or communications pertaining to CADMAXX's offer of Employment.

We hope that you find this offer acceptable which is as per our discussion. Offer is contingent upon satisfactory evidence and verification of your credentials. Educational Qualification, Past Experience (If any) and Pay slip (If applicable).

Employee has to execute Non – Disclosure Agreement on the date of start of employment with CADMAXX.

Your willingness to join CADMAXX can be expressed by confirming acceptance of Employment offer by indicating the date of joining / reporting within 7 working days by sending duly signed and scanned copy of "Offer Acceptance" through email or physical presence at our office, to process the appointment letter and other joining formalities.

Validity of this offer of Employment is till 05th MARCH 2018.

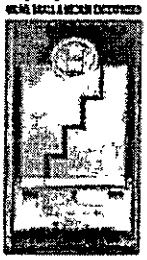
Please feel free to contact us for any clarifications.....

Very Truly Yours,

Regards,
For CADMAXX SOLUTIONS PVT LTD,

(RASHMI G)
HR Manager

National Award Winner
(2014 & 2015)



Cadmaxx Solutions Pvt. Ltd.,
2095, 5th Main, 9th Cross, R.P.C. Layout, Vijayanagar,
Bangalore-560 040. Ph : +91-80-65621500 / 41270467
www.cadmaxx.com CIN :U72900KA2010PTC055037

4

atech

June 7th, 2018

Private & Confidential

OFFER OF EMPLOYMENT (atech/PER//2018-19)

Mr. G. Manisha Reddy
#208, 3rd Main, Bhavaninagar,
Railway Layout, Ullal Main Road,
Bangalore-560056

Dear Manisha,

Sub:- Offer of employment

This has reference to the recent interview you had with us. We are pleased to offer you employment with atech. The period of training will be for six months. On the successful completion of training, you will be designated as Engineer Trainee. Your emoluments as a Gross total will be INR 17,000/- (Seventeen Thousand Only) (all statutory deductions will be made on the) during the first year of employment with us, irrespective of when you join training period.

You are expected to join on 8th June 2018. You will have to sign an agreement to serve us for a minimum period of 24 months from the date of joining.

The detailed appointment letter will be issued to you after you join, on receipt of the agreement, duly signed by you and the surety.

Wishing you a long and rewarding career with us. Welcome!

Yours' sincerely,
With best regards,

Shuvaraj G
Head- Admin & Finance

Private & Confidential

atech Solutions Private Limited
Bangalore

(4)

CONCENTRIX

Private & Confidential

Date : 04/11/2018

Hemalatha R
#111/11 4th main road gayathri layout
ramasandra sulikere post kengeri, Karnataka -560060

APPOINTMENT LETTER

Dear Hemalatha R ,

Subsequent to the meetings between Concentrix 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 Career Level 12. This would be your Social Job Title and your Global Internal Job Title would be Advisor - Chat, CRM. Any change in your Social Job Title / Global Internal Job Title will be at the discretion of the Company, depending upon the work assigned to you. Global internal job title 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 Global internal job title 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 06/11/2018 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 05/11/2018 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 paulson.abraham@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/4.0

6

24]7

Date: [illegible]



[illegible]
[illegible]
[illegible] NEAR ADARSH [illegible], BANAVANALAR, MARATHALI [illegible] Bangalore

Dear Jagannath,

Sub: Letter of Appointment

We are pleased to offer you the position of Digital Interaction Advisor G1 at 24/7 Customer PVT LTD, Prestige Tech Platinum, [illegible], Marathahalli Outer Ring Road, Bangalore, with effect from 05-Oct-2017 on the following terms and conditions:

1. **Accountability**

You will report to the Program Manager.

2. **Working Hours**

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. **Probation**

You will be on Probation for a period of 12 months, with effect from 05-Oct-2017. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

4. **Remuneration**

As attached in the Annexure I. Please read the Annexure II for other details. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued after Foundation Level Training (FLT) on account of your inability to pass the same, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

5. **Duties**

You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. **Address**

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

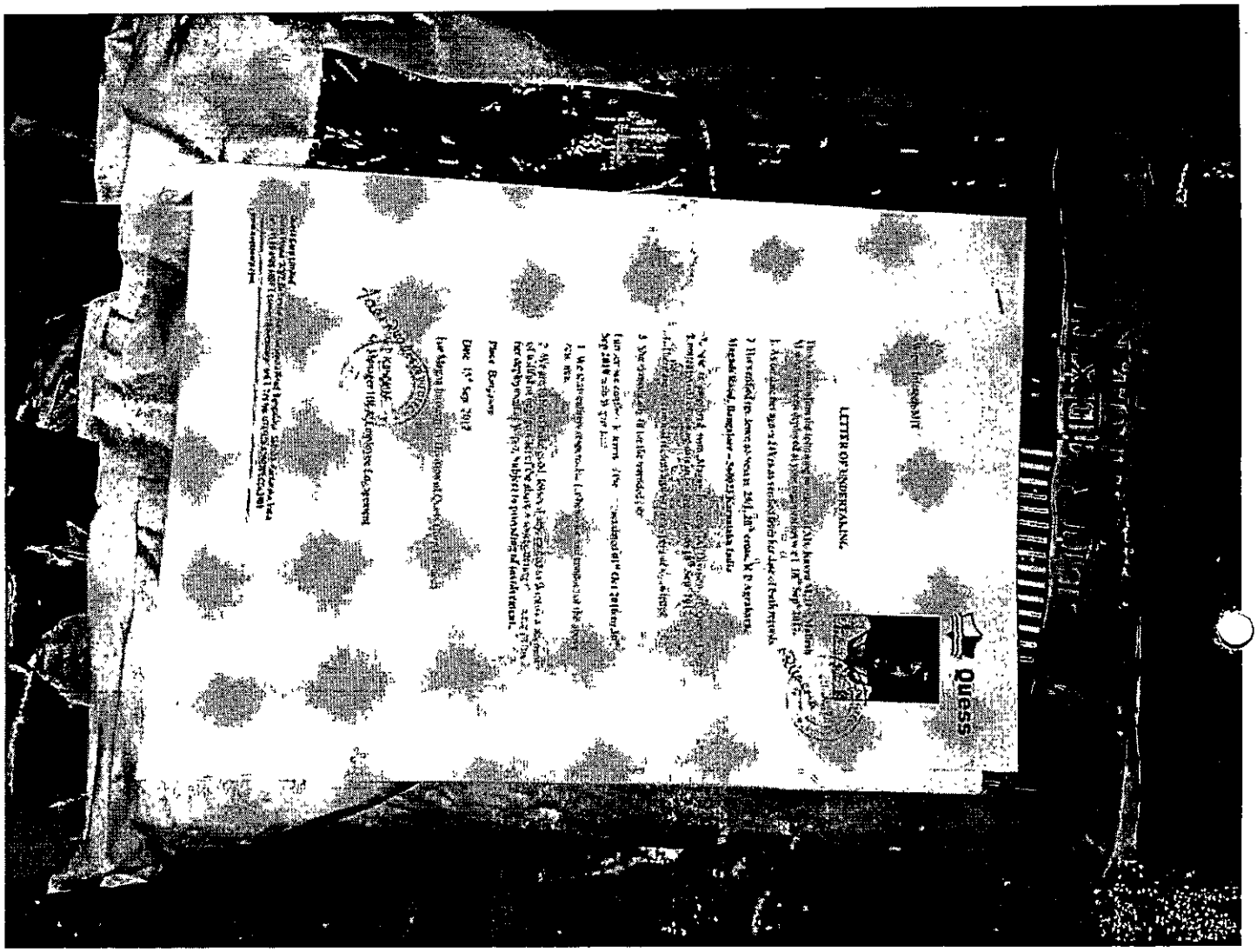
7. **Benefits**

You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time.

8. **Transfer**

You have been appointed as Digital Interaction Advisor G1 but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

https://mail.google.com/mail/u/0/#search/ramyanayak%40acsce.edu.in/KtbxLzFvQJqDCLzqwMwhisTlLGlXMFqRRL?projector=1&messagePartId 1/1



LETTER OF UNDERSTANDING

Quess

7

Date of Issue : 27/09/2017

Admn. Order No. : 1700012857

College Code : T812

GOVERNMENT OF KARNATAKA

KARNATAKA EXAMINATIONS AUTHORITY

BANGALORE

PAY REFND: KPCET2AQ225429417

COLLEGE COPY

KEA

(MTech)

PGCET - 2017 - ADMISSION ORDER TO POST GRADUATE MBA/MCA/M.Tech/ME/M.Arch COURSES

CET No. : AQ225 Rank : 5229 Category : 3AG

Sri / Kum : MANJUSHREE G is admitted to MTech

in BANGALORE INSTITUTE OF TECHNOLOGY,K.R.ROAD, V.V.PURA, BANGALORE

in COMPUTER NETWORK ENGINEERING under GM

on 25/09/2017 at 16:15:51 He / she has paid Rs. 64300 as Fee.



The candidate is directed to report to the principal of the above institution latest by 28/09/2017

The Principal of the candidate shall immediately allow the candidate to join the course of study. In the event of refusal, candidate may approach the Jurisdictional Deputy Commissioner for enforcement of the Admission Order issued by KEA in accordance with rule 15 (1) of Admission Rules 2006. This admission order is subject to Rule 15 and 15 (1) of Admission Rules 2006 and Admission Rules of respective Universities.

Whenever a candidate wishes to leave or cancel the seat selected from KEA because he / she has other opportunities for Educational / Professional Courses, then such candidate has to surrender the seat allotted by KEA to KEA only by surrendering this allotment order. In case a candidate fails to do so it is tantamount to seat blocking as this a subsidised Government quota seat and there are other equally eligible meritorious candidates in the merit queue who should have secured this seat.

The fees collected by KEA will be transferred to concerned college after final admission process.

Manjushree G

Signature of the Candidate

Date : 27/9/17

Signature of the Parent

Date : 27/9/17

Executive Director

KEA, Bangalore

Date of Issue : 27/09/2017

Admn. Order No. : 1700012857

College Code : T812

GOVERNMENT OF KARNATAKA

KARNATAKA EXAMINATIONS AUTHORITY

BANGALORE

PAY REFND: KPCET2AQ225429417

CANDIDATE'S COPY

KEA

(MTech)

PGCET - 2017 - ADMISSION ORDER TO POST GRADUATE MBA/MCA/M.Tech/ME/M.Arch COURSES

CET No. : AQ225 Rank : 5229 Category : 3AG

Sri / Kum : MANJUSHREE G is admitted to MTech

in BANGALORE INSTITUTE OF TECHNOLOGY,K.R.ROAD, V.V.PURA, BANGALORE

in COMPUTER NETWORK ENGINEERING under GM

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The fees collected by KEA will be transferred to concerned college after final admission process.

Manjushree G

Signature of the Candidate

Date : 27/9/17

Signature of the Parent

Date : 27/9/17

Executive Director

KEA, Bangalore

KPIT

AppointmentLetter_V1.0
Date: 03.04.2016

Ms. Nandini R
Employee ID: 00136472
Unit: Product Engineering Services

Dear Nandini,

This is with reference to your application and the subsequent interviews you had with us. We are pleased to appoint you, in our company with effect from 03.04.2016 as:
Role: Trainee
Designation: Trainee
Grade: A Grade

The broad terms of this appointment are as follows:

1. You will be a confirmed employee from the date of joining.You will initially be located at **Bengaluru-ATP**. However you may be required to work at any other location for specific assignments, depending on exigencies of work.

2. Your **Total Target Compensation will be Rs.325,000.00 /-** and the compensation package will comprise of the components specified in **ANNEXURE A & B**.

3. Compensation structure as well as the structure governing role/grade/designation is liable for modification from time to time at company's sole discretion.

4. For fulfilling the company's business needs from time to time, you may be transferred, assigned or deputed to the locations of the clients of the company, or locations of the group companies or subsidiaries of the company as a representative of KPIT Technologies Limited or of its group companies.

5. The company can initiate movement of your employment to any other organization for any reason including but not only limited to mergers, movement to joint ventures/ group companies/ sister concerns, divestment, in case of mutual agreement between KPIT Technologies Limited & customer for you moving to customer's roll etc.

6. You will be entitled to paid leave as per company policy.
All female employees are eligible for Maternity, Adoption, Miscarriage Leave & relevant benefits as per The Maternity Benefit (Amendment) Act.

7. You will be bound by the company policies which will be communicated to you, from time to time. It will be your responsibility to keep yourself abreast of the same and comply with code of conduct & all the Company policies.

8. You will not undertake any representation or employment, retainership, assignment, apprenticeship / traineeship, consultancy engagement or in any other manner whatsoever, or carry out any other profession / business / activity / vocation, nor engage in any such activities (even if such association, activity, etc. is on part-time basis) for any other company while in the employment of KPIT Technologies Limited.

Contd.2

KPIT Technologies Limited [illegible]

Bengaluru Office: [illegible]

Corporate and Registered Office: [illegible]

(10) (10)

Klaus
IT Solutions Pvt Ltd
Empowering Innovations
CIN: U72200KA2013PTC068070

KLAUS IT SOLUTIONS PVT. LTD.
7, Albert Street
Richmond Town
Bangalore - 560 025 India

Tel : +91 80 4901 6111
: +91 80 2212 4488
Fax : +91 80 2211 3730
URL : www.klausit.com

LETTER OF UNDERTAKING

Details of our employee deployed at Robert Bosch Engineering and Business Solutions Private Limited (RBEI) is as follows:

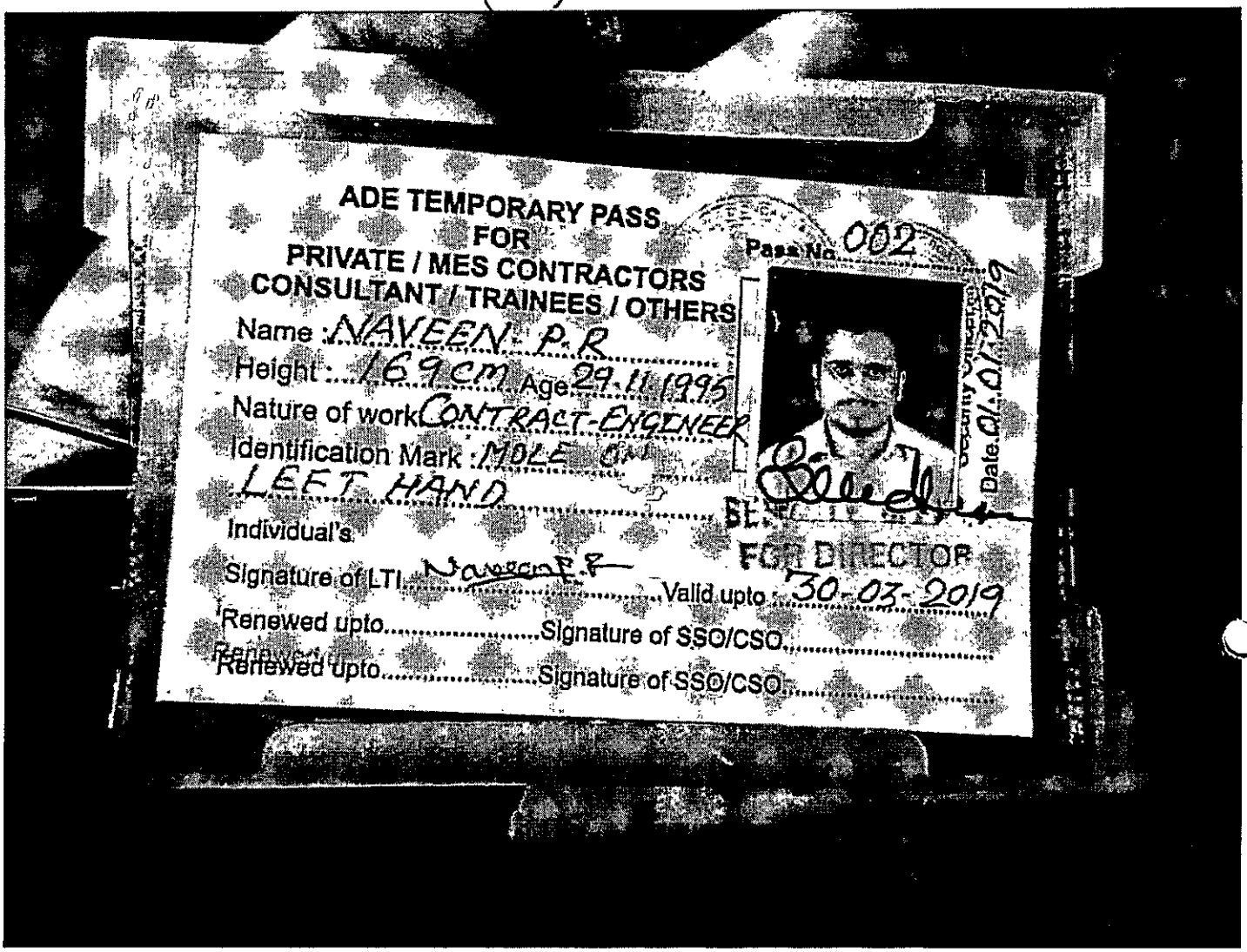
Details	
Name of the employee	PRAVEEN KUMAR S
Date of Birth	21.01.1995
Duration of Assignment (in months)	As Per PO
PO Number	0082000686 - PEI
Assignment Start date (dd.mm.yyyy)	03rd Oct 2018
Assignment End date (dd.mm.yyyy)	As Per PO
Deploying Department @ RBEI	ETC
Deploying Group @ RBEI	ETCIN
Will report to	Ms. Bihari Suvashree (HRS21-IN)
Work location @ RBEI	Bangalore
Verified residential address of employee and the current address is :	Kumbalagodu Mysore Road Janatha Colony, Bangalore 560074

We would also like to confirm that,

1. There are no criminal records against our employee
2. Is medically fit for the intended job
3. We shall be entirely responsible for behavior and conduct of our employee
4. We have a valid Service Agreement and NDA with RBEI
5. We obliged to all the necessary statutory obligation (Labour Laws) for our employees who are deployed @ RBEI location.
6. We are liable to make good, losses if any caused to RBEI on account of the following:
   a) Any willful or negligent act of our employee while working at RBEI.
   b) Any loss or damage to property of RBEI caused by our employee whether owned, hired, or otherwise provided by RBEI.
   c) Personal injury including death caused by our employee to any employee of RBEI or its customers employees arising while rendering services to RBEI and
   d) For any act or omission of our employee which is prejudicial to the interest of RBEI.

Sonia Lazar
General Manager – Human Resources

Place: Bangalore
Date: 01.10.2018


ADE TEMPORARY PASS
FOR
PRIVATE / MES CONTRACTORS
CONSULTANT / TRAINEES / OTHERS
Pass No. 002
Name : NAVEEN. P.R
Height : 169 cm Age 29.11.1995
Nature of work CONTRACT-ENGINEER
Identification Mark : MOLE ON
LEFT HAND
Individual's
Signature of LTI Naveen P.R
Valid upto : 30-03-2019
Renewed upto.....Signature of SSO/CSO.....
Renewed upto.....Signature of SSO/CSO.....
Date. 01.01.2019
FGR DIRECTOR

CADMAXX

Offer Ref: 2018/09/1914

Date: September 06, 2018

Ms. PREMA J

#65, 1'b'cross, Near St. Lawrence
Nursery School,
Ranganathapura, Kamakshipalya,
Bengaluru-560 079

(11)

EMPLOYMENT OFFER AS TRAINEE SOFTWARE ENGINEER

Dear. Prema,

Congratulation!

With reference to your application & subsequent interview we are pleased to confirm you that you have been shortlisted for employment on contract with *CADMAXX* as **Trainee Software Engineer.**

Based on your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our Organization.
You are offered an employment with CTC of **Rs. 26,280/- [Twenty Six Thousand Two Hundred and Eighty Rupees Only] Per Month** and break up is as shown in Annexure-1.

Tenure of the contract is for a period of **07 Months** which can be further extended upon mutual agreement as per business requirements.

You are supposed to report to our client by **10th September 2018.**

The representations contained in this offer letter and annexure supersede all prior written or oral presentations or communications pertaining to *CADMAXX*'s offer of Employment.

We hope that you find this offer acceptable which is as per our discussion. Offer is contingent upon satisfactory evidence and verification of your credentials. Educational Qualification, Past Experience (If any) and Pay slip (if applicable).

Employee has to execute Non – Disclosure Agreement on the date of start of employment with *CADMAXX*.

Your willingness to join **CADMAXX** can be expressed by confirming acceptance of Employment offer by indicating the date of joining / reporting within **7** working days by sending duly signed and scanned copy of "Offer Acceptance" through email or physical presence at our office, to process the appointment letter and other joining formalities.

Validity of this offer of Employment is till **10th September 2018.**

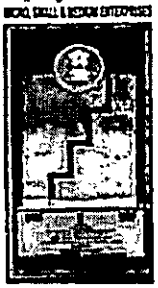
Please feel free to contact us for any clarifications.....

Very Truly Yours,

Regards,
For CADMAXX SOLUTIONS PVT LTD,

(RASHMI G)
HR Manager

National Award Winner
(2014 & 2015)



Cadmaxx Solutions Pvt. Ltd.,
2095, 5th Main, 9th Cross, R.P.C. Layout, Vijayanagar,
Bangalore-560 040. Ph : +91-80-65621500 / 41270467
www.cadmaxx.com CIN :U72900KA2010PTC055937

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(12)

PRAMATI

20th December 2018

Poorvashree R
Bangalore

Dear Poorvashree R,

With reference to the discussions you had with us, we are pleased to offer you employment at our Bangalore Office. You would be designated as **"Associate Quality Analyst"** We require you to join on 24th December 2018 and the terms and conditions of your employment would be as follows.

A. Compensation and Benefits

1. Effective the date of your joining, you will be eligible for salary, allowances and other benefits as under:

Particulars	Amt/ Mth	Amt/ Ann
Basic	Rs.15,000	Rs.180,000
HRA	Rs.6,000	Rs.72,000
Special Pay	Rs.5,450	Rs.65,400
Statutory Bonus	Rs.1,400	Rs.16,800
Conveyance	Rs.1,600	Rs.19,200
Food Allowance	Rs.0	Rs.0
Provident Fund	Rs.1,800	Rs.21,600
Monthly Total	Rs.31,250	Rs.375,000
Performance Linked Variable Pay (PLVP)	Rs.0	Rs.0
Total CTC	Rs.31,250	Rs.375,000

2. ***Provident Fund.*** You will be enrolled as a member of the Company's Provident Fund Scheme from the date of your joining as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952.

3. Your attention is specifically drawn to the points listed below, regarding your emoluments, etc:
   (a) *Performance Linked Variable Pay (PLVP):* You will be eligible to a performance linked variable pay up to Rs 0 /- which will be determined based on your individual performance and the performance of the company. For the disbursement of Variable Pay component, you must be on the active rolls of the company on the respective disbursement dates. This implies that there must be no notice for termination of employment from either side at the time of disbursement. This payment is subject to change as per the prevailing policy in vogue.
   (b) Please note that the salary structure of the Company may be altered/ modified at any time without prior notice and your package of remuneration and other terms may be accordingly altered/ modified from time to time. Further, salary, allowances and all other payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
   (c) Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever.
   (d) Gratuity: The provisions of the Payment of Gratuity Act, 1972, will govern payment of gratuity. Your current eligibility for gratuity is Rs 8650 /- per annum, payable after 5 years of service.

B. Other benefits and conditions

1. You will be entitled to a medical insurance cover as per the company policy as stated below

METHODE ELECTRONICS INDIA PVT LTD
#99/A ,Raj Driva, KHB Colony
5th Block, Koramangala
Bangalore, INDIA 560095
CIN:U29268KA2008PTC045665
Ph: +91 80 4350 0700 Website: www.methode.com

13

OFFER LETTER

01-August-18

Mr. Raghu H P
S/o Parameshwarappa,
Near Venugopalswamy Temple,
Ward No.1, Holalkere,
Chitradurga, Karnataka - 577526.

Dear Raghu H P,

We are pleased to offer you an appointment as Graduate Engineering Trainee in Methode Electronics with effect from 02-August-18. Your location of work would be Bangalore, India. In the performance of your duties, you shall report to Mr. S Pradeep or any other person that the company may deem fit to designate.

A detailed appointment letter will be handed over to you at the time of Joining.

You will be governed by the HR policies and working conditions of the company. You are bound to abide by and adhere to the policies, rules, and regulations of the company during the term of your employment.

You need to sign and send us the copy this offer letter before 02-August-18 as acceptance of this offer.

We look forward to having you work with us.

Mini Gopalan
Sr. Manager - HR

Acceptance by Mr. Raghu H P,

By signing below, you are accepting the offer for the Graduate Engineering Trainee position and agreeing to join Methode India from 02-August-18.

ACKNOWLEDGED AND ACCEPTED

Name: _____

Signature: _____

Date: _____

Lekha

29th January, 2018

Rajesh K
No. L-119/B, 13th Cross,
Lakshmi Narayan Puram,
Bangalore - 560021

Dear Rajesh,

Congratulations!

We are pleased to offer you a position "Engineer - Trainee", at Lekha Wireless Solutions Pvt. Ltd., on the terms set out in this offer letter.

On the job, training will be up to maximum period of three to six months. During this period you will be paid a consolidated stipend of Rs. 17000/- per month plus service tax as applicable. At the end of the three/sixth month your performance will be reviewed and if found satisfactory, you will be confirmed.

Detailed Summary of benefits including retrial benefits will be included in the revised offer letter that will be given to you after completion of your training review period. Subject to review with respect to your performance, the total compensation upon your confirmation, on cost-to-company basis will be between Rs. 3,00,000/- to Rs. 3,50,000/- on performance grade. This apart, upon confirmation, you will also be eligible for the group health insurance for yourself and your dependants as per the company rules.

After completion of 2 years, you will be eligible to receive stock options from the company based on your performance.

As Lekha would be investing its resources, in your training, as a company we would like to have long term association with a minimum commitment of your contribution for a period of 2 years. In the event of parting of the employee before this period, you need to serve 2 months of notice period & required to pay the company a compensation amount which is six-month equivalent of the CTC & company will not provide any Relieving / Experience letter & there will be no Full & Final settlement.

Please note this offer of employment and any consequent employment relationship is also contingent upon Company's satisfaction with reference and/or background checks (where applicable). Any false information provided by you may result in immediate termination of your employment with no compensation to you.

By accepting this offer, you acknowledge and agree that this offer letter and terms and conditions set forth in all annexures describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

Lekha Wireless Solutions Pvt. Ltd.
Roshini Chambers, No. 947,
24th Main, 2nd Phase J.P. Nagar,
Bangalore-560078.
Email : business@lekhawireless.com
Ph : 080-26590100
Website : www.lekhawireless.com
CIN No. : U72200KA2010PTC055891

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Inspiration through Innovation

CIN NO: U72900TN2017PTC114806
PAN No: AAPCA1924P
GSTIN: 33AAPCA1924P1ZC

Registered Office:
Avian Aerospace Pvt Ltd,
47/1, 3rd Floor, Railway Station Road,
Varadharajapuram, Ambattur
Chennai - 600053

Research Lab:
Avian Aerospace Research Center,
#44/1, 2nd Floor, SNR Complex,
TC Palya Main Road,
Ramamurthy Nagar,
Bengaluru - 560016

Ref No: LT/AVN/2018/104 (Rajesh Offer Letter) 03/09/2018

To
RAJESH KUMAR DUBEY
S/O RAJKUMAR DUBEY
H.No 449 SECTOR 49
NOIDA U.P 201301

Dear Mr. Rajesh Kumar Dubey,

With reference to your application and subsequent interview with us, we are pleased to appoint you as Research Intern (Embedded Systems) in our Company on the following terms and conditions.

Date of Joining- **September 03, 2018**

Salary- You are liable to receive Rs.8, 000 per month for a period of 6 months.

Location- You are hired for R&D facility at Bangalore.

Probation/ Confirmation- You will be on internship period of 6 months, following which you might be offered full time position in the company based on your performance and conduct. Minimum six months of internship is compulsory for the experience letter from the Company.

During the internship, your services can be terminated with seven days' notice pertaining to report of any activity that is against the interest of the company. If your services are satisfactory, you will be hired for a permanent position and thereafter your services can be terminated on two months' notice on either side.

Absence for a continuous period of 5 days without any prior notice or permission from the authority would result in losing your hold on the service and the same shall come automatically to an end without any notice or intimation.

During the period of your employment, you will devote full time to the company, without being involved in any other employment or assignment without prior permission to the company.

1. You will not (except in normal course of the Company's business) publish any article or broadcast any information to press, unless it had been previously applied for and obtained in written from the company authorities.

AVIAN AEROSPACE PVT. LTD.
47/1, 3RD FLOOR, RAILWAY STATION ROAD,
VARADHARAJAPURAM, AMBATTUR
CHENNAI - 600 053

15

UFT
INSPIRED INNOVATIONS

CIN: U72200KA2005PTC038065

Ms. Ramya B
D/o Balakrishna
6/2, 12th B Cross, 2nd Main AD Halli,
Magadi Road, Bangalore-560079.

Ref : 2741/UFT/01-09-2018
Date : 01/09/2018
EMP No : UFTR002741

Letter of Appointment

Dear Ramya B,

With reference to your application and subsequent interviews you have had with us, we are pleased to appoint you as "IT Recruiter- TA" in our organization with effect from 01st September 2018, subject to the following terms & conditions. This letter of appointment supersedes all other communications made to you prior to the date of issue of this appointment letter.

1. PLACE OF WORK

Your place of work will be Unitforce Technologies Consulting Pvt. Ltd., #30, 7th Cross Honnagangappa Complex, Bangalore 560 079. However, you may be required to work in UFT Group Companies anywhere in India or overseas, if the company so directs based on the exigencies of work. You would also provide your services for the company, its subsidiaries or associates, our customers, if, as and when required.

2. EMOLUMENTS

a) Your total compensation (Cost to the Company) will be Rs. 2,09,312/- (Rupees Two Lakh Nine Thousand Three Hundred and Twelve only) per annum. The breakup of emoluments is annexed herewith.

b) For purpose of contribution to Provident Fund, Gratuity, if any, encashment of leave, computations will be on the basis of basic pay.

c) Please note that the salary structure of the Company may be altered / modified at any time without prior notice and your package of remuneration and other terms may accordingly be altered/modified from time to time. Further, salary, allowances and all other payments / benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.

d) Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever.

e) Salary will be processed on 10th of every month. In case if 10th is holiday, the same will be processed on the immediate next working day. As per the company norms an employee has to open his/her salary account with Bank of India, Basaveshwara Nagar Branch and Bangalore. If the job location is

UNITFORCE TECHNOLOGIES CONSULTING PVT. LTD.,
30, Honnagangappa Complex, 7th Cross, Agrahara Dasarahalli, Magadi Main Road, Bangalore - 560 079
+91 80 40402100 +91 80 40402101

Manpower

ManpowerGroup Services India Private Ltd.
Unit No. 4-A/1 & 4-A/2, 4th Floor,
Uppals Plaza M-6, N.H. Commercial Centre, Jasola,
New Delhi - 110025
T: 1800 - 419 - 4001
www.manpoweronline.in

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Date: **26/Feb/2018**

Name: **Rashmi B**
Address: **#6/2, 2Nd Main, 12Th B Cross, A.D Halli, Bangalore- 560079**
Employee ID: **100414822**

Subject: FIXED TERM CONTRACT

Dear Rashmi B,

With reference to your appointment with **ManpowerGroup Services India Pvt. Ltd.**, we have pleasure in offering you the position of **Network Operations New Associate** in our organization on a Fixed Term Contract basis. The detail of the offer is as follow:

Start date of Assignment: **26/Feb/2018**
End date of Assignment: **25/Aug/2018**
Gross Salary per month: **14525**

Any statutory dues like PF, ESI, Bonus etc, if applicable, will be Paid / Deducted as per law.

All taxes will be deducted as applicable by law.

The terms and conditions of the contract and details of your salary break up are specified in Service Contract attached here to.

Kindly send the accepted copy of the same and your PAN number to ManpowerGroup. In case the signed acceptance is not received by ManpowerGroup within 7 days of the offer date, ManpowerGroup reserves the right to withdraw the offer.

For ManpowerGroup Services India Private Limited

Authorised Signatory

Signature

Accepted By
Rashmi B

This appointment letter is not valid if not signed by authorised signatory.



Manpower

ManpowerGroup Services India Private Ltd.
Unit No. 4-A/1 & 4-A/2, 4th Floor,
Uppals Plaza M-6, N.H. Commercial Centre, Jasola,
New Delhi - 110025
T: 1800 - 419 - 4001
www.manpoweronline.in

Schedule A

Assignment Details:

Customer	:	**Accenture Solutions Pvt Ltd**
Place of Assignment	:	**Bangalore**
Start date of Assignment	:	**26/Feb/2018**
End date of Assignment	:	**25/Aug/2018**

Progress

August 13, 2018
Smisha M
#79/A, 6th Cross, 2nd Main,
Mysore road, Bapujinagar
Bangalore - 560026

Sub: Letter of Appointment

Dear **Smisha,**

In reference to our recent discussions, we are pleased to offer you an appointment as **Software Engineer I Testing** and the Total Compensation will not exceed Rs **5,50,200** /- per annum (Rupees Five Lakhs Fifty Thousand and Two Hundred only). (Please refer to Annexure A for breakup details). This includes the Total Compensation (fixed) of Rs. **5,24,200** per annum (Rupees Five Lakhs Twenty Four Thousand and Two Hundred Only)

You will be eligible to participate in the Corporate Bonus Plan with a target bonus of 5% of your annual total paid out compensation (**INR 26,200** per annum, less required deductions and withholdings) pro-rated from your start date to November 30th, the end of the Progress fiscal year. The Corporate Bonus Plan is funded based on corporate-level financial results. Individual payouts will be determined through your manager's assessment of your contributions and performance across a set of established factors. Any bonus plan can be changed at the Company's sole discretion at any time. If your start date with the Company is between September 1st and November 30th, you will not be eligible for the current fiscal year bonus plan. [Please note that in order to be eligible to receive a payout under the variable compensation plan an employee must remain an active employee, in good standing, as of the day of payout. There will not be any pro-rated payout incase the employee leaves the company in the middle of the year].

You will be based at Bangalore, India. Your manager will be **Gururaj HM**. Your role and responsibilities will be as discussed during your interview.

Your employment with us will be governed by terms and conditions of the Contract of Employment attached along with this letter. This offer is subject to proper documentation as per the checklist, satisfactory background and reference checks, your being contractually free to join the Company, and your agreement to and execution of the attached Contract of Employment and the Employee Non-Competition, Non-Disclosure and Assignment of Inventions Agreement.

Progress makes this offer contingent upon your representation that you will not bring with you to Progress, and Progress will not accept, any confidential or proprietary information from any of your previous employers.

Please acknowledge a copy of this letter as a token of your acceptance within three business days from the date of receipt of this communication, failing which the appointment letter stands withdrawn unless such date is extended and communicated to you in writing by us.

You are advised to report, at 10:00 AM, on or before August 20, 2018, for joining formalities at the following address, failing which this offer stands withdrawn unless such date is extended and communicated to you in writing by us: Progress Software Development Private Limited, Srinidhi Building, 3rd Floor, 27th Main Road, HSR Layout, Sector I, Bangalore - 560102.

We welcome you to Progress Software Development Private Limited and look forward to a long and mutually beneficial association.

For Progress Software Development Private Limited

Raga · M

Raga Sandhya Mallu
Human Capital

Smisha M

(18)

CADMAXX

Offer Ref: 2018/09/1920

Date: September 06, 2018

Mr. SUBRAHMANYA S

#51, 12th Main, 8th Cross, Raghavendra Block,

Srinagar, Bangalore-560050

EMPLOYMENT OFFER AS TRAINEE SOFTWARE ENGINEER

Dear. Subrahmanya,

Congratulation!

With reference to your application & subsequent interview we are pleased to confirm you that you have been shortlisted for employment on contract with *CADMAXX* as **Trainee Software Engineer.**

Based on your credentials and the information shared during your Interview, we feel that you will be able to make an outstanding contribution to our Organization.
You are offered an employment with CTC of **Rs. 26,280/- [Twenty Six Thousand Two Hundred and Eighty Rupees Only] Per Month** and break up is as shown in Annexure-1.

Tenure of the contract is for a period of **07 Months** which can be further extended upon mutual agreement as per business requirements.

You are supposed to report to our client by **10th September 2018.**

The representations contained in this offer letter and annexure supersede all prior written or oral presentations or communications pertaining to *CADMAXX*'s offer of Employment.

We hope that you find this offer acceptable which is as per our discussion. Offer is contingent upon satisfactory evidence and verification of your credentials, Educational Qualification, Past Experience (If any) and Pay slip (If applicable).

Employee has to execute Non – Disclosure Agreement on the date of start of employment with *CADMAXX*.

Your willingness to join **CADMAXX** can be expressed by confirming acceptance of Employment offer by indicating the date of joining / reporting within 7 working days by sending duly signed and scanned copy of "Offer Acceptance" through email or physical presence at our office, to process the appointment letter and other joining formalities.

Validity of this offer of Employment is till **10th September 2018.**

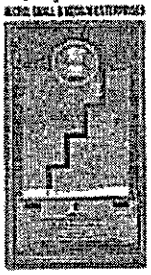
Please feel free to contact us for any clarifications.....

Very Truly Yours,

Regards,
For CADMAXX SOLUTIONS PVT LTD,

(RASHMI G)
HR Manager

National Award Winner
(2014 & 2015)



Cadmaxx Solutions Pvt. Ltd.,
2095, 5th Main, 9th Cross, R.P.C. Layout, Vijayanagar,
Bangalore-560 040. Ph :+91-80-65621500 / 41270467
www.cadmaxx.com CIN: U72900KA2010PTC055937

TRIGENT
OVERCOMING LIMITS

(19)

Trigent Software Ltd.
CIN U72200KA1995PLC065161
Professional Services Division
Khanija Bhavan, East Entrance 2nd Floor,
49, Race Course Road,
Bangalore – 560 001, India
P: +91 (80) 2215 7000

May 30, 2018

Sneha Sai Y

APPOINTMENT LETTER

Dear **Sneha Sai Y,**

We are pleased to welcome you to Trigent Software Ltd and offer you an engagement as **Network Operations New Associate** and you will be deployed at our client. Your engagement will be effective from **May 31, 2018** and shall continue as per the client business requirements. Your engagement is transferable across our clients and across different locations in India. As discussed and agreed, you will be paid a Gross Cost to Company of **Rs.210,000.00/- (Rupees Two lakh ten thousand only)** per annum. The detailed breakup of the compensation is attached as Annexure A.

This engagement will be governed by the terms and conditions as indicated in **Annexure-B**. You will also be governed by all the rules and regulations of the company and client applicable from time to time.

On the day of joining the client Company, we request you to carry the following original documents with photocopies.

a. Certificates / testimonials of your qualification & professional trainings.
b. Relieving and Experience certificates of last employer.
c. Last 2 months pay slip of your last employer.
d. Four passport size colour photographs.
e. Passport, if held otherwise apply for the same immediately.
f. PAN Card.
g. Aadhar Card.

We look forward to working with you, and hope you will find your engagement at Trigent a rewarding experience.

Yours truly,

For Trigent Software Limited,

Ajay Shyam Singh

Manager-Human Resources

Declaration by the Employee:
I have read and understood the contents of this engagement letter along with the description provided in Annexure A & B and accept the terms and conditions of engagement by sending the acceptance mail.

CADMAXX

Cadmaxx Solutions Pvt. Ltd.,
2095, 5th Main, 9th Cross, R.P.C. Layout,
Vijayanagar, Bangalore-560 040.
Ph : +91-80-65621500 / 41270467
www.cadmaxx.com
CIN :U72900KA2010PTC055937

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Ref: CADMAXX-APP-1820

Date: 06/11/2017

Mr. SHREYAS K M
EMP ID: - 4534A
7th A Cross, Opposite SaiRaman Dance School
Vidyanagar, Tumkur-572102

Dear Shreyas,

We are pleased to inform you that based on your successful completion of the interviews you have been appointed as **"Graduate Engineer Trainee"** in CADMAXX Solutions Private Limited, Bangalore ("CADMAXX") on the terms and conditions set out herein below:-

1. **ANNUAL COMPENSATION**

The details of your annual compensation package and benefits are as described in detail in the annexure enclosed herein. Your compensation will be subject to applicable tax deductions. You shall maintain strict confidentiality of the compensation and benefits, under all circumstances.

2. **JOINING DATE**

Your date of joining the Company will be **06th November 2017** all the terms and conditions set out in this appointment letter shall be effective from such date.

3. **DUTIES AND RESPONSIBILITIES**

Your duties and responsibilities will be as assigned to you from time to time by HR or any person specifically authorized by the Company. You shall understand your responsibilities fully and accordingly respond favorably at all times.

4. **KEY DELIVERABLES**

Your Key Deliverables and periodical targets shall be as decided by your reporting person. The key deliverables and target could be subject to change anytime during the course of your employment with the Company and communicated to you in writing. You shall not discuss your target and incentive structure or incentive earnings with your colleagues, clients or outsiders. In case you find it necessary you may discuss the same with your reporting person or HR.

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(21)

KPIT

Offer Letter and Terms of Employment
Date: 06.02.2019

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Dear **Chandra Shekar B R,**

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

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

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

Your Total Target Compensation including all benefits will be Rs. 3,25,000/- (Three Lakh Twenty Five Thousand) per annum; upon Successful Completion of KPIT Elective (If Applicable) . Annexure A provides a detailed break-up of the compensation package.

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

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

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

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

As a token of your acceptance of the above terms and conditions of the offer, please sign the duplicate copy of this letter and indicate the date on which you can begin your employment with us.

Yours Sincerely,
For: KPIT Engineering Limited*

K.N.S.

KNS Acharya
Vice President
Talent Acquisition Group (TAG)
Education & Competency Development (ECoDe)

BPL Telecom Private Limited
53, K.H. Road, Bangalore - 560 027.
Phone: +91-80-2227 0206 / 207 / 208
Telefax : +91-80-2227 0209

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Mr.HARSHA.S.N
S/O Mr Shivaputhrappa
18/26 -2nd MainNear Lakshmi Narashima temple, Attiguppe, Vijayanagara
Bangalore - 560040

19-06-2018
BTL:OFFR:06-18
HRM

PROFESSIONAL SERVICE CONTRACT

Further to the discussions we had with you regarding engaging your professional services, we are pleased to inform you that we have decided to take your service from ***10th July 2018*** on a Contract basis on the terms and conditions hereunder:

1. Your engagement under this agreement will be valid for a period of ***Twelve (12) months*** from the effective date. You will be based at ***BPL Telecom Private Limited; Bangalore*** this contract may be extended in writing for such further periods, at the sole discretion of the company. However, nothing in this letter shall be deemed to have entitled you to being appointed as an employee of the Company.

2. Your initial place of posting shall be at ***"Bangalore"***. The management reserves the right to depute, transfer your services to any other location or Group Company or outside India in consistence with the Company's interests.

3. You will act in strict compliance with the instructions issued by an officer of the Company in providing the services.

4. You shall not be entitled to join the Company's Group Accident Insurance Policy, Group Mediclaim Insurance Policy; Gratuity as are applicable to probationary or permanent employees of the company nor you will be entitled to receive any compensation in lieu thereof.

5. You will provide the services in a competent and professional manner, and exercise all reasonable care and diligence in the performance of your obligations. You shall treat all information / documents received by you in the course of your duties in strict confidence.

2017

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BUNDL TECHNOLOGIES PRIVATE LIMITED

Date: 17-Jan-2019

Dear **Kantharaju A G,**

We, **Bundl Technologies Pvt. Ltd.**,a company incorporated in accordance with the Companies Act, 1956 and having its registered office at 4th Floor, Annex Building, Maruthi Chambers, Survey No. 17/9B, Begur Hobli Roopena Agrahara, Bengaluru, Karnataka, India 560068 ("**Company**") are very pleased to offer you the position of **Executive - Merchendising Ops** at grade **3** subject to the following terms and conditions:

1. Upon your acceptance of the terms hereof, effective date of employment would be **21-Jan-2019** and place of posting would be **Bengaluru.**

2. Your annual compensation will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only) CTC**. Break-up of salary is attached in Annexure - A. During the term of your employment, you will be eligible for reimbursement of any pre-approved expenses, as per the then prevailing policies and rules of the Company upon presentation of documentation, expense statements, vouchers, and such other supporting information. All such payments shall be subject to withholding all applicable taxes which will be borne by you.

3. You will be on probation for a period of three months starting your date of joining. Unless stated in writing, you will be deemed a confirmed employee after the expiry of the initial or extended period of probation. If your performance and/or conduct is deemed poor or unfit by the company, your probation may be either extended you may be put on a performance improvement plan or your employment may be dispensed at the discretion of the management.

4. You acknowledge and agree that your remuneration is a matter purely between yourself and the Company and you are to keep this information and any changes thereto, strictly confidential. Your remuneration will be periodically reviewed as per the Company's policies. Your increments and promotions shall be at the discretion of the Company and will be subject to and on the basis of your performance.

5. You will be governed by and will abide by the Company's rules, regulations and policies which are in force and as may be modified from time to time. The rules, regulations and policies are deemed to be incorporated herein by reference.

6. Your employment with the Company is on a full-time basis. While you are in the services of the Company, you are not permitted to directly or indirectly, engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation, with or without remuneration, for any third person or concern (including self-employment). You shall also not undertake or be interested, either directly or indirectly, in any activities, which are contrary to or inconsistent with your employment with the Company or the Company's interest. You shall devote yourself exclusively to the business of the Company. Any breach of this condition on your part may lead to the immediate termination of your employment with the Company.

7. Your employment is contingent upon the Company receiving satisfactory references or background check results. Please note that in the event the Company is not satisfied with any of these items, the Company reserves the right to end this agreement of employment.

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TRIGENT
OVERCOMING LIMITS

2017

Trigent Software Private Limited.
CIN U72200KA1995PTC065161
Professional Services Division
Khanija Bhavan, East Entrance 2nd Floor,
49, Race Course Road,
Bangalore – 560 001, India
P: +91 (80) 2215 7000

October 21, 2021

Rashmi K S
#8/a Ksheeradhare 3rd Cross 2nd Main Road
Bapujinagar
Bangalore 560026

APPOINTMENT LETTER

Dear **Rashmi K S,**

We are pleased to welcome you to Trigent Software Private Limited and offer you an engagement as **Network Operations Advisor** and you will be deployed at our client. Your engagement will be effective from **October 25, 2021** and shall continue as per the client business requirements. Failure to report to work as per the date mentioned will render this offer null and void, unless permitted in writing by the company. Your engagement is transferable across our clients and across different locations in India. As discussed and agreed, you will be paid a Gross Cost to Company of **Rs.240,000/- (Rupees Two lakh forty thousand only)** per annum. The detailed breakup of the compensation is attached as Annexure A.

This engagement will be governed by the terms and conditions as indicated in **Annexure-B**. You will also be governed by all the rules and regulations of the company and client applicable from time to time.

On the day of joining the client Company, we request you to carry the following original documents with photocopies.

a. Certificates / testimonials of your qualification & professional trainings.
b. Relieving and Experience certificates of last employer.
c. Last 2 months pay slip of your last employer.
d. Passport size colour photographs.
e. PAN Card.
f. e-Adhaar.

We look forward to working with you, and hope you will find your engagement at Trigent a rewarding experience.

Yours truly,

For Trigent Software Private Limited,

Srinivasan TPR

Associate Director - Human Resources

Declaration by the Employee:
I have read and understood the contents of this engagement letter along with the description provided in Annexure A & B and accept the terms and conditions of engagement by sending the acceptance mail.

TRIGENT
OVERCOMING LIMITS

ANNEXURE - A

Given below is the breakup of the Compensation and benefits package:

Components	Amount in INR	
	Month	Annual
Basic	15,050	180,600
Statutory Bonus	1,500	18,000
HRA	2,820	33,845
Total	**19,370**	**232,445**
Company's Insurance Contribution	630	7,554
Total	**630**	**7,554**
Gross Cost to Company	**20,000**	**240,000**

Take Home Calculation (before Income Tax/Professional Tax):

Monthly Salary	**19,370**
Less ESI	**145**
Take Home before IT/PT	**19,225**

(Take Home Calculation (before IT/PT) = Monthly Total - Deductions [Employee State Insurance +Provident Fund])

Annual Benefits

A Provident Fund: If opted/covered under the Provident Fund Scheme. You will be contributing 12% of your Basic+DA every month and the Co. will make an equal contribution to the fund (restricted to a maximum of Rs. 15000 only).

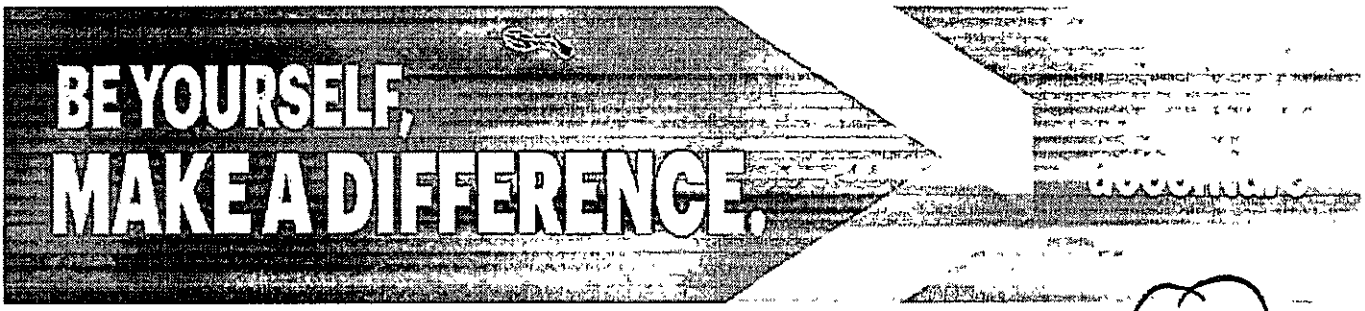
B Gratuity: You will be entitled to Gratuity as per the rules of the scheme.

C Medical Insurance: Employees drawing a monthly salary of Rs. 21000 or less will be covered under ESI. Employees drawing monthly salary above Rs. 21000 will be covered under the Company Medical Insurance for Hospitalization to the tune of INR. 1,00,000 per annum for self, spouse and two children.

Disclaimer:

Any commitments with respect to Compensation and Benefits which are not included in the "Cost to Company Components" table or explicitly mentioned in the offer letter stands null and void.

2016-17



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13-Oct-2020

C4407498
HEMAVATHI M J
#11, 2nd main 2nd cross Papareddypalya Nagarabhavi second stage Bangalore-560072 560072

Dear HEMAVATHI,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**. This letter will officially confirm your annual total earning potential and terms of your employment

Job Profile- **Network Operations Associate**
Management Level- **12**
Sublevel - **3**
Job Family Group-**Business Process Specialization**
Business Deal-**Non Contact Center**

Your annual total cash compensation will be **INR 338720** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of **INR 292000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 (September 2020 to August 2021) Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the FY21, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said financial year.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance You may belong to this category and your details will be disclosed to these authorities.

Your employment with the Company will be governed by the attached Annexure 2 ' 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 your effective start date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 ' Documentation.

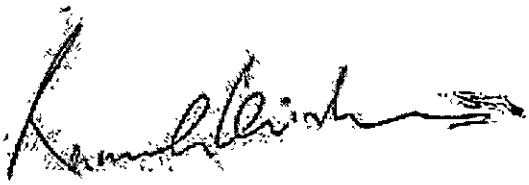
After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

HEMAVATHI, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **sudhindra.b.s** at **9986900884** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Ramesh K
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name]
Date:

Candidate's signature_____



SKIPLOOP

HRD/3T/16-17/10017386 August14th 2017

Dear **Manoj A**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 21st August 2017.

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

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

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,44,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

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

For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/16-17/10017387

August 14th 2017

Dear **Nethravathi K**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 21st August 2017.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/16-17/10017385

August 14th 2017

Dear **Indira A**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 21st August 2017.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/16-17/10017383

August 14th 2017

Dear **Harshitha N**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 21st August 2017.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/17-18/10017391

September 10th 2018

Dear **Abhishek M S**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/17-18/10017394

September10th 2018

Dear **Vishwas R**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/17-18/10017392

September 10th 2018

Dear **Gowthami D M**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 17th September 2018.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/18-19/10017395

August 19th 2019

Dear **RashmiKanabur**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 26th August 2019.

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

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

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/18-19/10017397 August 19th 2019

Dear **SumanSurekha V**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 26th August 2019.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/18-19/10017405

August19th 2019

Dear **Puneeth Kumar R**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 26th August 2019.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/18-19/10017396

August19th 2019

Dear **SaniaTabassum**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 26th August 2019.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/19-20/10017399

September 15th 2020

Dear **Lavanya H**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 22nd September 2020.

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

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

ECE

SKIPLOOP

September 15th 2020

HRD/3T/19-20/10017400

Dear **Mamatha V**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 22nd September 2020.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

SKIPLOOP

HRD/3T/19-20/10017398

September 15th 2020

Dear **Charita**

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with **SKIPLOOP** Limited and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Associate Engineer** in Job Level 3 with the company. You are also informed here by to duty on or before 22nd September 2020.

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For Skiploop,

Ananth Mallya
Head T.A. (Advisor)

VIPRA

Vipra Machine Tools (Pvt.) Ltd.
Expressly for your precision machined components – THE CNC WAY

DATE: 26.04.2018

To:

Mr. Aditya B
S/O Bheemsen Rao
Kulakarni, H No. 2/65
Handraki, Kalaburagi - 585222

ORDER OF APPOINTMENT AS TRAINEE

This is with reference to your written application to the company requesting for imparting training and subsequent selection process you have undergone and executed "Agreement on Imparting Training",

(1) The Management is pleased to appoint you as a Trainee for period of two years from the date you join to the training in the company.

(2) You are also required to undergo probation for a period of three months after two years of training for the purpose of assessing your learning.

(3) You shall not claim permanent employment in the company, as a matter of right, after successful completion of Training/probation period.

(4) You shall strictly abide by the code of Conduct, regulations, stipulations and instructions framed from time to time by the management for the purpose of effectively running the business and strictly follow the decorum of the company so as to enhance the image of the establishment.

(5) Training shall be terminated, if you are found medically unfit or medically not suitable for employment.

2016-2017 (ME).

Dynamic Engineering
MEP Design | Drafting | Training | Installation

Dynamic Engineering
H/14, TNHB Colony, Trichy Road, Namakkal (D.t),
Tamil Nadu, India, PIN :637001.
Ph : 04286-220819
Email:dynamicmepengg@gmail.com

Ref: DYN/ENG/OFF/18/56

DATE: 14th Mar– 2018

OFFER LETTER

Dear Ajay Yuvakesavan,

With reference to your application and subsequent interview, we are pleased to offer you a position, **Mechanical Engineer** to be posted at Namakkal Office on a monthly gross salary of Rs.6,000/. (Rupees Six Thousand Only) plus other benefits as per the policy and rules of the company.

This offer is a condition of your being found medically fit at the time of commencement of our Employment with the company. A relieving letter from your last employer would be required at the Time of your joining the company.

You will be under probation for a period of six months from the date of your joining, which would be reviewed after evaluating your performance. A detailed appointment letter and confidentiality,

The agreement will be issued to you at the time of Your joining the company and you would be Strictly governed by the Service/regulations in force or as mended, alerted or modified from time to time.

You are requested to convey your acceptance of the offer and your latest date of joining and return the duplicate copy of the offer letter duly signed as a token of acceptance.

Thanking you,
For Dynamic Engineering.

K. Murugu.
Managing Director

DYNAMIC ENGINEERING
NAMAKKAL-637001

Gulf Spic General Trading & Contracting Company W.L.L.

شركة سبيك الخليج للتجارة العامة والمقاولات ذ.م.م.

REF: HR /ENGG. DIV. /JOB OFFER/18

DATE : 05th August 2018

JOB OFFER LETTER

NAME OF THE CANDIDATE	:	GURUPRASAD HARI			
NATIONALITY	:	INDIAN	DEPARTMENT	:	ENGINEERING DIVISION
PASSPORT NO.	:	R 4657817	POSITION		TRAINEE ENGINEER (MECHANICAL)

We are pleased to offer you a job in our company, Gulf Spic General Trading & Contracting Co. W.L.L. for the above mentioned position.

The Company will pay minimum basic salary of KWD per month after the candidate joins duty at Kuwait.

The company reserves the right to post the candidate in accordance with the contracts with various Clients and also reserves the right to transfer from one place of work to another according to the requirements of the Company.

We look forward to having you join our Company for a successful and rewarding career.

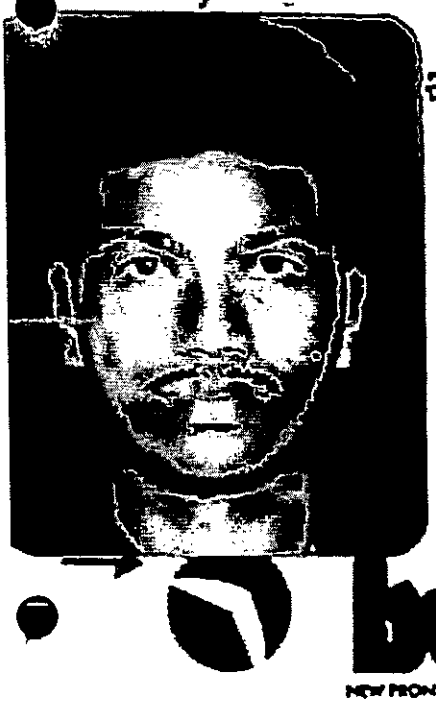
HANADI EID
MANAGER - HR & ADMN.

GULF SPIC CONTRACTING COMPANY W.L.L.

Company Seal

Signature & Thumb Impression of Candidate

नाम / Name : GIRISH K B



aff No. : R615-R2747

ಬೆಂಗಳೂರು ಕಾಂಪ್ಲೆಕ್ಸ್

बेंगलोर काम्प्लेक्स

BANGALORE COMPLEX

BEML LIMITED

(A Govt. of India Mini Ratna Company

under Ministry of Defence)

Bangalore - 560 075.

NEW FRONTIERS, NEW DREAMS

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BENGALURU CITY POLICE



HARISH GOWDA H P

SECOND DIVISION ASSISTANT

Emp No 3056978

Card No 18150

(DCP, VVIP SECURITY)

For Commissioner of Police

Bengaluru City

CLIMAVENETA

A Group Company of

MITSUBISHI ELECTRIC



Name: **Jovy Jose**

Emp.Code: 1128

CLIMAVENETA CLIMATE TECHNOLOGIES PVT LTD

#180, 5TH MAIN, 9TH CROSS, HAL 1ST STAGE, INDIRA NAGAR, BANGALORE

Salary Slip for the month of Nov/2018

Ref. No.	1128	Employee Name:	JOVY JOSE
PF. No.	KN/52401/247	ESI No.	
NOD	30	DOJ	01/01/2018
Designation	GET	Dept	SALES & MARKETING
GRADE		Branch	KARNATAKA
A/c No	0430101907079	Mode of Pay	Bank Advise
UAN	101240910999	LOP	0

Earnings	Amount	Deductions	Amount
BASIC	10,000.00	PF	1,200.00
HRA	4,000.00	PT	200.00
MEDI REIM	1,250.00	PF_ER DED	1,200.00
SPECIAL AL	4,434.00		
LUNCH REIM	1,300.00		
PF ER	1,200.00		
CTC TASK B	1,500.00		
Total	**23,684.00**	**Total**	**2,600.00**

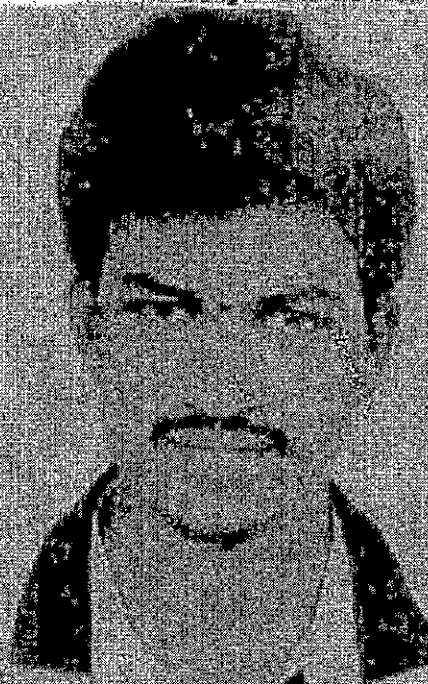
Net Pay **21,084.00**

In Words **Rupees Twenty One Thousand Eighty Four Only**

Signature

THIS IS A COMPUTER GENERATED PAYSLIP HENCE SIGNATURE IS NOT REQUIRED

नाम / Name :



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बेंगलोर काम्पलेक्स

BANGALORE COMPLEX

BEML LIMITED

(A Govt. of India Mini Ratna Company

under Ministry of Defence)

Bangalore - 560 075.

NEW FRONTIERS, NEW DREAMS

MAC WORLD
Make a Change

ACS - Mech

OFFER LETTER

To,

Dear Mr. MD. ZUBAYR HUSSAIN KHAN

Subject: **Offer / Acceptance of Employment**

With reference to your application and the subsequent interview you had with us, we are pleased to inform that you have been selected as **"Graduate Engineer Trainee" in Hyundai Polytech India Pvt Ltd** in payroll of Macworld Technology Private Limited at our Chennai Office or else Mac World Technology will placed the shortlisted candidates in any of the Client MNC Companies. Your Tentative Joining Date Would be 30th Aug 2017 otherwise offer will be invalid.

You will be on training period for six months, which may be extended in case it is found necessary During the training period your engagement will be subject to termination at anytime by either party, without notice and without assigning any reason what so ever. You will continue to be on training unless you are specifically confirmed in writing.

You fixed cost to company will be **Rs. 10,500/-** Per Month.

You are requested to report to the HR department at the address given below.

We look forward to you at our Factory Office.

If you agreeable to the terms of employment as set out above, kindly sign below and return to us the duplicate copy of this later as a confirmation of your acceptance of the same.

For Mac World Technology Private Limited

Authorized Signatory

MAC WORLD TECHNOLOGY CHENNAI

Accepted By

Signature

MAC WORLD TECHNOLOGY PVT LTD

No:3, Hayath Plaza, IInd Floor, Nambi Street, Poonamallee,Chennai -600 056.
www.macwt.com | hr@macwt.com

MAC WORLD
Make a Change

ACS - Mech

OFFER LETTER

To,

Dear Mr. MUSLIH K

Subject: **Offer / Acceptance of Employment**

With reference to your application and the subsequent interview you had with us, we are pleased to inform that you have been selected as "**Graduate Engineer Trainee**" in **Hyundai Polytech India Pvt Ltd** in payroll of Macworld Technology Private Limited at our Chennai Office or else Mac World Technology will placed the shortlisted candidates in any of the Client MNC Companies. Your Tentative Joining Date Would be 30th Aug 2017 otherwise offer will be invalid.

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For Mac World Technology Private Limited

MAC WORLD TECHNOLOGY CHENNAI

Authorized Signatory

Accepted By

Signature

S&S SOLUTIONS

C/O Shivaram rahuth st rita school opp S.kariyappa road kanakapura town 562117

TEAM CONCEPTPVT LTD

PAY SLIP FOR THE MONTH OF OCT-2018

Name	PRATHAP K.R	Emp code		EPF NO	101252341612
		Location	Harohalli	ESI NO	5345880282
Total day in the month	24				
Total days payable	22				Deduction
WAGES FOR MONTH		EARNED	WAGES	Description	amount
BA+DA	10691	BA+DA	9800	EPF Deduction	11
Special Allowance	719	Special Allowance	659	ESI Deduction	
Attandance bonous	250	Attandance bonous	229	FOOD	
Bonous	891	Bonous	817		
Gross pay	12551	Total Earning	11505	Total Deduction	1
Net salary payable	10018				

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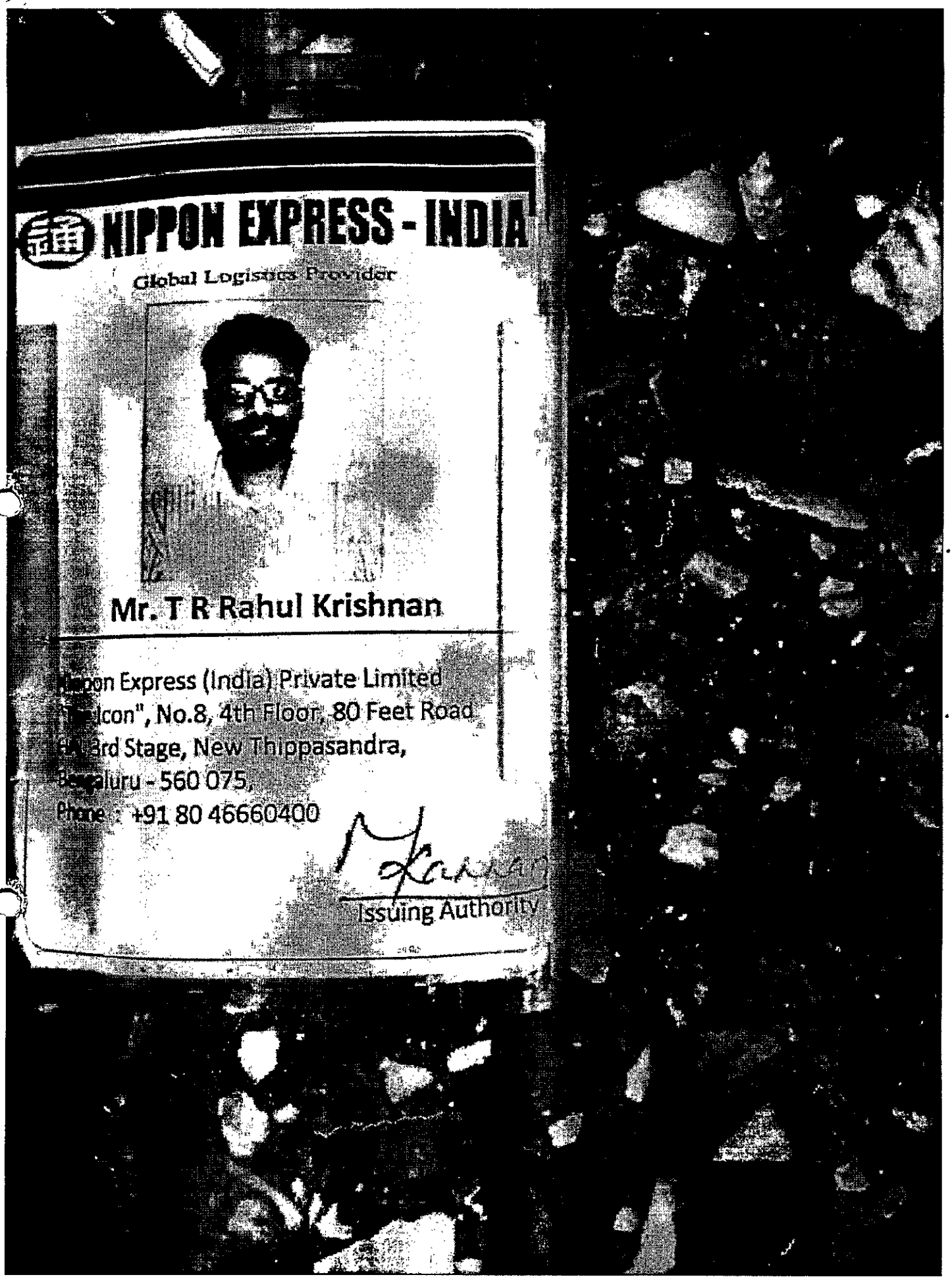
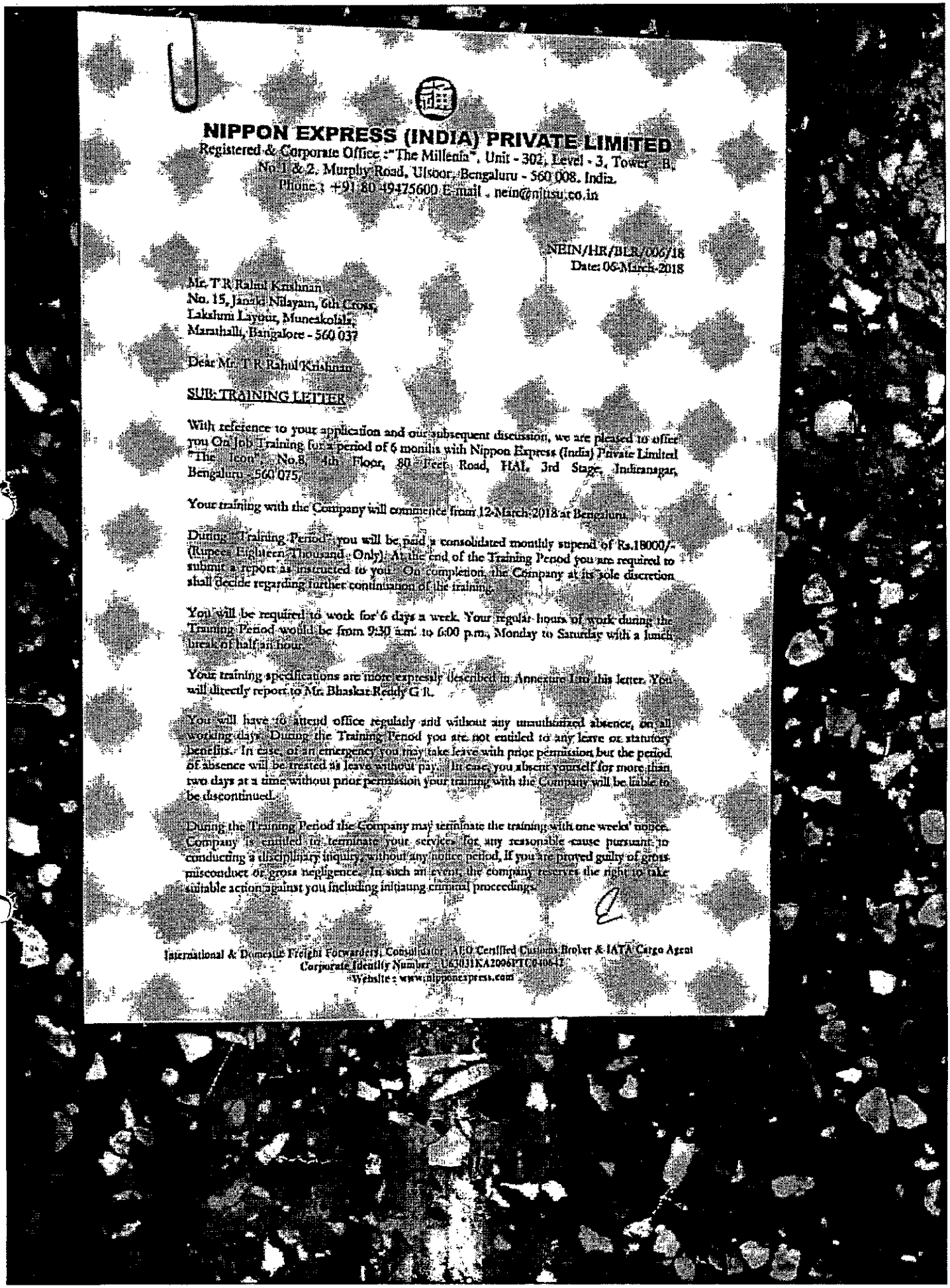

NIPPON EXPRESS - INDIA
Global Logistics Provider
Mr. T R Rahul Krishnan
Nippon Express (India) Private Limited
"Falcon", No.8, 4th Floor, 80 Feet Road
HAL 3rd Stage, New Thippasandra,
Bengaluru - 560 075,
Phone : +91 80 46660400
Issuing Authority



NIPPON EXPRESS (INDIA) PRIVATE LIMITED

Registered & Corporate Office :"The Millenia", Unit - 302, Level - 3, Tower - B,
No.1 & 2, Murphy Road, Ulsoor, Bengaluru - 560 008. India.
Phone : +91 80 49475600 E-mail : nein@nittsu.co.in

NEIN/HR/BLR/006/18
Date: 06-March-2018

Mr. T R Rahul Krishnan
No. 15, Janaki Nilayam, 6th Cross,
Lakshmi Layout, Munekolala,
Marathalli, Bangalore - 560 037

Dear Mr. T R Rahul Krishnan,

SUB: TRAINING LETTER

With reference to your application and our subsequent discussion, we are pleased to offer you On Job Training for a period of 6 months with Nippon Express (India) Private Limited "The Icon", No.8, 4th Floor, 80 Feet Road, HAL 3rd Stage, Indiranagar, Bengaluru - 560 075.

Your training with the Company will commence from 12-March-2018 at Bengaluru.

During Training Period you will be paid a consolidated monthly stipend of Rs.18000/- (Rupees Eighteen Thousand Only). At the end of the Training Period you are required to submit a report as instructed to you. On completion, the Company at its sole discretion shall decide regarding further continuation of the training.

You will be required to work for 6 days a week. Your regular hours of work during the Training Period would be from 9:30 a.m. to 6:00 p.m., Monday to Saturday with a lunch break of half an hour.

Your training specifications are more expressly described in Annexure I to this letter. You will directly report to Mr. Bhaskar Reddy G R.

You will have to attend office regularly and without any unauthorized absence, on all working days. During the Training Period you are not entitled to any leave or statutory benefits. In case of an emergency you may take leave with prior permission but the period of absence will be treated as leave without pay. In case you absent yourself for more than two days at a time without prior permission your training with the Company will be liable to be discontinued.

During the Training Period the Company may terminate the training with one week' notice. Company is entitled to terminate your services for any reasonable cause pursuant to conducting a disciplinary inquiry, without any notice period, if you are proved guilty of gross misconduct or gross negligence. In such an event, the company reserves the right to take suitable action against you including initiating criminal proceedings.

Qrera

Shashi Gowda

Product Development

Mobile: +91- 855 344 2316

email: shashi.gowda@qrera.in

www.qrera.in

Qrera Technologies Pvt. Ltd.

87, Second Floor, 1st Cross, 12th Main, Harijan Colony, Mathikere,

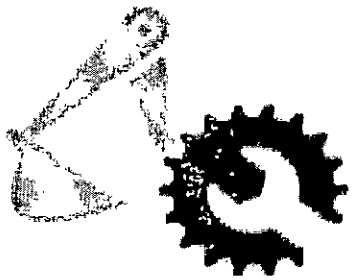
Bangalore - 560054, Karnataka - India

External Staff

Mercedes-Benz
Research and Development India



Shiv
Kumar



YantraLive.com

KOMATSU JCB

VOLVO CAT

SANY

DOOSAN

TATA HITACHI

TEREX

Shivaprasad N

Business Development Executive

Mobile: +91 7624965292

Email ID: shivaprasad@yantralive.com

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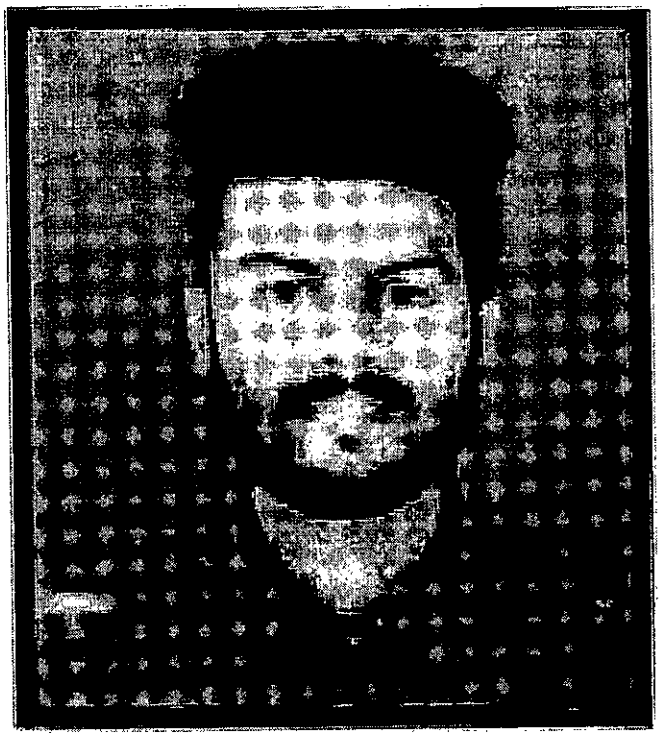
Netsurion

Technologies Private Limited



Name : **TEJESH KUMAR**

Blood Group : **A+ve**

EMP ID : **1198**

Issuing Authority

NMDC LIMITED

KUMARASWAMY IRON ORE MINE

(FOR CONTRACTUAL EMPLOYEES)



M/S VPR Mining Infrastructure Pvt Ltd.

Name of Employee	: Thippeswamy V
Father's Name	: Venkatesha T
Designation	: Mechanical Engineer
Age & DOB	: 23 Years & 01.06.1995
Form "A"	: 192
Blood Group	: A+VE
Training Certificate Date	: . . . . .
Medical Examination Date	: 03.01.2018

VPR Manager Signature

NMDC Manager Signature

VPR MINING INFRASTRUCTURE PVT. LTD.

ISO 9001:2008 & ISO 14001:2004 CERTIFIED COMPANY

CIN : U14200AP2006PTC057383

D.No.8-2-293/82/A/1259, 3rd Floor, Plot No. 1259, Lakshmi Towers, road No. 36, Jubilee Hills, Hyderabad - 500033.
Tel. : (0) +91 40 23551862/63, Fax : +91 40 23551861.
New No. 8 (Old No. 14), Tilak Street, T. Nagar, Chennai - 600 017, (T.N.) Ph. : 28340870, 28344940, www.vpr.co.in

Date: 03.12.2018

EXPERIENCE CERTIFICATE

TO WHOM IT MAY CONCERN

This is to certify that Thippeswamy V S/O Venkatesha T is working in our company VPR Mining Infrastructure Private Limited as Mechanical Engineer from 01/12/2017 to 30/11/2018 and still working.

During this period, his services were found to be satisfactory in carrying out following duties.

- Maintaining records Tippers and Machineries.
- Daily checking of Tippers and Machineries.
- Tippers and Machineries Maintenance.
- Safety In charge.
- HSD Incharge.
- Work related to administration, any other duties assigned by Mines Manager.

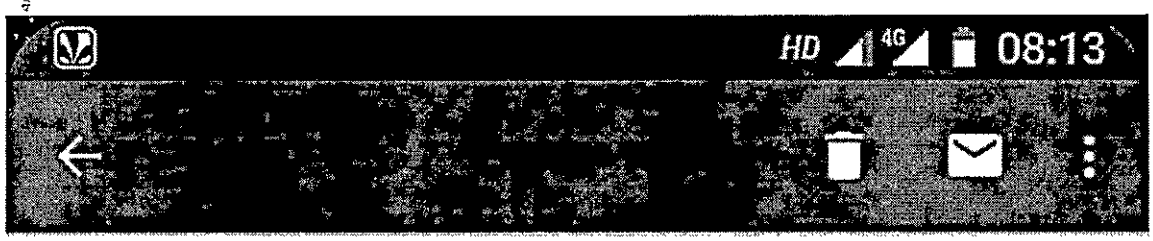
He was sincere and hard working person, his conduct and character we found to be very good.

We wish him all the best in his future.

For VPR Mining Infrastructure Private Limited
For V.P.R. Mining Infrastructure Pvt. Ltd.,

Authorized Signatory

Authorized Signature



PO Invitation Mail – May 2018

Name: Vivek Kaushal

Applicant ID: 3359866

Dear Vivek Kaushal

Sub: ICICI Bank Probationary Officers' Programme May 2018 - Batch 42

Congratulations!

With reference to your application for the position of Probationary Officer, we are pleased to make you an offer to join "ICICI Bank Probationary Officers' Training Programme-Batch 42" on the following terms and conditions:

Programme Details

The Training Programme will be conducted for a period of 12 months. The structure of the Programme is as follows:

ICICI MANIPAL

Expanding Horizons of Learning



ICICI MANIPAL ACADEMY
Survey No. 38
Chikkanahalli
Jakkur Post

VIVEK KAUSHAL

Reg. No. : 1812580437

Applicant ID : 3359866

PGDB (Banking & Finance)

TeamLease™
Skills University
Sponsored by
TeamLease Education Foundation

Date: 05 Mar 2018

Name: Mr Ajithkumar K
Trainee ID: TR10135246
#3 Gayathri Nilaya Hanumagiri
Nagar 5th Cross Subramanyapura Post Chickkalasandra
Bangalore 560061

Dear Mr Ajithkumar K

Course Registration Letter

We are pleased to engage you as a Trainee subject to the following terms and Conditions:

1. The period of training shall be 3 Years with start date 05 Mar 2018 and end date 04 Mar 2021 and the same shall not be entitled for any further extension.

2. It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period. As a Trainee undergoing Training in an establishment you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to or in relation to you and your On Job Training shall be solely governed by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM) Regulations, 2013.

3. During the course of this training programme you would be going through online session on the followings:

   a. Communication Skills
   b. Personality Development and
   c. Computer Skills

4. During the tenure of your On Job Training you shall abide by the provisions and regulations from time to time as intimated to you by us and / or the establishment wherein you will undergo On Job Training including but not limited to all matters of conduct, discipline and safety.

5. You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. You shall maintain a record of the details of your On Job Training during your On Job Training period.

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

   i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
   ii. Neither engage in any conduct which is detrimental to the interest of TeamLease Skills University nor receive any payments of any nature directly or indirectly unless agreed to by TeamLease Skills University Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
   iii. Report and be present at the designated location during the On Job Training Hours mentioned herein and abide by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013.
   iv. Comply with the safety, health and other rules and regulations of TeamLease University that you have been made aware of.

8. Either party may terminate this Course Registration Letter by issuing 30 days' notice in writing or payment thereof.

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TeamLease™
Skills University
Promoted by TeamLease Education Foundation

9. For any regular absenteeism or if you are reported to be absconding from your On Job Training then this Course Registration letter for On Job Training shall be terminated according to the Provisions of the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013 or any other Rules / Schemes framed thereof.

10. You're On Job training can be terminated without payment of any Stipend in the event: -

    - If you are found indulging in gainful employment with any third party and If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/Surgeon attached to any Government Hospital)
    - You agree to defend, indemnify and hold TeamLease 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 Course Registration Letter or for misconduct or for violation of any law or creation of any legal liability by you.

11. You shall be entitled to a consolidated stipend an amount of Rs 11531/-. You hereby authorize TeamLease Skills University to make all payments required to be made to you by TeamLease Skills University either by way of Cheque or by directly crediting the amounts to your bank account.

12. Your consolidated Stipend would be inclusive of the Employee Compensation Policies as specified herein.

Particulars	Amounts
Stipend	11500
Trainee Compensation	31
TotalAmount	11531.00
Amount In Words(Rs)	Eleven Thousand Five Hundred Thirty One rupees

13. TeamLease Skills University will make available to you 200 hours of Online Course Content with regards to skills and upon confirmation by the establishment that you have commenced your training you will be provided access to the same through the Trainee Portal.

14. The eligibility criterions for the successful course completion are as follows:

    a. Successful clearance of the Online Assessment in relation to the 200 hours of Course provided as specified under clause number 13 herein
    b. Successful submission of the dissertation and satisfactory completion of viva voce by us

15. On successful completion of the above provisions (a) and (b) you shall be entitled for On Job Training cum Employability Training Proficiency Certificate. In the event of non-clearance of Online Assessment (Point (a) above) but successful completion of the On Job Training you will only be issued the On Job Training Completion Certificate

16. You shall be imparted On Job Training according to normal hours of work of the department in the establishment to which you will be attached for training.

17. The Stipend for a particular month shall be paid on or before the 10th of the following month.

18. **This Course Registration Letter shall stand automatically withdrawn from the date of your enrollment under the NEEM scheme:**

    - **If you fail to submit the below-listed documents, within 15 working days from the date of you receiving this course registration letter:-**
        1. **Copy of your Aadhaar Card**
        2. **Copy of first sheet of your Bank Passbook and/or copy of a cancelled cheque along with bank details for stipend credit**
        3. **Copy of highest educational qualification certificate**
    - **If documents furnished by you are found to be false at any point in time.**

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TeamLease™
Skills University
Promoted by TeamLease Education Foundation

Any disagreement or dispute between TeamLease Skills University and You arising out of the Terms and Conditions of this Course Registration Letter or any other Terms intimated to you from Time to Time with reference to this Course Registration Letter or Incidental or ancillary thereto, shall be referred to and governed by the provisions of the terms laid of the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2013.

ENDORSEMENT

I hereby confirm acceptance of the above Course Registration letter, on the terms and conditions stipulated therein and hereby declare that (1) I am currently not employed (Part Time / Full Time / Fixed Term Contract) for gains with any third party and that I hold a Graduate / Diploma Certificate from a recognised university or am pursuing a Graduate / Diploma Course from a recognised University (2) On the date of Commencement of the On Job Training I shall be/ am above the age of 16 years and during the subsistence of the On Job Training Period, I shall not exceed the age of 40 years (3) I am mentally and physically fit to undergo the On Job Training as specified in this Course Registration Letter.

I hereby confirm that with the acceptance of my first Stipend it will be a conclusive proof of my acceptance of the terms and conditions laid out in this Course Registration Letter. I understand and agree that this Course Registration Letter does not confer employment by TeamLease Skills University or any guarantee of employment.

For TeamLease Skills University

(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name: AJITHKUMAR K

Note : The acknowledged copy to be dispatched to below mentioned address :
To ROPS Team,TeamLease Services Ltd, **8th Floor,** BMTC Commercial Complex, 80ft road, Koramangala, Bangalore-5600 95.

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GENUINE PRODUCTS

AN ISO 9001 COMPANY

since 1944

PPOI : SHEET METAL DIVISION
#66, 1st Main Road, Pete Chennappa Industrial Estate,
Magadi Road, Kamakshipalya,
Bengaluru - 560 079.
Telephone : 080 - 6561 3881 / 884
Website : www.genuineproducts.in

APOI :
Sy. No. 13/2, Gokarapalya,
Magadi Main Road, Vishwaneedam Post,
Bengaluru - 560 091.
Telephone : 080 - 656[illegible]

SALARY CERTIFICATE

This is to certify that MR. MEGHASHYAM M T S/o MR.MADANKUMAR B working with us from 25.12.2017 as Engineer in our Production Department. He is drawing a salary Rs.11000/- (Rupees Eleven Thousand Only) per month.

Place: Bengaluru
Date:24.07.2018

GENUINE PRODUCTS ★ BANGALORE ★

For GENUINE PRODUCTS

(N.S. HEGDE)
Vice President -Technical
Authorised Signatory

VOLVO BUSES

TO WHOMSOEVER IT MAY CONCERN

Date | Telephone Indicating | Telefax | Our Reference

4th July 2018 | Ref: App/CER/2018

This is to certify that Mr. Neelam Samantha Gowda (A262946) has been engaged with us as Graduate Apprenticeship Trainee in Mechanical stream in Production as a part of Apprenticeship Scheme from 4th July 2017 to 3rd July 2018 (2016-17 Batch).

We wish him success in all the future endeavors.

For Volvo Group India Private Limited,

Naveen B.M
AGM- Human Resources

www.volvobuses.co.in

Volvo Group India Private Limited
(formerly Volvo India Private Limited)
Talachahally, Tarramani Post,
Hosakote, Bengaluru - 562 122
Karnataka

Telephone
+91 80 6712 1200
Telefax
+91 80 6712 1222

Registration No.
CIN U50101KA1996PTC024176

Registered Office:
Volvo Group India Private Limited
(formerly Volvo India Private Limited)
Talachahally, Tarramani Post,
Hosakote, Bengaluru - 562 122
Karnataka

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magnasoft

YOUR WORLD, HERE & NOW

October 29, 2018

Harisha T
3rd Stage,Gattigere Layout
Rajarajeshwari Nagara,Bangalore south ,
Karnataka-560093

Dear Harisha T,

Subject: Offer Letter

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the Position of "Executive -Map Finishing" effective from 29-Oct-2018 provided you confirm the appointment made under this Offer Letter within a period of 03 days on receipt of this Offer Letter.

The location of your initial reporting will be Bangalore, India. The date of your joining would be 29-Oct-2018 Your Total Salary or cost to company basis would be as discussed and agreed pursuant to the Offer Letter. Apart from the compensation package, you will also be eligible for other benefits as applicable to your grade

A formal appointment letter indicating the terms and conditions of employment will be issued to you at the time of joining our organization, including your observance to Non- Compete / Non-Solicit / Letter of Undertaking and execution of Non-Disclosure Agreements

As a part of the joining process, you are advised to submit the following documents at the time of joining by way of true and correct disclosure

- Service certificate and relieving letter from your previous employer
- Salary certificate latest pays slip from your previous employer
- All relevant educational qualification certificates
- PAN Card and 5 five passport size photograph
- Adhaar Card Xerox copies 2

Kindly return the duplicate copy of this letter signed as a token of your acceptance with in 03 days of receipt of this Offer Letter.

Welcome to Magnasoft. We wish you a long, rewarding and fulfilling career and look forward to your joining us

For Magnasoft Consulting India Private Limited

Priya Fernandez
Head - Human Resource

YOUR WORLD, HERE & NOW

Magnasoft Consulting India Pvt Ltd
[illegible]
[illegible]
[illegible] www.magnasoft.com

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L&T Financial Services

SOUTH//12-2018/55316 Date: 14-Dec-2018

APPOINTMENT LETTER

Date of Joining – December 17, 2018

Dear RAMESH

Welcome aboard!

With reference to our Interview and discussions, we are pleased to appoint you as **FL IV- OFFICER** in our **DEBT SERVICE MANAGEMENT** division of the Company. Your date of joining is **December 17, 2018.** The following terms and conditions will be applicable to you:

1. PLACE OF POSTING:

Your posting will be presently at **HUBLI-DESHPANDE NAGAR.** However, during employment of the Company, you may be posted / transferred to any of the offices / projects / divisions / departments / units / subsidiaries / sister concerns of the Company, existing or to be set up at any other location in India or abroad, without any additional remuneration, in the interest of the Company without assigning any reasons.

2. COMPENSATION & BENEFITS:

Your Cost to Company [CTC] per **Rs. 2,00,000/- (Rupees Two Lakhs only),** which will be inclusive of Basic Salary, Allowances and such other elements as may be applicable from time to time. Compensation and career progression shall be dependent on performance / conduct and in no case shall be construed to be a matter of right.

You will be governed at all times by the policies, procedures and rules of the Company related to the salary, allowances, benefits and perquisites which are applicable to you. Further, the Company, at its sole discretion, may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.

Your compensation review / increments and future prospects in the Company shall entirely depend on your performance and other relevant factors as Company may deem fit and in no case, they shall be automatic and / or a matter of right.

It is agreed between the Company and you that the incentive, payable if any, based on your performance and/or productivity is in lieu of any other bonus payable, including the bonus based on profits payable under any law. It is also expressly/ mutually agreed between the Company and you that the incentive payable if any, based on your performance and/or productivity shall be set off against the bonus payable based on profits under any law to the extent permissible under any law.

3. PROVIDENT FUND SCHEME :

You shall become a member of the Provident Fund immediately on joining and as per the rules in force from time to time. The Company contribution under this scheme is fixed at 12% of your basic with a matching compulsory contribution from you. You will be required to submit necessary forms to the Human Resources Department upon your joining.

4. LEAVE :

Ramesh

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You will be eligible for leave as per the Company's leave policy.

5. MEDICAL FITNESS :

You will be required to undergo the periodical medical checkup/ examination by a doctor appointed by the Company. This appointment letter is valid subject to you being physically fit. Your appointment, continuation and permanency in the employment are also subject to you remaining physically fit.

Your appointment is subject to your declaration of medical fitness to perform the job assigned to you by the Company. The Company, as and when necessary, may require you to be medically examined by Company appointed medical practitioner at any time, during the period of your service. The Company reserves the right to initiate necessary actions, including termination of employment, in any of the following situations :

1. A false declaration of medical fitness by you.
2. Being found medically unfit to continue with the job, by the Company appointed medical practitioner. In such an event, you will be given 30 days time to regain your fitness.
3. Infectious diseases – in case you acquire any infectious diseases which are likely to be a risk to other employees.

6. DUTIES AND RESPONSIBILITIES :

i) Your duties are entirely managerial in nature and the Company will expect you to work with a high standard of initiative, efficiency and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.

ii) You will devote your entire time to the work of the Company and will not undertake any direct / indirect business or work, honorary or remuneratory except with the written permission of the Company in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.

iii) You shall not seek membership of any local or public bodies without first obtaining written permission from the Company.

iv) You shall neither divulge nor give out information to any unauthorized person (including media) during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our processes, know-how, security arrangements, administrative and / or organizational matters of a confidential / secret nature, which may be your privilege to know by virtue of your being our employee and which shall bring disrepute to the Company or its group companies.

v) You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

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vi) You will not enter into any commitments or dealings on behalf of the Company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

vii) You will be responsible for the safe keeping and return in good condition and order of all the properties of the Company, which may be in your use, custody, care or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

7. TERMINATION OF PERMANENT SERVICE :

i) You will automatically retire from the service of the Company on attaining the superannuation age of 58 years.

ii) If you absent yourself without intimation / sanctioned leave or remain absent beyond the period originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you resume your duties within 8 days from the commencement of such absence and provide explanation to the satisfaction of the Company for such absence.

iii) Your services are liable to be terminated without any notice or salary in lieu thereof in case of misconduct, including loss of confidence, arising out of misconduct, disloyalty, commission of an act involving moral turpitude and act of indiscipline or inefficiency.

iv) During the service, either party to this contract shall be at liberty to terminate the same by giving to the other 30 days notice in writing or compensation (on Basic Salary basis) in lieu thereof. Provided that, such notice or compensation in lieu of shall not be payable by the Company to you in the event of any contravention or violation by you, of any of the provisions set forth in this appointment letter. It shall not be necessary for either party to assign any reason for termination of the contract. Final decision on relieving an employee in case of insufficient notice period or compensation in lieu thereof, or the decision to waive the notice period vests with the Company. Any unutilized leave, as per the Company's leave policy, may be set-off against the notice period of 30 days, at the discretion of the Company.

8. GENERAL CONDITIONS :

i) You may be selected and sponsored by the Company for familiarization / training assignments or any other institutions / organizations in India and / or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of such training including the travel fare and related expenses will be borne by the Company subject to agreements to be drawn up and signed by the Company and you specifying minimum number of years you will serve the Company after such training and providing for payment of liquidated damages by you to the Company proportionate to the years of service remaining to be rendered, in the event you voluntarily terminate the contract of service or this appointment, as the case may be, prior to the expiry of the agreed period of service referred to herein above.

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ii) You will be required to comply with BYOD Policy (Bring Your Own Device Policy) of the Company and consequently, you will be allowed to bring personally owned devices (adhering to the Company's acceptable use policy) to the workplace and use the said devices to gain accessto the application, network & IT resources of the Company. A onetime only advance shall be extended by the Company to you pursuant to the said policy, the amount of which shall be recovered from you prorated basis if your employment is terminated for any reason whatsoever within 364 days of your date of joining.

iii) You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the Company that may come in force from time to time.

iv) Your age mentioned in the Matriculation / Higher Secondary Certificate will be deemed to be the conclusive proof of your date of birth.

v) You will intimate in writing to the Company any change of address within a week from change of the same, failing which, any communication sent on your last recorded address shall be deemed to have been served on you.

vi) You will hand over the charge of Letter of Authority or Power of Attorney issued to you or any property / material of the Company in your possession at the time of cessation of your employment with the Company.

vii) The present designation is subject to change depending upon work assignment from time to time.

viii) You shall abide by the rules and regulations which the Company has at this level and shall undertake to sign such declarations that the Policy may demand from time to time.

ix) Unless otherwise specified, any reimbursements, in the form of relocation expenses / notice pay or payment of joining bonus, will be fully recovered if your employment with the Company ceases within two years of joining. Any payment made, in the form of relocation expenses / notice pay or payment of sign-on bonus will be taxed as per income tax rules.

x) The Company reserves the right to verify your documents & background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials, CIBIL & other background checks.

xi) Your appointment is also liable to termination in the event of the verification of your character, antecedents and testimonials are not found satisfactory. In case particulars mentioned in your application are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

xii) In case you join the Company in the absence of the relieving order from your previous employer, you shall do so at your own risk and undertake to keep the Company indemnified for all loss / damage by your such act.

xiii) Any dispute or difference or claims arising out of or in connection with this contract shall be resolved by reference to arbitration by a sole arbitrator appointed by L&T Finance Limited, at its sole discretion. The arbitration proceedings shall be governed by the provisions of the Arbitration & Conciliation Act, 1996 and the Rules framed there under and any amendments thereto. The language of arbitration shall be English. The venue of arbitration shall be at Mumbai and courts at Mumbai

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shall have exclusive jurisdiction. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India

xiv) Any Dispute between yourself and the Company concerning with or relating to or arising out of this employment shall be subject to the jurisdiction in Greater Mumbai only.

xv) Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not to share information regarding the same with any one.

xvi) You shall not be entitled to any salary in the event you leave the Company within 20 working days of your joining.

xvii) This appointment is subject to the rules, regulations and policies made by the Company and detailed in the HR manual or any other circular/intimation issued by the HR team as in force at present or as may be amended, altered, modified or extended from time to time and shall be binding upon you whether or not you have signed off on such amendment or modification .. If acceptable to you, please carry a duplicate copy of this letter duly signed by you in token of your acceptance of offer on your date of joining.

You are requested to initial (on all pages) and sign (in the space herein below) and return the enclosed copy in acceptance of the terms and conditions incorporated herein above.

With best wishes for your assignment,

Sincerely yours,

For L&T FINANCE LIMITED

SUDEEP BANERJEE
GROUP HEAD - HUMAN RESOURCES

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby sign in acceptance of the same.

NAME: RAMESH VEERAPPA JANTLI

SIGNATURE: Ramesh DATE: 17-12-2018

*L&T Finance Limited & L&T FinCorp Limited have been merged into Family Credit Limited. The name of Family Credit Limited is changed to L&T Finance Limited.

L&T Finance Limited
(erstwhile known as Family Credit Ltd.)
Brindavan, CST Road, Kalina
Santacruz (East)
Mumbai 400 098

Registered Office
7th Floor, Technopolis, A-Wing
Plot No 4, Block-BP, Sector-V
Salt Lake, Kolkata 700 091
CIN: U65910WB1993FLC060810

T +91 22 6212 5000
E customercare@ltfinance.com

www.ltfs.com

Ramesh

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L&T Financial Services

Annexure I				
Name	RAMESH VEERAPPA JANTLI			
Grade	FL IV			
Total CTC (Rs.)	200000.00			
Entity	L&T FINANCE LIMITED			
No	**Particulars**	**Heads**	**Per Month (Rs.)**	**Per Annum (Rs.)**
A	Monthly Components	Basic	5,000	60,000
		House Rent Allowance	2,000	24,000
		Statutory Bonus	1,800	21,600
		Special Allowance	6,308	75,696
	Sub-Total (A)		**15,108**	**1,81,296**
B	**Annual Components**	ESI (Employer Contribution of 4.75% of monthly gross)		8,616
C	**Retiral Benefits**	PF (Employer Contribution of 12% of Basic salary)		7,200
		Gratuity (4.81% of Basic salary)		2,886
	Sub-Total			**18,708**
	Total Cost To Company			**2,00,004**

You are also eligible to participate in the company's incentive schemes, through which you may earn incentive based on your performance. Please note the incentive payable in any accounting year under the scheme, will be inclusive of amount to be paid in lieu of any other bonus payable, including the bonus based on profits payable under any statutory law. The Company reserves its rights to amend the incentive schemes from time to time

In addition to the above, you will be covered under the following Group benefits:

1. Group Life Insurance Cover
2. Family Mediclaim Cover
3. Group Personal Accident Cover

For L&T FINANCE LIMITED

SUDEEP BANERJEE
GROUP HEAD - HUMAN RESOURCES

**L&T Finance Limited & L&T FinCorp Limited have been merged into Family Credit Limited. The name of Family Credit Limited is changed to L&T Finance Limited.*

L&T Finance Limited
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2017-2018 (ME)

DETAILS OF ANNUAL REMUNERATION PACKAGE (Cost-To-Company) – 2018-19

Name	:	**Shiva Prasad .S**
Code	:	To be alloted
Designation	:	Trainee Engineer- Service
Cadre	:	II
No. of Increments	:	New Scale of Pay
No. of Increments (Additional to previous Scale of Pay)	:	TC

Sl. No.	Details	Payable Monthly / Annually	Cost to Company	
			Monthly	Annually
	Annual Remuneration (CTC) :			
1	Salary			
1.1	Basic & DA	Monthly	10,072	
1.2	Performance Incentive (Variable)	Monthly	0	
1.3	Conveyance Allowance (Office/Factory Duty)	Monthly	1,600	
1.4	Conveyance Allowance (Outside Duty)	Monthly	At Actuals	
1.5	Lunch Allowance	Monthly	0	
1.6	Children Education Allowance	Monthly	0	
1.7	Medical Allowance	Monthly	0	
1.8	House Rent Allowance	Monthly	0	
1.9	Special Allowance	Monthly	0	
1.10	Trainee Allowance	Monthly	400	
1.11	City Allowance	Monthly	2,600	
1.12	Other Allowance	Monthly	959	
1.13	Skillset Allowance	Monthly	0	
1.14	Loyalty Incentive	Monthly	0	
	Gross Monthly Salary		15,631	
	Gross Salary (Converted to Annually)			187,572
2.1	(i) Company's Contribution to E.S.I.C. (for Gross Salary<21,000/-p.m.)	Monthly	742	8,904
	or			
	(ii) Company's Contribution to Mediclaim Insurance Premium (Insurance Policy of Rs.2,00,000/-) (for Gross Salary>21,000/-p.m.)	Annually		0
	Gross Salary (Converted to Annually)	**Sub Total**		196,476
	Average Cost-To-Company per month (This may increase/decrease based on the Company's Performance, Employee's Performance & Attendance)		16,373	
I	**Take Home Salary (Payable Monthly):**			
1.1	Basic & DA		10,072	
1.2	Performance Incentive (Variable)		0	
1.3	Conveyance Allowance (Office/Factory Duty)		1,600	
1.4	Conveyance Allowance (Outside Duty)		At Actuals	
1.5	Lunch Allowance		0	
1.6	Children Education Allowance		0	
1.7	Medical Allowance		0	
1.8	House Rent Allowance		0	
1.9	Special Allowance		0	
1.10	Trainee Allowance		400	
1.11	City Allowance		2,600	
1.12	Other Allowance		959	
1.13	Skillset Allowance		0	
1.14	Loyalty Incentive		0	
		Total (A)	15,631	
	Less: Deductions			
	ESI		274	
	Profession Tax		200	
	Income Tax (TDS)		0	
	(This may increase/decrease based on actually drawn income and tax planning)	Total (B)	474	
	Net Payable Monthly	(A-B)	15,157	

Sample

- You will accept, support and work within the management, financial, personnel, internal, control and reporting systems, policies, practices, procedures as determined by the Company or your Supervisor, from time to time.
- You will be required to sign a bond of 1 year on joining the firm. Acceptance to this order itself indicates your confirmation.

Hours of work:

- There is no limited office time limits and will attend the office whenever called for. This might include early morning hours or late night hours.
- Notwithstanding the above the official time of work will be between 9.30 AM to 6.30 PM.
- Leaves have to be taken with written permission by mail or else it may be considered as insubordination.
- As this job does involve your personal attention, you have agreed that you will work on any holidays or Sundays when called for.

Conduct:

You shall conduct yourself in befitting manner and abide by all the conduct policy, the rules, and regulations of the Company.

Remuneration:

You will receive a consoled gross monthly remuneration package of Rs.15,000 (INR Fifteen Thousand only) during your training period, agreed after which you will be confirmed on a permanent basis, later to which you will get other benefits as per company policies.

As your job involves Marketing, compensation packages often include performance-based commission or standard bonuses. You shall be assigned targets & as targets are an essential part of the job, the commissions shall be directly related to the targets, which will be disbursed annually.

Review of salary:

Your remuneration shall be reviewed annually by the method of performance appraisal. Any increase in your remuneration package shall be on the sole discretion of the management and determined by considering your performance in the Company, the Company's performance and your contribution to the company.

Expenses:

The company will compensate you for all expenses that are reasonably incurred and that are directly related to the performance to your work. The reimbursement will be made only based on a statement of expenses that has been approved by the company. You should note here that a clear statement of expenses should be provided by you for claiming the reimbursement.

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Method of Payment: Salaries and wages will be paid monthly by electronic funds transfer any day between 5th to 10th each month. The Company reserves the right to vary this procedure at its option. However, such variance will be communicated to you in advance.

Intellectual property Rights:

All industrial and intellectual property Rights, including but not limited to patent rights, design rights, copyrights and related rights, database rights, trademark rights and chip rights, ensuring within the framework of the work performed by you pursuant to your employment contract will be exclusively vested in Company. You may not independently during your employment and subsequent to termination, disclose, multiply, use, manufacture, bring on the market or sell, leave, deliver or otherwise trade, offer on behalf of any third-party commission registration of the results of your work. To the extent that such inventions are performed under the company's direction, you shall fully, freely and immediately communicate any invention to the company and all rights, title and interest to any such invention shall be sole property of the company.

In pursuance of the above:

You will give the company and its solicitors and / or its patent attorneys all the necessary assistance and cooperation in connection with the preparation and prosecution of any application for patent, design, registration or copyright by the company in respect of the invention.

You irrevocably appoint the company and the managing director of the company jointly and severally your true and lawful attorney to execute all such documents and do all such things as in the opinion of the company may be necessary or requisite for any such purpose.

Confidentiality:

You are aware that in the course of employment under this appointment letter you will have access to and may be entrusted with information in respect of the work and financing of the company and its dealings transaction and affairs and intellectual property including patent, trade secrets and processes, all of which information is or may confidential.

Neither during the term of this agreement nor upon termination thereof will you inform any third party in any form, directly or indirectly of any particulars concerning or related to the business conducted by the company or its affiliate, including but not limited to technical, financial and business information and models, names of potential clients or partners, proposed transactions, reports, plans, market prognoses, computer software, databases, data technical knowledge, trade secrets, processes or other confidential information belonging to the company or the company's clients concerning, which you could or should reasonably have known were not intended for third parties, regardless of whether such information includes any reference to its confidential nature or ownership and regardless of how you learned of the particulars.

It is a condition of your employment that you will not except as authorized by the company, or as required by your duties for the benefit of the company, make copies, compile, merge, assemble or process information, products or systems of the company or disassemble, reproduce or decompile the source code of the computer software included in those products or systems or attempt to deduce the source code of such software in any manner.

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This restriction shall cease to apply to any information or knowledge which may subsequently come into the public domain other than by way of authorized disclosure.

All confidential records, documents and other paper together with any copies or extracts thereof made or required by you in the course of your employment shall be the property of the company and must be returned on the termination of your employment.

Violation of any one of the prohibitions set out above the during the term of employment will constitute an urgent reason for the Company to summarily dismiss you and take any sort of Legal jurisdictions.

Confidential information:

This shall include all intellectual property, trade secrets, all information which has been specifically designated as confidential by the Company, any information which relates to the commercial and financial activities of the Company or any such confidential information concerning any other company or any of its suppliers, agents, distributors or customers. The unauthorized disclosure of any such information, which may embarrass, harm or prejudice the Company. It does not extend to information already in public domain unless such information has arrived there through unauthorized means. All notes and memoranda of any confidential information which shall be the property of the company and shall be surrendered by you to someone duly authorized in that behalf at the termination of your employment or at the request of the management at any time during the course of your employment.

Violation of the prohibitions set out above during the term of employment will constitute an urgent reason for the company to dismiss you and take any sort of Legal actions.

Termination:

Your employment may be terminated at any time of yourself, or by the Company, upon providing one month's written notice to the other party. In the case of the company, termination may be effected by payment of salary equal to your notice period not worked as payment in lieu of notice. In the event that you seek to terminate your employment, the company shall have the sole discretion to terminate your employment with immediate effect, without making any payment.

The Company may dismiss you from employment without notice or any payment or salary equal to notice period / in lieu of notice, if you: engage in serious misconduct with your senior or any other employee harming the company's ambiance and image, commit a serious or persistent breach or nonobservance of any condition of your employment, are convicted of an indictable offence knowingly or repeatedly act in excess of your powers; or in contravention of the instructions of the Supervisor or the management knowingly or repeatedly incompetence to negligence to the material detriment of the company and its affairs. Act with gross or repeated incompetence or negligence to the material detriment of the Company and its affairs. Grossly or repeatedly contravene the provisions of the Non-competition clause or the Confidentiality Clause hereof.

If you are found not competent or are not anymore working competently upon termination of this Agreement you will be obliged to immediately return to the Company all property belonging to the Company including materials, documents and information copied in any form whatsoever (laid

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down in any form whatsoever, data carriers, computer software and data files, articles, keys and similar items.

This Agreement of Appointment is governed by and shall be construed in accordance with the laws of India.

The parties to this Agreement submit to the exclusive jurisdiction of the courts of Bangalore, India. This Agreement contains the entire understanding between you and the Company supersedes all previous agreements and arrangements (if any) relating to your employment by the company (which shall be deemed to have been terminated by mutual consent). There are no collective agreements, which directly affect the terms and conditions of your employment with the company.

On termination of this Agreement of Appointment the company may deduct from sums then owing from it to you by way of salary or otherwise any sums owing from you to it. Company is excited about the prospective future growth of its business and the opportunities that creates for both its employees and the Company.

QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD welcomes you to our team and we are confident that you will make an effective contribution. We at Company look forward to work with you. If you are agreeable to the above terms and conditions of appointment, then kindly confirm your acceptance of appointment by signing and returning the attached copy of this Letter to Ms. Shylaja Shrikanth within five (5) days of receiving the appointment letter.

UNDERTAKING

I the undersigned employee of QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD Here by agree to work with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD for a Minimum period of 1 Year of my employment from the date of this undertaking as Mentioned in the specific agreement.

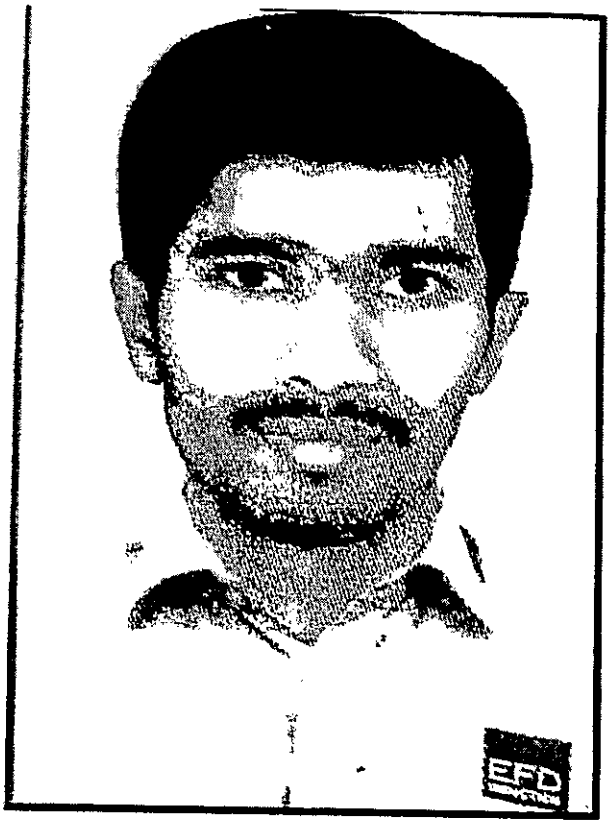
I understand that the company might have spent on my training and I would also have Been involved in projects during this period.

I agree and understand that if I decide to leave the company during this period I would have to bear any damages and losses that the company sustains because of my departure. At least a minimum of rupees One Lakh (Rs. 1 lakh)

Employee:

Signature: _____ Date: 20/7/18.

EFD Induction Private Limited



EFD®
INDUCTION

DILEEP B J

Blood Group : O+ve

Emergency No. : +91-9901408566

EIN 436

17-18

NEEM Identity Badge

YASHASHWI

WC

YAS57196



Name : Mahendra M

Training Location : BOSCH, Bidadi

Trainee ID : 10060

Valid Till : 01.05.2020

Signature

Srinivas. V



Mobile:9513027336

Expiry Date:10/19

Branch:Rajajinagar

***Card mandatory for classes and interviews**

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CANARA HYDRAULICS PVT. LTD.

HYDRAULICS WITH DIFFERENCE



Emp.Name : Tejkiran P

Department : Purchase

Emp.Code : CH-GAT

Blood Group : O+ve

AEROSPACE
Knowledge Centre

02/11/2018

Dear Mr. Hitesh S

With reference to your application and subsequent interview with us, we are pleased to appoint you as Engineer Level 1 -Trainee in our organization on the following terms and conditions.

1. Stipend: Your Monthly stipend would be 15000/- In case you choose to avail transport facility for commuting to the training centre, Rs.1900/- (Rupees One Thousand Nine Hundred Only) per month shall be deducted as conveyance charges.

2. ESIC and PF deductions will be made as per statutory requirements.

3. Place/Transfer: You will be posted in the training centre located in Aequs SEZ Hattarg, Belgaum. You may be transferred as part of on-the-job training and any further trainings at any time from one place to another, from one establishment to another, from one unit to another, whether owned, operated or managed by the Company or otherwise including the establishments with which Company will have the arrangements (all such places, establishments and units hereinafter referred to as "Establishments") either in India or abroad. On such transfer you will be governed by the terms and conditions of service applicable to your category of trainees in the Establishments where you are placed in as part of your training.

4. Training: Training period shall be one year from 02/11/2018. Though your training period is for one year, if you are not found suitable for training, your training can be discontinued without assigning any reason thereof with 30 (Thirty) days prior notice. The decision of the Company shall be final and binding upon you.

5. Company does not guarantee employment on completion of your training and any extension thereof and you shall be free to look for employment elsewhere.

6. During the Training period your Training can be terminated with 90 (Ninety) days' notice by either by you or Company.

7. Leave: You will be eligible for leaves as per Company policy.

8. You shall perform as per directions and instructions given to you whether given by the Company or by such officers who are placed in authority over you during your on-the-job training or further training.

9. During the period of your training with the Company, you will devote full time to the Company. Further, during the training period, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

10. You have stated your residential address to be:

#37, 4th "C" Main, 11th Main, Behind. Srinivasa Kalyana Mantapa, Anjaneya Nagar Uttamadu, BSK 3rd Stage South Bangalore-560085

In the event of a change in the address or phone number given by you, inform the Management immediately in writing. Any communication or notice required to be forwarded to you by the Company shall be deemed to have been duly given or notice is forwarded by post to your last residential

AEROSPACE
Knowledge Centre

19. You may be required to undergo medical examination by the medical officer before you report for training. Your appointment shall be subject to your being found medically fit.

20. You will accept that, Company may process, deal with and disclose "sensitive personal data" (as defined in rule 3 of Information Technology Reasonable security practices and procedures and sensitive personal data or information Rules, 2011) as may be furnished or facilitated by you on need basis for the lawful purpose.

21. You will be responsible for safekeeping and return in good condition and order of all materials and documents, which may be in your use, custody or charge.

22. Your Training will be subject to the clearance of all the subjects as per the curriculum. In case, if you are not able to clear any of the subjects, your training will be terminated.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you and look forward to a successful training.

With best wishes,

For Aerospace Knowledge Centre Private Limited

Rayudu A V S
AVP- Human Resources

Accepted, signed and delivered for

Name of the Trainee: Hitesh S

AEROSPACE Knowledge Centre

address as per the Company's records and notwithstanding the return thereof by the postal authorities for any reason whatsoever, be deemed to be complete compliance by the Company of the requirement, if any, of so forwarding to you the said communication or notice.

11. You shall be posted in shifts during on-the-job training.

12. You will not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication in relation to the knowledge and information you acquire or exposed to unless you have previously applied to and obtained the written permission from the Company.

13. You will be required to maintain utmost secrecy in respect of all the information that you gain or exposed to including project documents, commercial offer, design documents, project cost & estimation, technology, software packages license, polices, patterns & trade mark and human assets profile or any other information pertaining the Company during the training or Establishments you are exposed to during the on-the-job training and further training.

14. You will be required to comply with all such rules and regulations of the Company and Establishments from time to time. There shall be periodical evaluation during the training period. Poor learnings during the trainings may result in discontinuation of the training at the discretion of the Company.

15. Any of our technical or other important information which might come into your possession during the continuance of your Training with Company or Establishment shall not be disclosed, divulged or made public by you even thereafter.

16. If at any time in Company's opinion, which is final, you are found poor in learning - satisfactory during or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from training without permission or any other conduct ("Act") considered by Company as deterrent to Company's interest or of violation of one or more terms of this letter, your training may be terminated without notice and Company shall be entitled to recover the loss damages caused due to your Act.

17. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party, firm Company or Establishment having dealing with the Company and if you are offered any, you should immediately report the same to the Company.

18. This Training letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your Training.

At the time of reporting you are required to produce the following documents in original for verification purpose.

a. Proof of educational qualifications.
b. Proof of age
c. Four stamp size and four passport size latest photographs
d. And any other document as communicated by the Company

QUINTELCOM

Offer Letter

To,

Ajay Verma M C

Flat no. 008, Ground Floor, Chowdeshwari
Platinum 2, Arehalli Arch, Uttarahalli,
Bangalore-560061.

Dear Ajay Verma,

We are pleased to offer you employment with QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD, In the position of "Marketing Manager" for QMedia.

Commencement: Your employment with **QUINTEL DIGITAL TELECOMMUNICATIONS PVT LTD** will commence on 20/07/2018, and in subject to appointment as provided below. You shall be placed at Nagarabhavi office; however, you may be required to travel anywhere within India or Abroad. Your employment shall continue to be governed by the terms of this appointment letter even when deputed or positioned outside Bangalore.

At the time of reporting to duty you shall provide the Company, a copy of the documents, listed at the end of this Letter of Appointment.

Duties:

You shall serve the company in the capacity of **"Marketing Manager"** and shall carry out such duties as described to you and you have agreed to the same.

- You have agreed to work on a night shift as well.
- You have agreed to travel anywhere in India independently or along with the directors for official works.
- You have agreed to attend Official conferences for liaising with clients. You have also been informed that it may need you to follow a modern conference dress code.
- You will devote your full time, skill and attention to the work of the company, and shall carry your duties faithfully, sincerely, diligently, efficiently and to the best of your ability.
- Without the company's prior written consent, you will not perform any other work for pay during your employment term, nor will you, alone or with others, directly or indirectly establish or conduct work that is competitive with the company's work whatever its form, or take any financial interest in or perform work for such a business, whether or not for consideration.

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SJS/HRM/OFR LET/F29/ - R1672

November 21, 2018

LETTER OF OFFER

Dear Mohammed Mujeer,

With reference to your application and subsequent interview with us, we are pleased to offer you a position of **"Graduate Engineering Trainee"** based at **Bangalore** in our organization.

Your compensation will be as per our discussion and mutually agreed upon, the details of which will be mentioned in your Appointment Letter, which will be issued to you, once you join.

We would expect you to join on or before **November 22, 2018.** This offer must be accepted within 3 days from the date of issue, beyond which it would stand withdrawn, unless we agree to, a new date in writing.

On the date of your joining, please bring along the following:

1. Proof of age
2. Copies of educational and experience certificates
3. Relieving certificate from the previous employer, if any
4. Appointment letter of the previous employer and salary revision letters, if any
5. Last pay slip received from the previous employer, if any
6. Form 16 (TDS Certificate), if any
7. 6 Passport Size Photographs
8. Medical fitness Certificate.

Please sign the duplicate copy of this letter as a token of acceptance of the same.

For **SJS Enterprises Pvt Ltd.**

S. Umadevi

S. Umadevi
Sr. Manager – HR & Admin

AICTE

YASHASWI

NEEM Trainee

Reg No 46367

Name : Mangala. K

Date of Birth 04-04-1996 Blood Group :

Mob: 8095558112

From 22-06-2018 To 21-06-2020

Trainee's Signature

Author

Reliance SMSL Limited

Ref : SMSL/56401716/12090893/171018/1431

Date : 17 Oct 2018

Asha K G

#08, Magadi main road , gollarahatti,
Behind harsha mahal , Bangalore north , Ramnagar,
Bangalore, Karnataka - 560091

Dear **Asha K G,** **Offer cum Appointment Letter**

This is with reference to your application and subsequent test / interviews you had with us, we are pleased to offer you employment in the **Executive Family** as **Deputy Executive** in the Job Role **Digital Repair Specialist.** Your place of posting will be at **Chamrajpet.**

You will join us on or before **25 Oct 2018.**

You will receive an Annual Gross Compensation (including Basic and allowances) of **INR 1,77,000 /- per annum (INR ONE LAKH SEVENTY SEVEN THOUSAND only) .**
Details are mentioned in **Annexure - I.** Disbursement shall be as per the prevailing rules and guidelines.

You will also be entitled to Provident Fund and E.S.I.C. benefits as per applicable rules. Please note that salaries, allowances, facilities and other sums payable under this appointment are subject to Income Tax and other statutory deductions and you shall be liable for the same.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization.

Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure III. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

You are required to submit the documents enlisted in **Annexure - II** on your date of joining as part of joining compliance.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer.

We wish you a long successful association with us.

Sincerely yours,

Reliance SMSL Limited

Authorized Signatory

Signature of the Employee:

Date: 17 Oct 2018

Reliance SMSL Limited

Annexure - I

Name : **Asha K G**		
Grade : **K2**		
Designation : **Deputy Executive**		
Payments	**Monthly (INR)**	**Annual (INR)**
Basic	7,375	88,500
House Rent Allowance	5,775	69,300
Conveyance Allowance	1,600	19,200
Annual Gross Compensation	14,750	1,77,000
Provident Fund (Employer Contribution - As per Act)	885	10,620
Annual Bonus (As per Act)	615	7,375
ESIC (Employer Contribution - As per Act)**	701	8,408

Note :

**All the above emoluments should be reduced to the extent of absence without leave or leave without pay.*

** It is further clarified that HRA and Conveyance shall not be reckoned for the purpose of contribution to the Provident Fund.*

Signature :

Date: 17 Oct 2018

10. You shall be entitled to leave and other benefits as per the rules and regulations governing Company / client's establishment where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly holiday may be staggered and determined as per the roaster.

11. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the Company / client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered and you may be required to work in spells in the morning and evening. In case you being a female employee you shall be provided with due security escort up to your residence in case you work beyond 9 pm.

12. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

13. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary/ affiliate of our client / associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

14. In normal course you shall retire from the services of the organization on attaining the age of 58 years
    a) If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

    b) i.) Return to work within 8 days from the commencement of such absence
    ii.) Give an explanation to the satisfaction of the Management regarding such absence.

15. You will initially be on probation for a period of Six months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving seven days' notice in writing by either side or payment of seven days Basic salary in lieu thereof. Unless extended in writing, you will deemed to be confirmed on completion of initial probation period or extended probation period, as the case may be. After confirmation, your services are liable to be terminated at any time without assigning any reason by giving 30 days' notice in writing by either side or payment of 30 days basic salary in lieu thereof. You shall attend duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

16. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

17. You shall extend all cooperation to the Company / client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of your skill and ability as may be necessary to serve the Company / client and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, efficiency and economy.

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)
CIN: U74999MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai 400 002, India. Phone: +91 22 67673800

18. You shall engage yourself exclusively in the work assigned by the Company / client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the Company / client in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company / client. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

19. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that came to you during the course of your employment without prior permission in writing.

20. You will not enter into any commitments or dealings on behalf of the Company / client for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company / client or exceed the authority or discretion vested in you without the previous sanction of the Company / client or those in authority over you.

21. You may be selected and sponsored by the Company / client for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

22. The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

23. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the Company / client in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

24. All proprietary information and material of the Company / client that is made known to you during the term of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the Company / client are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the Company / client, as the case may be.

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)
CIN: U74999MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800

25. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

26. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

27. In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

28. The various clauses of this letter are to be read, understood and interpreted in its entirety and none of the clauses are severable from the remaining.

I have read and / or have been explained the contents of the above contract of employment in _____ (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 8 & 9 specifically

Name : Asha K G

Signature :

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)
CIN: U74999MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67573800

Yashwantrao Technical and Training Foundation

Sai Venkatesh Trade Center, 2nd Floor, Pune-Nashik Highway,
Bhosari, Pune - 411039. Tel. : 020-20272960

Name : Ajim . K .

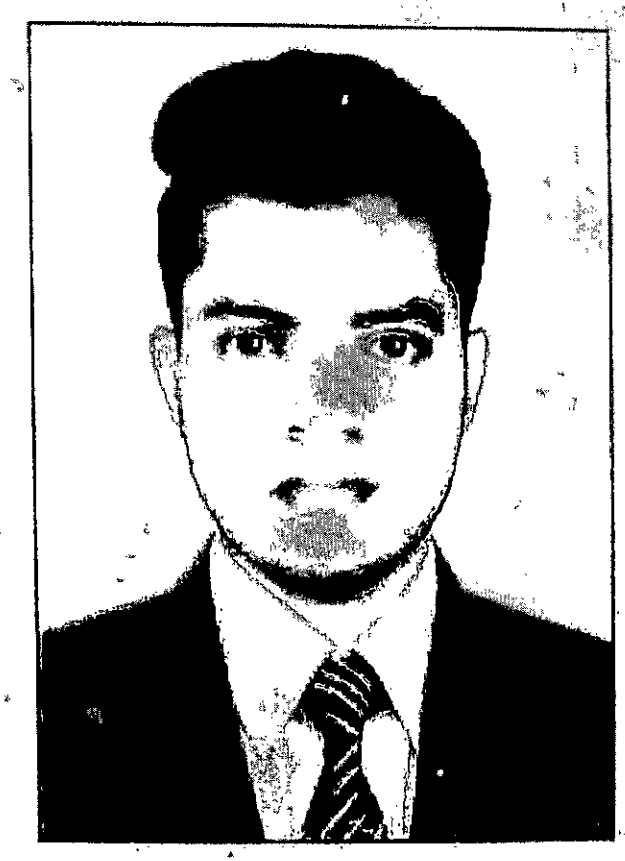
Designation Trainee

Date of Joining : 19/9/18.

Date of Birth : 6/6/96

Blood Group : A+ve.

Valid Upto :



17-18'

Sunil
today at 9:50 am

37

141	Appl. No: 3301563 Roll No: 5529937 DOB: 23-09-1996 Gender: M	MANJUNATH L K		NO 23 LAKKAIAHNAPALYA TAVAREKERE HOBLI BANGALORE SOUTH Bengaluru Urban 560060	2A	GM_OTH_M	
142	Appl. No: [illegible] Roll No: 5516956 DOB: Gender: M	HEMANTH M V		MOODANAHLLI VILLAGE HETHAGOWDANAH ALLI POST ARAKALAGUDU Hassan 573107	3A	GM_OTH_M	DCP TRAFFIC EAST TRAFFIC MANAGEMENT CENTRE, NO.5, 1ST FLOOR, INFANTRY ROAD, NEW INDIAN EXPRESS BENGALURU
143	Appl. No: 3379722 Roll No: 5300001 DOB: 10-06-1997 Gender: M	VITTHAL RAMAPPA MANG		AT POST GOLABHAVI GOLABHAVI JAMAKHANDI Bagalkot 587315	SC	GM_OTH_M	
144	Appl. No: 4357287 Roll No: 5387543 DOB: 10-10-1997 Gender: M	SANJEEV MALLAPPA KALLED		VENKATAPUR ONI KALAKERI DHARWAD Dharwad 580007	3B	GM_OTH_M	

3/4/2021

amazon

Amazon Engineering India Private Limited

Q9, KSSIDC INDUSTRIAL AREA
1ST CROSS, 2ND STAGE
JIGANI, BANGALORE 562106
KARNATAKA
CIN: U50403KA2008PTC048214
Contact : 80-27825043
Fax : 80-27825043

Pay Slip

for period 21-Nov-2018 to 20-Dec-2018

Alex Wilson

Employee Number	: 126	Income Tax Number (PAN)	:
Function	: Production	Universal Account Number (UAN)	:
Designation	: Operator	PF account number	:
Location	: Jigani	ESI Number	:
Bank Details	: 15710100056008, Federal Bank (India), BANNERGATTA	PR Account Number (PRAN)	:
Date of joining	: 6-Aug-2018		

Attendance Details	Value
Over Time	11 HR
Present	28 Days

Earnings	Amount	Deductions	Amount
Basic Salary	6,533.00	Employee Food Deductions	668.00
Medica Allowance	1,400.00	RETAINER AMOUNT	500.00
Traveling Allowance	1,400.00	Employee Advance	10,604.00
Over Time	572.00		
Performance Bonus	1,867.00		
Total Earnings	**11,772.00**	**Total Deductions**	
		Net Amount	**11,772.00**

Employer Contribution	Amount
Total	

Amount in Words : Eight Thousand Only

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VST GROUP

V.S.T. Tillers Tractors Ltd.

Plot No. 39 (PT), Phase-1,
Sipcot Industrial Complex, Hosur - 635 126.
Ph : 04344 - 275578, Extn. 103 / 104
vstgen@sttillers.com, web: www.vsttillers.com
Tollfree No : 18004190136

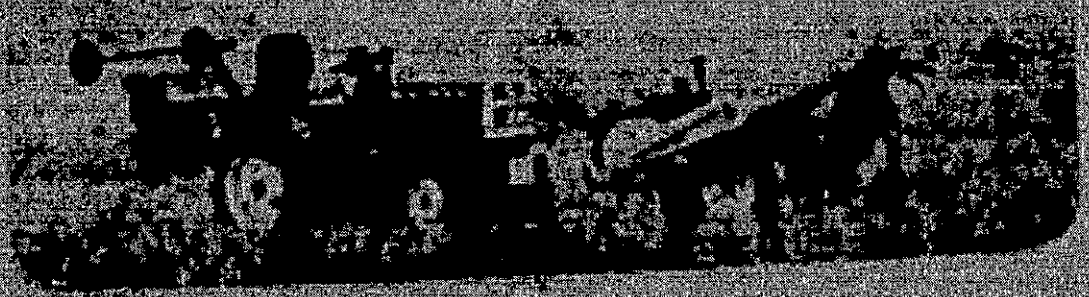


Karthik Athreya

Emp ID: 400000181
Blood Group : A +ve

Emergency Contact No.
080-67141116

Authorised Signatory



VST SHAKTI

HOSUR Factory:
Plot 19, Phase I, Bigani Indl. Estate,
Mohanadapalli, Hosur - 635 130,
Tamil Nadu, INDIA
Phone (91) [illegible]
email: [illegible]

REF: VTTL: HRM: H-TSC: 2018 26/06/2018

GRADUATE ENGINEER TRAINEE LETTER

Mr. Karthik Athreya,
679,6th C Main,3rd Phase,
3rd Phase,JP Nagar,
Bangalore - 560078

Mobile No: 8123868745

Dear Mr Karthik,

We have pleasure in engaging you as "GRADUATE ENGINEER TRAINEE" in PRODUCTION Department in our Organization, on the following terms and conditions :-

1. The company will provide you training for a period of one year from 27th June 2018 to 26th June 2019. During the period of training, you should work under the supervision and guidance of the company's supervisors and officers in any area of work you are deputed to.

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

3. With a view to encourage you to be punctual and regular for training, and to undergo training with interest and enthusiasm, the company will pay a stipend of Rs 16,400/- Per month. This stipend of Rs 16,400/- per month will be paid to you only if you report for training and undergo training during all the working days of the month. In case you do not undergo training on all the working days of the month, your stipend will be divided by the number of days the company worked during the month and you shall be paid proportionately for the number of days you undergo training during the month.

VST SHAKTI

HOSUR Factory:
Plot 39, Phase-I, Sipcot Indl. Complex,
Mookandapalli, Hosur - 635 126,
Tamil Nadu, INDIA.
Phone: +91 - 04344 - 275578
email: vstgen.hosur@vsttillers.com

4. You will not be eligible/entitled to any of the allowances or claims permissible to the Executives of the company.

5. The company makes it clear that it is under no obligation to provide you employment after completion of the training period.

6. You will be governed by the standing orders/service rules and regulations that would be applicable to trainees of the company from time to time.

Thanking you,

Yours faithfully,
For VST TILLERS TRACTORS LIMITED

(RENUKA M)
ASSISTANT GENERAL MANAGER – HR & Admin

2018 - 2019 (ME)

tradeocean®
SHIP MANAGEMENT PVT. LTD.

Ref : - TOSM / [illegible] / 2018-19 DATE : 29/10/2018

Dear ...Darshan B.V.....

Congratulations from Team Tradeocean® Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of ..... [illegible] ....., For [illegible] department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at ..... Place : ...[illegible]..... on ...29/10/2018...

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor (Approved by D.G. Shipping, Govt. of India) at...Bangalore....., ...[illegible].....on ...[illegible] November 2018....for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-) , which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a ..12.. month's residential training program at approved academy along with Mandatory STCW courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of INR 29,500/- (Inclusive of 18% GST) in favour of "Tradeocean Ship Management Pvt. Ltd.", payable at "MUMBAI". The last date for submission of Demand Draft is .....

After successful completion of aforesaid program. The cash bond mandatory on-board program will be informed by the sponsoring company accordingly. (Please read & refer our "Student Undertaking" for further details. Subject to change without notice, market condition & variation applicable*).

Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.

Authorized Signatory,

Tradeocean® Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

Office:- 414, 4th Floor, Raheja Arcade, Plot No. 61, Sector-11, C.B.D. Belapur, Navi Mumbai -400 614. (M.S.) INDIA
Phone :- 022-27560293 / 94, Mobile :- 09594118752
Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

tradeocean®
SHIP MANAGEMENT PVT. LTD.

Ref : - TOSM/[illegible]/2018-19 DATE : 29/10/2018

Dear ..... D. Lokesh .....

Congratulations from Team Tradeocean® Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of ..... G.M.E. ....., For Engine department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at ..... Place : Bangalore ..... on 29/10/2018 .....

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor (Approved by D.G. Shipping, Govt. of India) at ..... Bangalore ....., ... [illegible] ..... on ..... 3rd November 2018 ..... for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-) , which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a ..... 12 ..... month's residential training program at approved academy along with Mandatory STCW courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of INR 29,500/- (Inclusive of 18% GST) in favour of "Tradeocean Ship Management Pvt. Ltd.", payable at "MUMBAI". The last date for submission of Demand Draft is .....

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Wishing you All the Best.

Authorized Signatory,

Tradeocean® Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

Office:- 414, 4th Floor, Raheja Arcade, Plot No. 61, Sector-11, C.B.D. Belapur, Navi Mumbai -400 614. (M.S.) INDIA
Phone :- 022-27560293 / 94, Mobile :- 09594118752
Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

CALL LETTER

Dated: 01/03/2019

Dear Anand A

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....2019.

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java, Manual Testing, SQL & Aptitude.**
- No other programs are included in this training module.

RULES: following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

G. Kumar

Thank & Regards
QSPIDERS CAMPUS CONNECT
Mb: 9972389548

USN NO 1AH16ME402

tradeocean®
SHIP MANAGEMENT PVT. LTD.

Ref : - TOSM/GME/2018-19 DATE : 29/10/2018

Dear ..... Kamlesh B. Purohit .....

Congratulations from Team Tradeocean® Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of ..... GME ....., For Engine department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at ..... Karnataka ..... Place : Bangalore ..... on ... 29.10.2018 ..

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor (Approved by D.G. Shipping, Govt. of India) at .. Bangalore ....., ... Karnataka ..... on .. 3rd November 2018 ..... for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-) , which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a ..... 12 ..... month's residential training program at approved academy along with Mandatory STCW courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of INR 29,500/- (Inclusive of 18% GST) in favour of "Tradeocean Ship Management Pvt. Ltd.", payable at "MUMBAI". The last date for submission of Demand Draft is .....

After successful completion of aforesaid program. The cash bond mandatory on-board program will be informed by the sponsoring company accordingly. (Please read & refer our "Student Undertaking" for further details. Subject to change without notice, market condition & variation applicable*).

Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.

Authorized Signatory,
Tradeocean® Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

Office:- 414, 4th Floor, Raheja Arcade, Plot No. 61, Sector-11, C.B.D. Belapur, Navi Mumbai -400 614. (M.S.) INDIA
Phone :- 022-27560293 / 94, Mobile :- 09594118752
Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

tradeocean®
SHIP MANAGEMENT PVT. LTD.

Ref : - TOSM / GME / 2018-19 DATE : 29/10/2018

Dear ...Lakshmish. G.....

Congratulations from Team Tradeocean® Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of.....GME.....,For Engine department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at .....GME..... Place :....Bangalore..... on..29/10/2018.....

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor (Approved by D.G. Shipping, Govt. of India) at..Bangalore....., ...Karnataka.....on ..3rd November 2018....for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-) , which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a ..12.. month's residential training program at approved academy along with Mandatory STCW courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of INR 29,500/- (Inclusive of 18% GST) in favour of "Tradeocean Ship Management Pvt. Ltd.", payable at "MUMBAI". The last date for submission of Demand Draft is .....

After successful completion of aforesaid program. The cash bond mandatory on-board program will be informed by the sponsoring company accordingly. (Please read & refer our "Student Undertaking" for further details. Subject to change without notice, market condition & variation applicable*).

Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.

Authorized Signatory,

Tradeocean® Ship Management (P) Ltd.

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Phone :- 022-27560293 / 94, Mobile :- 09594118752
Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

tradeocean®
SHIP MANAGEMENT PVT. LTD.

Ref : - TOSM/GME/2018-19 DATE : 29/10/2018

Dear ..... Pradeep. B.S .....

Congratulations from Team Tradeocean® Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of ..... GME ....., For Engine department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at ..... Place : ... Bangalore ..... on ... 29/10/2018 ..

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor (Approved by D.G. Shipping, Govt. of India) at .. Bangalore ....., ... Karnataka ..... on .. 2nd November 2018 .... for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-) , which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a .. 12 .. month's residential training program at approved academy along with Mandatory STCW courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of INR 29,500/- (Inclusive of 18% GST) in favour of "Tradeocean Ship Management Pvt. Ltd.", payable at "MUMBAI". The last date for submission of Demand Draft is .....

After successful completion of aforesaid program. The cash bond mandatory on-board program will be informed by the sponsoring company accordingly. (Please read & refer our "Student Undertaking" for further details. Subject to change without notice, market condition & variation applicable*).

Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.

Authorized Signatory

Tradeocean® Ship Management (P) Ltd.

Disclaimer : This communication may contain confidential, proprietary or legally privileged information. You are also advised not to use the information contained therein. *This Letter issued for purpose of obtaining bank loan on the request of the college & candidate.

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Website : www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

tradeocean®
SHIP MANAGEMENT PVT. LTD.

Ref : - TOSM / GME / 2018-19 DATE : 29/10/2018

Dear ..... Akash . R .....

Congratulations from Team Tradeocean® Ship Management Pvt. Ltd !!!

We are pleased to inform you that you have been primarily selected for the program of ..... GME ....., For Engine department, after clearing Aptitude test & GD/PI rounds, at the campus recruitment drive for 'Merchant navy', which was held at ..... [illegible] ..... Place : .. Bangalore ..... on .. 29/10/2018 ...

Further be informed that your selection is subject to clearing medical test conducted by our panel doctor (Approved by D.G. Shipping, Govt. of India) at ... Bangalore ....., ... [illegible] ..... on ... 3rd November 2018 ... for which the fees is INR 4000/- (Four thousand only) +(18% GST INR 720/-) , which is Non-Refundable & Non-transferable, should be borne by you.

After successfully completion of medical test & eligibility criteria, you will undergo a .. 12 ... month's residential training program at approved academy along with Mandatory STCW courses. Enrolment will be confirmed only after paying Non-Refundable & Non-transferable, Demand Draft of INR 29,500/- (Inclusive of 18% GST) in favour of "Tradeocean Ship Management Pvt. Ltd.", payable at "MUMBAI". The last date for submission of Demand Draft is .....

After successful completion of aforesaid program. The cash bond mandatory on-board program will be informed by the sponsoring company accordingly. (Please read & refer our "Student Undertaking" for further details. Subject to change without notice, market condition & variation applicable*).

Please Note : Right of selection & termination reserved with company at any stage of selection process.

Wishing you All the Best.

Authorized Signatory

Tradeocean® Ship Management (P) Ltd.

Tradeocean Ship Management Private Limited

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Office:- 414, 4th Floor, Raheja Arcade, Plot No. 61, Sector-11, C.B.D. Belapur, Navi Mumbai -400 614. (M.S.) INDIA
Phone :- 022-27560293 / 94, Mobile :- 09594118752
Website ; www.tosmindia.com Email : info@tosmindia.com / tosmindia@gmail.com

Capgemini



AKASH R

ID : 187252_IN

Issuing Authority

Emergency:1800 267 4001

18-19

wistron



KALLANA GOWDA G S

ID NO : MI2010 1022

Blood Group : B +ve

Wistron (India)

2018-19


INDECOMM
Name : KARUNESHA H
Emp Code : IBS/09611
Division : Operations
Blood Group : A +ve

wistron



KAVITHA N

ID NO: MI21040016

Blood Group : A+ve

Wistron Infocomm Manufacturing
(INDIA) Pvt. Ltd.

2019-2020 (ME)

HR Team (Gurugram) 21/09/2019

to me

Dear Abhijeet,

Greetings from CINIF Technologies Limited, Gurugram!

Congratulations on getting accepted to the 2020 batch of selected candidates, and welcome to the CINIF family!

We are looking forward to your working at CINIF TECHNOLOGIES PUBLIC LIMITED as a TTE (Telecom).

In your journey from now till you report at the corporate office, our Client Relations Cell team will be your Point of Contact! Our role is to ensure that you step into our company prepared, confident and excited about the journey ahead.

Do remember that your deadline to confirm your placement offer and proceed with your reporting is on or before 1st OCT,2019.

Please feel free to reach out to us for any questions you might have. You can write to us at abm.ggn@cinifglobal.in or call us at +91-9718887999 between 9am and 6pm.

I wish you well in your pursuit of a career opportunity.

"OPTIMISM IS THE FAITH THAT LEADS TO ACHIEVEMENT
NOTHING CAN BE DONE WITHOUT HOPE AND CONFIDENCE"

Thanks & Regards,

HR TEAM (DLF CYBER CITY) GURUGRAM

DLF CYBER CITY | CINIF Technologies Limited

CINIF Group of Companies / INDIA

IVR: 844 844 5011 | Fix Line No: +91 - 124 502 5345
Email: ehr.ggn@cinifglobal.in

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027041

Dear MELVIN M VAZ,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Sales Manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,25,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

Congratulations from CINIF Technologies Limited

1 message

HR Team (Gurugram) <ehr.ggn@cinifglobal.in> Sat, 21 Sep 2019 at 17:56
To: mel22vaz@gmail.com

Dear Melvin,

Greetings from CINIF Technologies Limited, Gurugram!

Congratulations on getting accepted to the 2020 batch of selected candidates, and welcome to the CINIF family!

We are looking forward to your working at CINIF TECHNOLOGIES PUBLIC LIMITED as a TTE (Telecom).

In your journey from now till you report at the corporate office, our Client
Relations Cell team will be your Point of Contact! Our role is to ensure that you step into our company prepared, confident and excited about the journey ahead.

Do remember that your deadline to confirm your placement offer and proceed with your reporting is on or before 1st OCT,2019.

Please feel free to reach out to us for any questions you might have.
You can write to us at abm.ggn@cinifglobal.in or call us at
+91-9718887999
between 9am and 6pm.

I wish you well in your pursuit of a career opportunity.

"OPTIMISM IS THE FAITH THAT LEADS TO ACHIEVEMENT
NOTHING CAN BE DONE WITHOUT HOPE AND CONFIDENCE"

--
Thanks & Regards,

HR TEAM (DLF CYBER CITY) GURUGRAM

DLF CYBER CITY | CINIF Technologies Limited

CINIF Group of Companies / INDIA

IVR : 844 844 5011 | Fix Line No: +91 - 124 502 5345
Email: ehr.ggn@cinifglobal.in
Website: www.cinifglobal.com

CINIF Technologies Limited - Corporate Office
CTL, WeWork, DLF Forum, DLF Cyber City, Gurugram, HR - 122002

CINIF Technologies Limited - Head Office
CTL, Plot No - 14, Opp - Infosys, IT Park, Chandigarh, UT - 160101

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"SAVE PAPER - THINK BEFORE YOU PRINT!"

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027034

Dear SHREYAS V,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Sales Manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

We have made few terms and conditions in this employment contract letter, which you need to follow for sure. Firstly, it is our company's rule, not to discuss the case outside the company under any cost. Secondly, if you are short of ideas then you should not approach the outside companies to resolve the case. Keeping in view of your work experience and knowledge, we have also fixed your pay scale, which would be **₹3,25,000** annually. For further queries, please contact us as soon as possible.

Coming to the professional part of the offer, you will need to join FREENKART Team in **Bangalore** & Your probation period would be 1 Year from the date of joining. During probation period the company shall have a right to terminate the employment with the company by giving 15 days' notice. The employee shall have the right to terminate the employment with the Company by giving 15 days' notice.

Full family medical coverage will be provided through our company's employee benefit plan and will be effective on June 1. Dental and optical insurance are also available. FREENKART India offers a flexible paid time-off plan which includes vacation, personal, and sick leave. You may be allow to travel all regions and foreign Hr panel meetings basis of company instruction.

Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

FREENKART
PUSHING BEHIND LIMITS

Date: 18/05/2020
Offer Letter ID: 80027033

Dear THIRSHEEL BALAJI R,

We FREENKART SOLUTIONS. Solicitors would like you to join in our company. After considering your academic performance that you have specified and interview performance, which was conducted recently, we decided to recruit you as a **Sales Manager**, where you should solve all the minor issues and should come forward with your ideas and suggestions in typical cases.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in FREENKART is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

FREENKART
PUSHING BEHIND LIMITS

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Sincerely,

HR MANAGER,

FREENKART SOLUTIONS

62-1,3rd Floor, Nandhini Nagar, Nandi Co-Operative Society, Miyapur, KFC Backside, Hyderabad, Telangana 500049

Congratulations from CINIF Technologies Limited

1 message

HR Team (Gurugram) <ehr.ggn@cinifglobal.in> Sat, Sep 21, 2019 at 6:10 PM
To: thirsheelbalaji7@gmail.com

Dear Thirsheel,

Greetings from CINIF Technologies Limited, Gurugram!

Congratulations on getting accepted to the 2020 batch of selected candidates, and welcome to the CINIF family!

We are looking forward to your working at CINIF TECHNOLOGIES PUBLIC LIMITED as a TTE (Telecom).

In your journey from now till you report at the corporate office, our Client
Relations Cell team will be your Point of Contact! Our role is to ensure that you step into our company prepared, confident and excited about the journey ahead.

Do remember that your deadline to confirm your placement offer and proceed with your reporting is on or before 1st OCT,2019.

Please feel free to reach out to us for any questions you might have.
You can write to us at abm.ggn@cinifglobal.in or call us at
+91-9718887999
between 9am and 6pm.

I wish you well in your pursuit of a career opportunity.

"OPTIMISM IS THE FAITH THAT LEADS TO ACHIEVEMENT
NOTHING CAN BE DONE WITHOUT HOPE AND CONFIDENCE"

--
Thanks & Regards,

HR TEAM (DLF CYBER CITY) GURUGRAM

DLF CYBER CITY | CINIF Technologies Limited

CINIF Group of Companies / INDIA

IVR : 844 844 5011 | Fix Line No: +91 - 124 502 5345
Email: ehr.ggn@cinifglobal.in
Website: www.cinifglobal.com

CINIF Technologies Limited - Corporate Office
CTL, WeWork, DLF Forum, DLF Cyber City, Gurugram, HR - 122002

CINIF Technologies Limited - Head Office
CTL, Plot No - 14, Opp - Infosys, IT Park, Chandigarh, UT - 160101

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Wistron

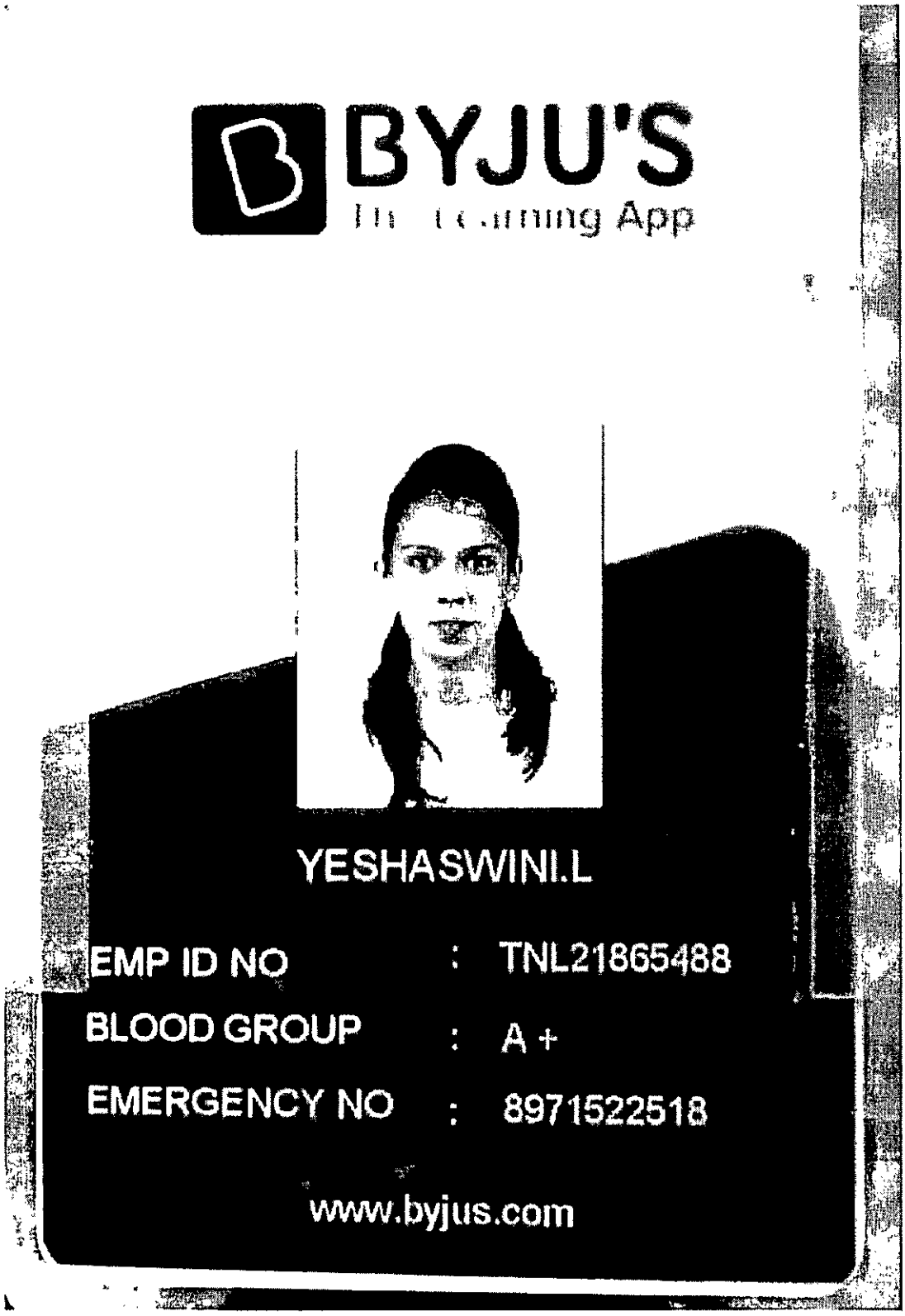


YASHASWINI C

ID NO MI21040458

Blood Group AB +ve

Wistron Infocomm Manufacturing (INDIA) Pvt. Ltd.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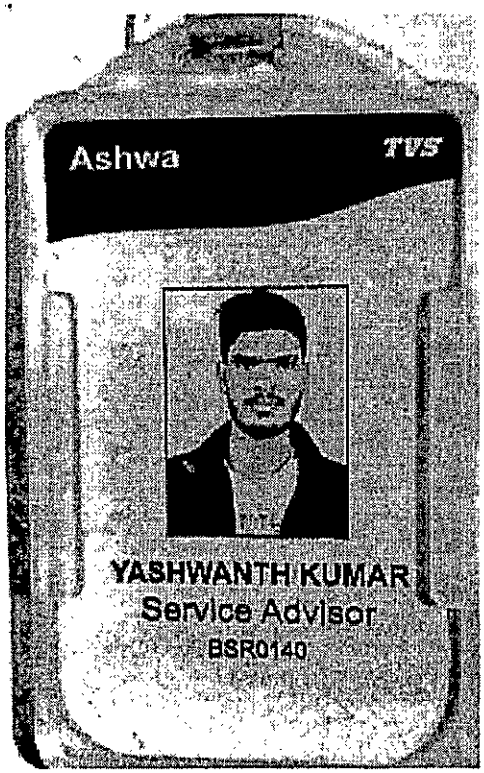
BLOOD GROUP : A +
EMERGENCY NO : 8971522518
www.byjus.com


Ashwa
TVS
YASHWANTH KUMAR
Service Advisor
BSR0140

Staffing Solutions Pvt. Ltd.



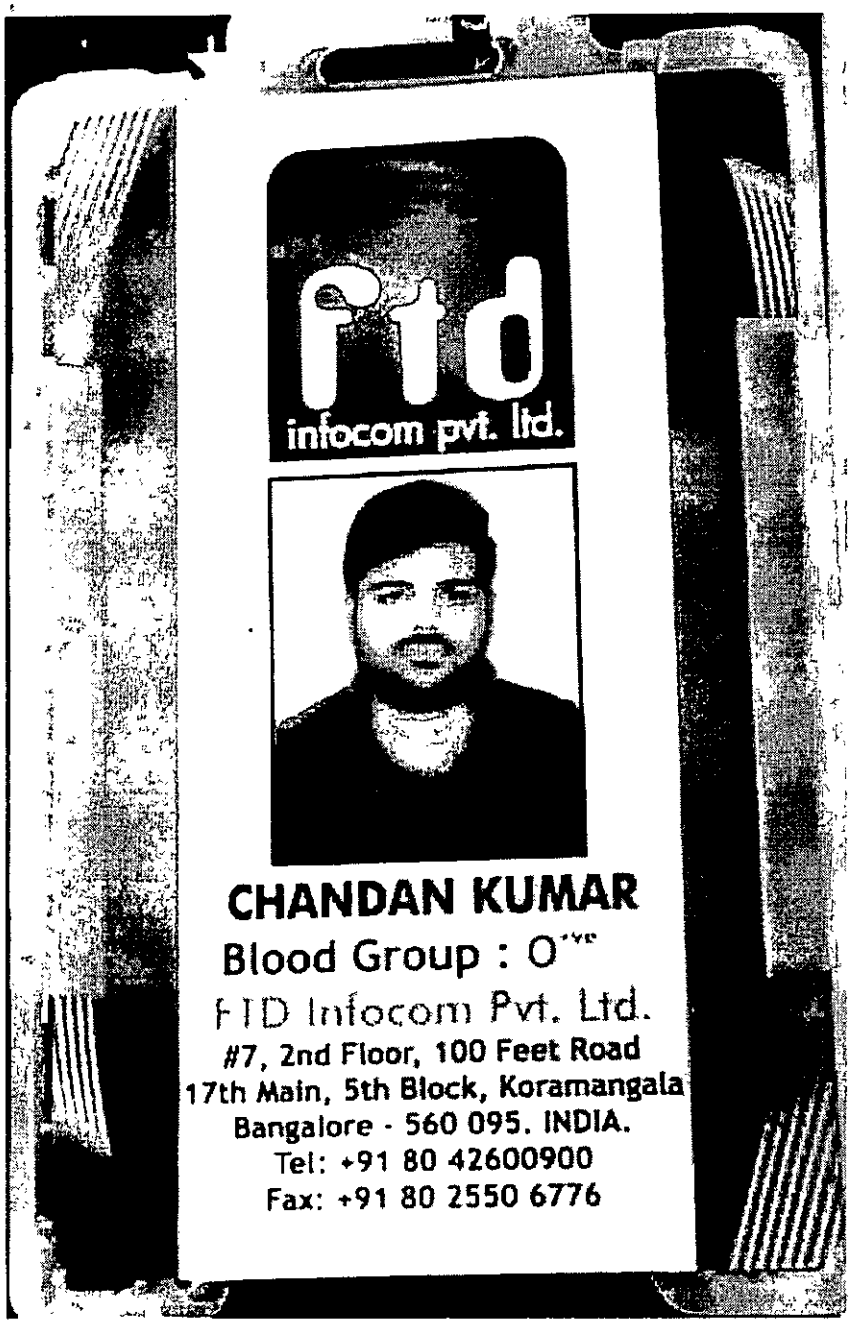
NAME:

ID NO:

Designation :

26/27, 1st Floor, Opp. Navodaya School,
Behind Indira Nursing Home,
Harapanahalli, Jigani Hobli, Anekal Taluk,
Bangalore. Karnataka - 560 105
Toll Free No.: 18001033818
E-mail: info@iseejobs.org
web:iseestaffingsolutions.com

UNDAVALLI PRASHANTH
Empl. ID : 084
Authorised Signatory


fid
infocom pvt. ltd.
CHANDAN KUMAR
Blood Group : O+ve
FID Infocom Pvt. Ltd.
#7, 2nd Floor, 100 Feet Road
17th Main, 5th Block, Koramangala
Bangalore - 560 095. INDIA.
Tel: +91 80 42600900
Fax: +91 80 2550 6776

Macurex

21/B, Phase 1, Kumbalgodu Industrial Area,
Kumbalgodu, BANGALORE - 560 074.Ph 080-23010200



Name : SHREYAS V.

Emp. Code : TR298

Dept : PRODUCTION

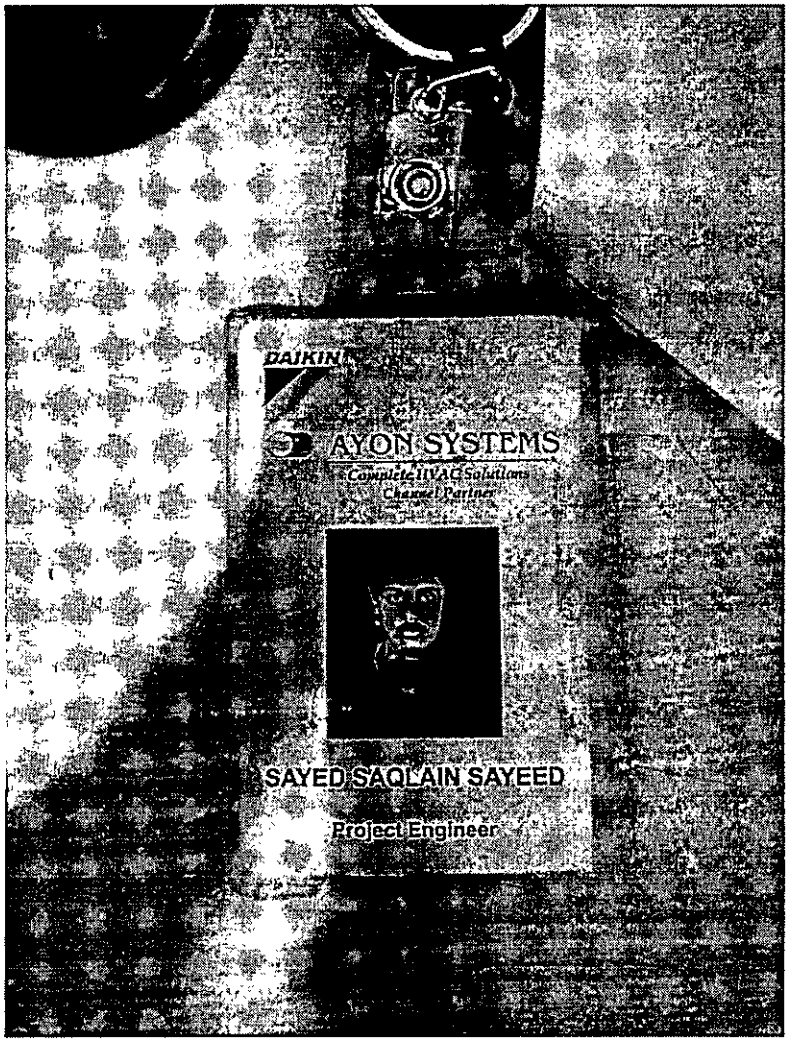
Disg : TRAINEE - ENGINEER

Blood Group : O+VE

ISSUING AUTHORITY

19-20

Cb
today at 8:53 am



19-20

NAHARS ENGINEERING

Laxmi Since 1979

Nahars Engineering India Pvt. Ltd.

Sy. No : 56/4 & 57,Narasapura - Village & Hobli,
Kolar - Taluk & District, Karnataka - 563133, India.
Ph. No - +91 - 8152 - 244111/12



Srinivas BV

Employee ID : NEB00665

Department : Press Shop

Designation : GET

D.O.J : 25-08-2021

A+

Authorized Sign

nahars engineering

NAHARS ENGINEERING INDIA PVT LTD
Sy.No.56/4 & 57, Narsapura Village, Kolar Dist. 563133.
Email : neipl2@laxmigroup.net.in, Web site : www.laxmigroup.net.in

Ref:NEIPL-UII/HR/LOI/SBV-PrSh/082021

August 19, 2021

srinivas.bv8@gmail.com

Mr. Srinivas B V
S/o Mr. Venkateshappa B G
Byrasandra - Village
Chakarasanahalli - Post
Kolar - District
KARNATAKA – 563 133

SUB: LETTER OF INTENT (LOI)

Dear Mr. Srinivas

Greetings.

This has reference to your application for suitable employment in our Group / Organisation and the subsequent discussion you had with us.

You are hereby informed that we are pleased to convey our intention to recruit you for the position of **Graduate Engineer Trainee** in **Press Shop** on the mutually agreed terms with respect to the grade, all-inclusive CTC of ₹22,000/- (Rupees twenty two thousand only) per month and other terms and conditions.

You are, as mutually agreed, required to join us on or before **August 25, 2021.** In case you are unable to join by the above mentioned date or by mutually agreed extended date, if any, this offer will stand cancelled without any further communication. Your place of posting will be Narsapura and / or Hosur. On the day of your joining, you are required to report at the following location alongwith the list of documents as mentioned in the enclosed Annexure - A:

M/s. Nahars Engineering India Pvt. Ltd.
Sy. No.56/4 & 57
Narasapura Village
Kolar District
KARNATAKA – 563 133.

If any of your particulars furnished by you in support of your employment is found to be incorrect or false or misleading in any way, the company shall have the right to terminate your services forthwith without serving any notice period or compensation in lieu thereof.

The appointment letter with detailed terms and conditions of your employment with the company will be issued to you at the time of your joining.

It is clearly understood that the employment shall commence only when the letter of appointment containing the terms and conditions of appointment is signed by you in token of its acceptance. This LOI is issued for the purpose of confirming your selection only for the above post. In case you require any information or clarification feel free to contact the undersigned.

14/08/2021

Laxmi®

Nahars Engineering India Pvt. Ltd. Narsapura 563 133

August 19, 2021

Ref:NEIPL-UII/HR/LOI/SBV-PrSh/082021

This offer (LOI) is issued with a clear understanding that the terms, conditions and offer is an agreement and contract between you and the company. You are, therefore, advised to keep utmost confidentiality about this offer till you join our organisation. In the event of failure about this clause the offer given by us will automatically stand withdrawn. In such case the management will not be under any obligation to compensate any loss you may suffer. The decision of the management will be final and binding on you.

Post joining the organisation if you submit your resignation, then you will be required to serve notice period of one month or deposit payment in lieu thereof on gross. In case you fail to comply, then the management will withhold your full and final settlement, issuance of relieving letter and experience certificate, till the full and final amount due to the company is paid by you.

You are hereby informed to share your present salary (CTC) break-up details. If it does not match / tally with your declaration over phone, the terms of CTC we have agreed with you will stand revised accordingly. You are in your own interest advised to mail your salary break-up, salary Slips and bank statement at the earliest.

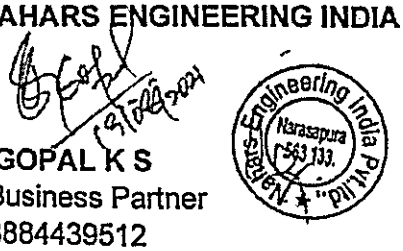
You, keeping the pandemic (covid-19) in mind, will follow all the directions issued by the respective government where you will be posted. We expect you to submit Co-Win / Covid vaccination certificate(s) at the time of joining. You are advised to take adequate care / step(s), if you are required to travel from another state to the state where you are posted keeping the restriction(s) imposed by the respective government, to ensure that you attend duty without fail. In the event of your not reporting for duty due to above restriction(s) you will be treated as absent from duty and accordingly the management reserves its right to treat you as absent and not pay salary. In view of the above you are suggested to take appropriate action to ensure that you attend duty without any break.

Please sign and return the duplicate copy of this letter in token of your having received the original and understood the contents of the same.

Looking forward for a long memorable and fruitful association.

With Best Wishes

Yours truly
For **NAHARS ENGINEERING INDIA PVT. LTD.**

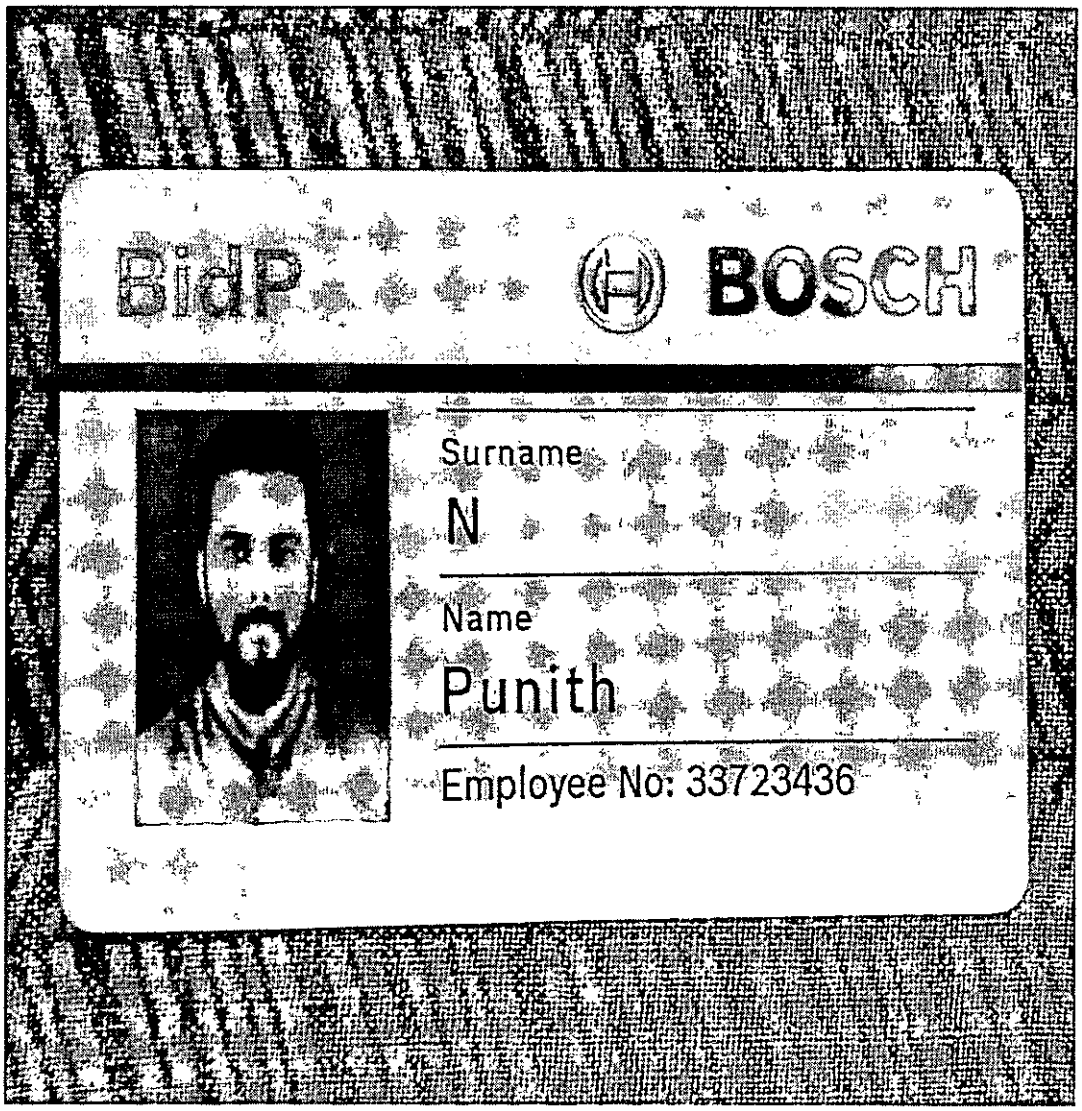


RAMGOPAL K S
H R Business Partner
+91 8884439512
ramgopalks@laxmigroup.net.in

Encl: as above.

ME 19-20

Punith
23/07/2021 at 2:42 pm



19-20

Infosys
Navigate your next

HRD/1000955890/21-22

June 18, 2021

Mr. Thirsheel Balaji R
No 72, Krupa Nilaya, 3Rd Cross,
10Th Block, Nagarabhavi 2Nd Stage
Bangalore-560072
India

Ph: +91-8904836270

Dear Thirsheel,

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 **21-Jun-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.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Infosys®
Navigate your next

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com>, Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.06.16 23:47:08 IST
Reason: Digitally Signed
Location: Bangalore

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

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Thirsheel Balaji R**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

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

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

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Area
Building Abstract

Area Abstract		
Sl.No	**Floor wise**	**Area in Sq. Mtr**
1	Lower Ground Floor	2558.8
2	Ground Floor	3713.93
3	First Floor	3888.93
4	Second Floor	3789.07
5	Third Floor	3621.07
6	Fourth Floor	3705.07
7	Fifth Floor	3705
8	Sixth Floor	3705
	Net Total	**28686.87**

Sl.No	**Particulars**	**Area in Sq. Mtr**
1	Instructional Area	14959
2	Administration Area	4235
3	Amenities Area	1393
4	Circulation Area	8099.87
Net Total		**28686.87**

19-20.

ME

ALCHEMY TECHSOL INDIA PVT.LTI

Ms. Manisha Manoharan
09019543739

Date: 01 Sep 202

LETTER OF OFFER

Dear Manisha Manoharan,

Congratulations!!

We are pleased to offer you an Employment with **Alchemy Techsol India Pvt. LTD** based on the interview discussions you h with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **"Procurement Operations & Execution Professional"** and will be based at c **Bangalore** Centre**.**
2. Your date of commencement of Employment will be on or before **01/09/2021.**
3. You will be entitled to receive compensation and benefits (Fixed Pay of **INR 270024/-PA**) as per the enclos annexure.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will issued to you on your Date of joining.
5. You will be on probation for a period of **6 months** from the date of joining.
6. The notice period to be served would be **1 month.**
7. Please bring along the below listed documents / details on your day of joining.
   a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) (Two Copies)
   b) Original Academic Certificates (all from 10th to Highest)
   c) Resignation Acceptance Letter with acknowledgement
   d) Relieving letter from previous employer (Original)
   e) Proof of compensation last drawn (last 3 Months)
   f) 4 passport size photograph
8. It is mandatory to open a salary account with **Axis Bank**, as salary would be processed only to Axis Bank account.
9. Kindly sign a copy of this letter as a token of your acceptance of this offer within 7 days from the date written abo post which this offer stands withdrawn.
10. Our Bank Spoc will reach you for opening Bank account.

Looking forward to a long and mutually beneficial career with us.

Yours Truly,

For ALCHEMY TECHSOL INDIA PVT.LTD

Smitha M Thottathil
(HR Head)

Date: 10th May 2021

"TO WHOMSOEVER IT MAY CONCERN"

This is to certify that the bearer of this letter namely Mr. Dhananjaiah PR (Vehicle number KA 42 S 7508) working with HINDUSTAN COCA-COLA BEVERAGES PRIVATE LIMITED (HCCB) as a Shift Supervisor ATS. HCCB is engaged in the manufacture, distribution and sale of beverages, juices and packaged drinking water under the brand name Coca-Cola®, Thums Up®, Sprite®, Fanta®, Limca®, Minute Maid®, Kinley® etc which falls under the category of "FOOD" and accordingly HCCB operate with the license issued under the Food Safety and Standards Act, 2006.

The products manufactured and sold by HCCB are essential part of consumer's grocery basket. The Sales Executive take orders from different channels and ensure supply to them viz. grocery, pharmacy and all types of food shops etc which falls under "Essential Category". Please note this is being done without compromising on the safety and hygiene requirements as prescribed by the local authorities.

We hereby request you to kindly allow free passage to our employee /representative without any interruption. We further solicit your cooperation to allow the bearer of this letter to continue with his/her work.

For Hindustan Coca Cola Beverages Pvt. Ltd.

Tamanna Chawla Dhawan

Zonal HR – Commercial & Operations

Detailed Confidential

[illegible]

www.hccb.in

bAVEENA
Engineering



Name : **CHETHAN PRABHU ARER**

Emp ID : **0550**

Designation : **DESIGN ENGINEER**

Authorised Signature

DOB : 16/04/1999

Blood Group :

Contact No. : +918105398928

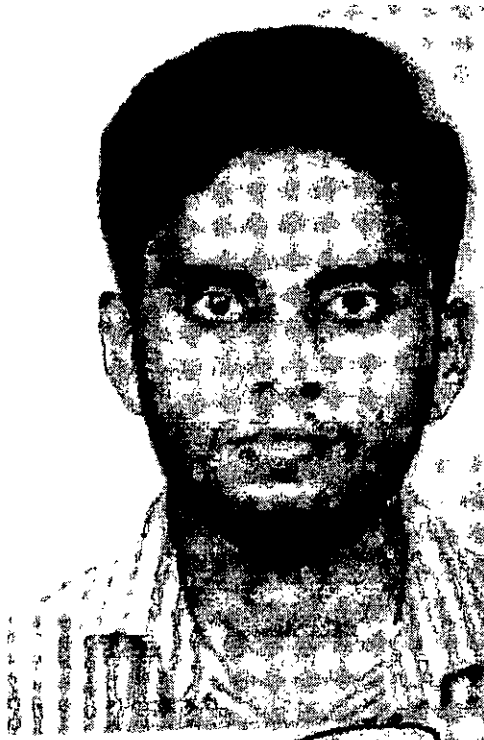


LAVEENA
Engineering

6/1A, 428/488, Arunodaya School Road,
Sunkadakatte, Vishwaneedam Post,
Bangalore - 560 091. Ph.: 080-29770612
Email : laveenaengg@gmail.com

MAINI PRECISION PRODUCTS

Value delivered. Always



BHARATH BH

Emp Code:NEW

Issuing Authority's Signature

2020-2021 (ME)

BYJU'S

Offer Letter

Name Deepak Gowda I
Date Tuesday, August 10, 2021

Dear Mr **Deepak Gowda I** ,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

1. Date of Joining & Work Location: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, August 31, 2021** . Your work location would be **Byjus Bangalore - Prestige Tech Park / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

3. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

4. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre- employment screening activities (including background verification and criminal history check).

5. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6 Department, Designation & Reporting Manager:

Department:	Business Development (51000000)
Designation.	Business Development Trainee - Sales
Reporting Manager'	Rahul Raj (TNL201605108)
Role Location:	Byjus Bangalore - Prestige Tech Park / Bangalore
Sales Circle Location:	Bangalore
BDT Training Location	Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential. Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

a. Any act or omission by you;
b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
c. Any representation or warranty or information furnished to the Company found to be false;
d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the

EMS
HRD

Letter of Intent

Date: 17/07/2021

Dear Mr Lohith M C

With Reference to your Campus Interview with us at your college.
We are pleased to confirm that we will be enrolling you as a company Trainee at Nokia-Siemens India Ltd. Located at Chennai.

You will be invited to on board once you clear Final examination. And the CTC as a Trainee will be Rs.12000 + OT+ Subsidized Food and Travel (If Required)

This letter of intent will be valid till on boarding at the mentioned company, letter will issued in your name post verification of documents submitted by you.

You are requested to Report
Ms. Sryamala
Head - HRD
Address - No.1317-Z, Brindavan Avenue, A-Colony Ext, Tirunelveli – 627011

At the date of joining following documents to be submitted.
1. Resume-2-Copies.
2 10th.12th & BE/ B.tech Marks Sheets and certificates-2 Copies.
3. Passport Size photos-2 Copies.
4. Adhaar crad-2 Copies.
5 Bank Pass Book -2 Copies.

For EMS

Sryamala

Address No.1317-Z, Brindavan Avenue, A-Colony Ext, Tirunelveli – 627011.
Email - careers@excelms.in

EMS
HRD

Letter of Intent

Date: 17/07/2021

Dear Mr. Sourabh Kumar Singh

With Reference to your Campus Interview with us at your college.
We are pleased to confirm that we will be enrolling you as a company Trainee at Nokia-Siemens India Ltd. Located at Chennai.

You will be invited to on board once you clear Final examination. And the CTC as a Trainee will be Rs.12000 + OT+ Subsidized Food and Travel (If Required)

This letter of intent will be valid till on boarding at the mentioned company, letter will issued in your name post verification of documents submitted by you.

You are requested to Report
Ms. Siyamala
Head - HRD
Address - No.1317-Z, Brindavan Avenue, A-Colony Ext, Tirunelveli – 627011

At the date of joining following documents to be submitted.
1 Resume-2-Copies.
2 10th,12th & BE/ B tech Marks Sheets and certificates-2 Copies.
3 Passport Size photos-2 Copies.
4 Adhaar crad-2 Copies.
5 Bank Pass Book -2 Copies.

For EMS

Siyamala

Address No.1317-Z, Brindavan Avenue, A-Colony Ext, Tirunelveli – 627011.
E mail careers@excelms.in

EMS
HRD

Letter of Intent

Date: 17/07/2021

Dear Mr. Deepak Gowda L

With Reference to your Campus Interview with us at your college.
We are pleased to confirm that we will be enrolling you as a company Trainee at Nokia-Siemens India Ltd. Located at Chennai.

You will be invited to on board once you clear Final examination. And the CTC as a Trainee will be Rs.12000 + OT+ Subsidized Food and Travel (If Required)

This letter of intent will be valid till on boarding at the mentioned company, letter will issued in your name post verification of documents submitted by you.

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Ms. Siyamala
Head - HRD
Address - No.1317-Z, Brindavan Avenue, A-Colony Ext, Tirunelveli – 627011

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3 Passport Size photos-2 Copies.
4 Adhaar crad-2 Copies.
5. Bank Pass Book -2 Copies.

For EMS

Siyamala

Address No.1317-Z, Brindavan Avenue, A-Colony Ext, Tirunelveli – 627011.
Email careers@excelms.in

Maintec

Maintec Technologies Pvt. Ltd.,
#3M-215, East of NGEF,Outer Ring Road,
Kasturi Nagar, Bangalore - 560043, India.
Tel : 080-42718000,080-25071950
www.maintec.com
CIN : U72200KA1997PTC023121
GST No. : 29AABCM3607P1Z3

Doc #: EMP/COL/02062021/2844

June 2, 2021

Dear Akhila Vasanth Shetty,

CONDITIONAL OFFER LETTER

As per the interview held at **RRCE**, on **May 13, 2021**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

a. Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
b. Your initial place of work will be at **Bangalore / Chennai / Noida.**
c. On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
d. You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,09,232/- (Rupees Two Lakh Nine Thousand Two Hundred And Thirty Two only)** per annum.exclusive of the additional reimbursement provided and applicable Tax will be deducted.
e. You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely
For Maintec Technologies Pvt. Ltd,

Malathi Krishnan
HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **August 5, 2021** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____ **Date:** _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

** UPC symbol is unique to each document and cannot be copied or duplicated **
(This document is digitally signed, hence counter signature / stamp is not required.)

ME (21-21)

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HRD/3T/1002477013/21-22

October 1, 2021

Mr. Yeshwanth Shivraj
692, 2Nd Main Krishna Nagar
"Behind Embassy School Chikkagollarahatti Bengaluru"
Bengaluru-560091
India

Ph: +91-8861430067

Dear Yeshwanth,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.10.01 13:30:56 IST
Reason: Digitally Signed
Location: Bangalore

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

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

Infosys®
Navigate your next

HRD/1002477013/21-22 October 1, 2021

Mr. Yeshwanth Shivraj
692, 2Nd Main Krishna Nagar
"Behind Embassy School Chikkagollarahatti Bengaluru"
Bengaluru-560091
India

Ph: +91-8861430067

Dear Yeshwanth,

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 **11-Oct-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.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is, also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.10.01 13:30:56 IST
Reason: Digitally Signed
Location: Bangalore

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

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Yeshwanth Shivraj**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

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

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

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - II

(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Yeshwanth Shivraj**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

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

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

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ME (de-21)

Capgemini

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

Superset ID: 971907

Letter of Intent ("LOI")

Dear SuhaasKapardhi BS,

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

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

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

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

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

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

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

the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

SuhaasKapardhi BS
Analyst and A4

You will be under probation for six (6) months from yourdate of joining Capgemini. During this period,your all-inclusive annual target compensation (on a cost to company basis) willbe **INR3,00,000/- (Rupees Three Lakh only). Subsequent to your successful completion of trainingand probation, your all-inclusive annual target compensation (on a cost to companybasis) will be revised to INR 3,80,000/- (Rupees Three Lakh and EightyThousand only). Effective 1st July 2022, (irrespectiveof your probation status, except for probation non-confirmation), your all-inclusivecompensation will be revised to INR 4,00,000/- (Rupees Four Lakh only).** Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

ME (20-21)

B. SELECT LIST FOR THE POST OF FIREMAN (KK) (MERITWISE)							
SL. NO.	APPN. NO.	NAME	DOB	SSLC / EQUIVALENT EXAMINATION MARKS	PHYSICAL TEST MARKS	TOTAL	SELECTED CATEGORY
57	1266058	SHIVAKUMAR	20-01-1997	88.64	100	188.64	GM_OTHERS_HK
58	1294086	PRASHANT HAGARATAGIMATH	01-04-1998	88.64	100	188.64	GM_RUR_HK
59	1306555	M BASANAGOUDA	05-06-1999	88.64	100	188.64	GM_OTHERS_HK
60	1240232	PRAVEENKUMAR	01-05-2000	88.64	100	188.64	GM_RUR_HK
61	1223216	BHAGAPPA	16-05-2000	88.64	100	188.64	GM_RUR_HK
62	1238693	CHANDUSAB	01-06-2000	88.64	100	188.64	GM_RUR_HK
63	1332779	BENNURU LOKESHA	04-01-2001	88.64	100	188.64	GM_RUR_HK
64	1310134	MALLANAGOUDA	06-07-2001	88.64	100	188.64	GM_OTHERS_HK
65	1283069	BHASHASAB	08-07-2001	88.64	100	188.64	GM_OTHERS_HK
66	1318808	SHASHANK	17-11-2001	88.64	100	188.64	GM_OTHERS_HK
67	1283540	SIDDANAGOUDA	11-06-2002	88.64	100	188.64	GM_OTHERS_HK
68	1328014	ANIL KUMAR	06-06-1998	88.48	100	188.48	GM_OTHERS_HK
69	1249428	AMEERSHOHEL NADAF	07-08-1998	88.48	100	188.48	GM_OTHERS_HK
70	1327978	RAGAVENDRA	06-02-2000	88.48	100	188.48	GM_OTHERS_HK
71	1214935	BANAKARA NARENDRA	10-06-2000	88.48	100	188.48	GM_OTHERS_HK
72	1298822	CHAPPARADAHALLI KOTRESHA	13-03-2001	88.48	100	188.48	GM_OTHERS_HK
73	1307635	SHIVANAND	05-05-1996	88.32	100	188.32	GM_OTHERS_HK
74	1362219	DATTATRI	20-05-1999	88.32	100	188.32	GM_OTHERS_HK
75	1329500	SHIVAKUMAR BURALI	06-07-1999	88.32	100	188.32	GM_OTHERS_HK
76	1236889	MAHADEV	07-10-1999	88.32	100	188.32	GM_OTHERS_HK
77	1340102	AKSHAYAKUMAR	18-04-2000	88.32	100	188.32	GM_OTHERS_HK
78	1314819	MURUGHARAJENDRA SWAMY	28-07-2000	88.32	100	188.32	GM_OTHERS_HK
79	1238295	P KIRANA KUMARA	05-05-2001	88.32	100	188.32	GM_OTHERS_HK
80	1327923	MANJUNATH	10-05-2001	88.32	100	188.32	GM_OTHERS_HK
81	1356746	HOLAGUNDI PUNEETHA	12-07-2001	88.32	100	188.32	GM_OTHERS_HK
82	1233015	MITHRA C T	02-01-2002	88.32	100	188.32	GM_OTHERS_HK
83	1355613	ABHISHEK H	29-11-1995	88.16	100	188.16	GM_OTHERS_HK
84	1358552	SIDDAPPA	26-03-1999	88.16	100	188.16	GM_OTHERS_HK

NORROKER.com



Name : SAGAR MIRAJE

Employee code : 2616

ME (20-21)



NETSURF

SEHAT BARKAT MUSKURAHAT

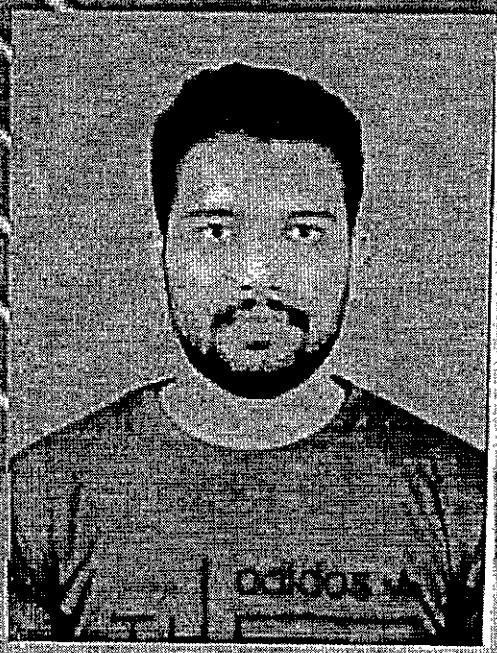
Agriculture product distributor

Name	Kushal N
Address	Kushal n s/o N G Narasimha Murthy , no 149 , 4th cross , sriranganagar , VTC : Bangalore south , PO: Girinagar
Ref. No.	KUNN01271
Joining Date :	26/03/2021
Pancard No. :	Not Updated
Region :	Bangalore

NETSURF

www.netsurfnetwork.com

ME (20-21)



Agriculture product distributor

Name : Guru Prasad DN

Address : #27/9, 2nd cross,1st stage,Maruthi Nagar, sonnenahalli,Near BMK samudhyaBhavana,Ullalu upanagara, Bangalore-560056.

Ref. No. : GUNN00627

Joining Date : 20/01/2021

Pancard No. : BTSPG6256Q

Region : Bangalore

NETSURF

ISSUING AUTHTORITY

www.netsurfnetwork.com

BOSCH

ARUNKUMAR K
KODIHALLI, BYRAMANGLA,RAMANGAR-
562109
9108802825

Bosch Limited (PAN AAACM
9646 P) (CIN:
L85110KA1951PLC000761)
No. 42, II phase, Sector-
2, KIADB Industrial Area,
Bharatmangala Bidadi Hobli,
Ramanagara District – 5621
India
Tel +91(80)6703-3000
www.bosch.in

20 Sep 2021

Dear Mr. ARUNKUMAR K

With reference to your application dated 02.09.2021 and the subsequent interview you had with us, we are pleased to engage you on **Fixed-Term Contractual** basis in **Bosch Limited** situated at Plot No.42, Bidadi Industrial Area, 2nd Phase, Sector II, Bidadi Hobli, Ramanagara District – 562 109 with effect from 20.09.2021 on the following terms and conditions:

1. Your contractual engagement with us for a period of six months initially and renewable up to a maximum period of **12 months** from the date of your appointment subject to availability of job and business requirement. Your appointment starts with us from 20.09.2021 and will automatically cease to exist on 19.03.2022.

2. During the period of contractual engagement, you will be paid a remuneration and applicable allowances as attached at **Annexure-1** to this letter per month on 208 hours basis.

3. You will be required to attend duties in designated shifts including night shift, for any period that are in existence or which may be introduced subsequently as per the requirement of the organization.

4. You will be eligible for 16 days of Earned leave for the entire tenure of your engagement of one year. In case your engagement is only for six months, it will be adjusted accordingly on a prorata basis.

5. During your period of engagement, you shall abide by the Certified Standing Orders of the Company. You shall adhere to other work related instructions, code of conduct / rules, regulations & procedures of the Company in force and as may be amended from time to time.

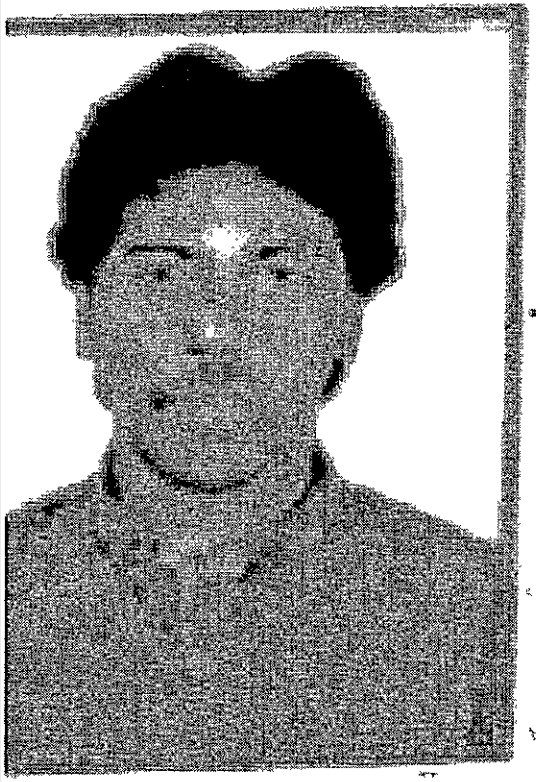
6. You will not remove, disclose, divulge or make public in any manner, processes, methods, secrets, information, know-how, knowledge etc., relating to the manufacture, trade and business of the Company.

NEEM Identity Badge

YASHASVI

WC

YAS96384



Name : VinayKumar B V

Training Location : BOSCH,Bidadi

Trainee ID : 110539

Valid Till : 07.08.2021

Signature

ME(19-20)

INDIA 4 IAS



NAME

NATARAJA. N

STUDENT ID

KPSC-1045

DOB

20-06-1998

BLOOD GROUP

B+ve

EMERGENCY CONTACT NUMBER

7090566455

VALIDITY

20-21

Authorised Signatory

STUDENT

Basaveraj R Potta (USN: 1AH16ME008 ME (19-20)

Government of Karnataka

Print Date:
Tuesday, October 27, 2020

Office of the Registrar of Firms,
BAGALKOT

Form C
10 A
[See Rule 3(5)]

Certificate of Registration of Firm

Firm Number : BGK-F99-2020-21

Date : 27-Oct-2020

The Registrar of Firms, Karnataka, hereby acknowledges the receipt of the statement prescribed by Section 58(1) of the Indian Partnership Act,1932. The statement has been filed and the (Name of Firm)BIZARRE has been entered in the Register of Firms as No.BGK-F99-2020-21

Address of the Firm :
At:#38-503-24, CTS No.4236/777, Vinayak Nagar, Near Aco School, Ilkal-587125
Dist:Bagalkote

SEAL OF THE REGISTRAR OF FIRMS DT. BAGALKOT

Office : BAGALKOT

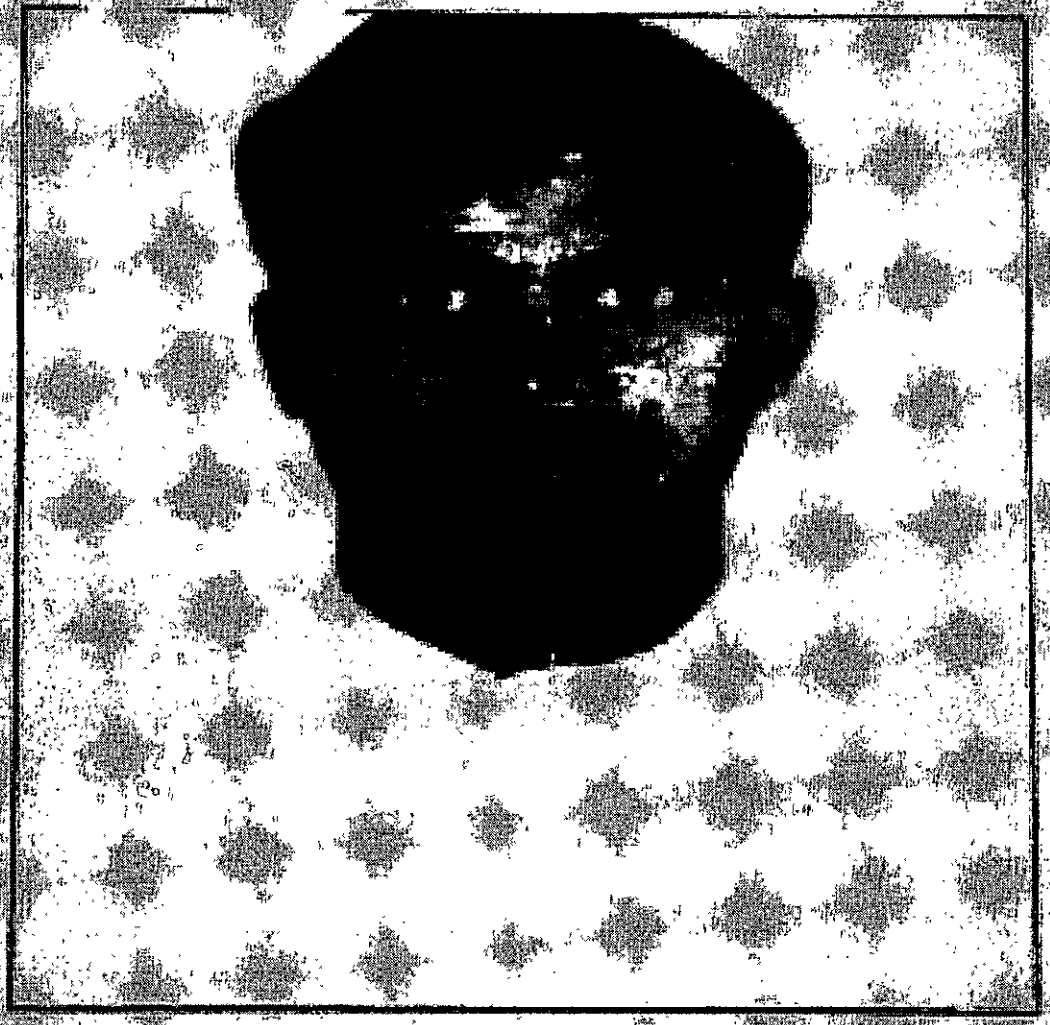
Firm Number : BGK-F99-2020-21

CD Number : BGKF3

Registrar of Firms,
(BAGALKOT)

Designed & Developed by C-DAC Pune

Atiq Ur Rahman



Mobile:8123674635

Expiry Date:04/22

Branch:Basavanagudi(J)

*Card mandatory for classes and interviews

www.qspiders.com www.jspiders.com

DAYANANDA SAGAR INSTITUTIONS

SM Hills, Kumaraswamy Layout, Bengaluru-560 078. Ph : 080-2666 2226, Fax : 080-2666 0789

DAYANANDA SAGAR COLLEGE OF ENGINEERING

Student Temporary ID Card

Name : KASHYAP KRISHNAN.I

Admn No. : 19PG MDE 009

Branch : MDE Acd Yr : 2019

Blood Gp : B+ve DOB : 17-10-97

Emergency Contact No.: 9900546951



Kashyap.KP

Student Signature

Principal

2020/9/1 14

ME (18-19)

ROSMERTA
Technologies

Sunil. R



Designation : Lane Incharge

Location : Bangalore

Blood Group : A+

Employee Signature **Authorised Signature**

Rosmerta Technologies Limited

Plot No. 427 Udyog Vihar Phase-I

ME(18-19)

ROSMERTA
Technologies Limited
total e-governance solutions
137, Udyog Vihar, Phase-I, Gurgaon-122016. Tel. : +91-124-4990800, Fax : +91-124-4990899 Web. : www.rosmertatech.com

RTL/TL/OL/08-2021/10 **Date: - 31-Aug-21**

Mr. Sunil R,

Nelamangala,
(Karnataka)

Subject: Letter of Intent

Dear Mr. Sunil R,

This is with reference to your application and the subsequent discussions you had with us. We are pleased to offer you an appointment in our Organization as **"Lane Incharge" of a Vehicle I&C Center.** You will be presently posted at **Nelamangala (Karnataka).**

As discussed, you are advised to join your duty on or before **01-Sep-21.** Your annual emoluments i.e. Cost-to-Company (CTC) for **Rs.2,52,600 /-(Rupees Two Lakh Fifty Two Thousand Six Hundred Only),** will be as per our agreed terms & conditions.

You are requested to send us a self-attested copy of the under mentioned documents at the earliest. However, on the day of joining you are required to send duly signed all the documents in original as listed below, the original certificates shall be returned to you on the same day after verifications.

1. All the relevant documents related to your
   - age
   - academic/educational qualification/technical /professional qualification
2. Relieving / Experience letter of previous organization(s).
3. Current Salary Certificate along with last three months' salary slips.
4. Three recent passport size colored photographs.
5. PAN No.-(Income Tax Purpose).
6. Proof of Address (Present & Permanent).
7. Bank Details

We look forward for a long association together.

Yours Sincerely,

For **Rosmerta Technologies Ltd.**

Authorised Signatory

ME (18-19)

Emage Vision India

874/19,80 Feet Road, [illegible]
2nd Phase,
Bengaluru – 560085
Ph:080-26721139

Name : Uday

Address : S/o Vasanth #293 7th Cross
KB Colony, Girinagar
Bangalore South
Banashankari 3rd stage
Bangalore South 560085

Aadhar Card No: 7379 3157 0397

Dear Uday,

LETTER OF EMPLOYMENT

We are pleased to offer you the position of 'Trainee Mechanical Engineer' in EMAGE VISION INDIA hereafter referred to as the COMPANY (the COMPANY) on the following terms and conditions:

1. DATE OF COMMENCEMENT

17.June.2019

2. PROBATION

A. You will be placed on a probation period of six (6) months. The COMPANY may extend your probation period at its sole discretion.

B. During the probation period, either party may terminate this agreement by giving two (2) weeks written notice or salary in lieu thereof.

3. REMUNERATION

A. Your CTC would be Rs.2,23,020- per Annum. The salary structure is described in the salary stack up sheet.

B. You are required to maintain strict confidentiality on salary and bonus matters and not to disclose or discuss details of your salary and/or bonus with anyone.

4. HOURS OF WORK

Monday to Friday: 08:00 hrs – 18:00 hrs
Lunch break: 1 hr

5. ANNUAL LEAVE/PUBLIC HOLIDAY

You shall be eligible for 11 days of annual leave for the first year subsequently 1 day is to be added yearly to a maximum of 15 days.
You shall be entitled for 11 days of gazetted public holidays as listed by the Company per calendar year.

6. MEDICAL LEAVE

You may be granted medical leave on full pay according to the period prescribed in a medical certificate up to an aggregate of 3 working days in each calendar year.
You are entitled to paid sick leave if:-
A. You are a confirmed employee with the COMPANY;

B. The sick leave is certified by a registered medical practitioner;

C. You have informed or attempted to inform the COMPANY of your absence within 48 hours. Otherwise, you will be deemed to be absent from work without permission or reasonable excuse.

7. MEDICAL BENEFITS

Provided that expenses are not incurred through any misconduct, negligence or self-inflicted injury during your service with the company, you shall be entitled to reimbursement of up to 500.00 Indian Rupee for any medical treatment which is reasonably incurred in the course of your employment. The maximum claim for each year shall not exceed a total of 6,000.00 Indian Rupee. Medical treatments by specialists, or expenses incurred in respect of optional treatment or purchase of optional appliances are expressly excluded.

8. DENTAL BENEFITS

Provided that treatment is made by registered dental surgeon, you shall be entitled to reimbursement of up to a maximum of 2,000.00 Indian Rupee per calendar year.

9. COMPASSIONATE LEAVE

The COMPANY shall grant a confirmed employee paid compassionate leave of 3 working days at any one time in the event of death of an employee's spouse, parents or children, and 2 working days of an employee's siblings, parents-in-law and grandparents.

10. MARRIAGE LEAVE

The COMPANY shall grant a confirmed employee 3 working days of marriage leave with full pay only on the first legal marriage. The grant of marriage leave shall be subjected to the employee's first marriage being contracted or solemnized whilst you are employed in the COMPANY and proper authentication of such marriage is provided by you.

11. MATERNITY AND PATERNITY LEAVE

The COMPANY shall grant an eligible employee Maternity or Paternity leave according to the Employment Act.

12. Group Insurance

You will be covered under the COMPANY's group insurance plan.

13. DUTIES

A. It shall be a requirement of this appointment that you will make available all your time to the service of the COMPANY and not engage in any form of employment, whether for remuneration or otherwise, except with the prior approval of the COMPANY.

B. Your duties shall include the usual duties of the post in which you are deployed and any other suitable duties which the COMPANY may call upon you to perform. You may be deployed to any of the establishments of the COMPANY, during the whole period of your service, depending on the exigencies of service. You shall be required to comply with instructions and directions given to you by the COMPANY.

14. INVENTIONS

You agree that all processes, procedures, programs, discoveries, ideas, formulae,improvements, technologies, designs, inventions (collectively "inventions"), whether or not patentable or copyrightable, conceived, developed, invented, or made solely by you, or jointly with others, during the employment shall be conclusively deemed "work for hire" (to the extent applicable), and is the property of and belongs to the COMPANY where the inventions were developed and shall in connection therewith, (i) assign to the COMPANY, without additional compensation, all patent, copyright, trademark, trade name, service mark and other rights to such inventions for any country, (ii) sign all documents and instruments necessary to carry out the foregoing and (iii) take such further actions as the COMPANY may reasonably request in order to protect and otherwise perfect the rights of the COMPANY to such inventions.

15. RULES AND REGULATIONS

A. During the whole period of your appointment, unless otherwise stated, you shall be governed by and be subjected to the rules and regulations, including the disciplinary rules and procedures, which are in force or which may be made from time to time by the COMPANY and other special regulations which may apply to
your appointment.

B. It is your responsibility to acquaint yourself with all such rules, regulations and instructions which may be in force.

C. You should also avoid social media communications that might be misconstrued in a way that could damage the COMPANY's reputation, even indirectly.

16. NOTICE OF TERMINATION

A. Notwithstanding this appointment, the COMPANY may dismiss you summarily and without notice in the event of you being guilty of misconduct. You shall not be eligible for any compensation or payment in respect of the dismissal, and all your rights, privileges and benefits in respect of your service with the COMPANY shall cease on the effective date of the dismissal.

B. Additionally, both the COMPANY and you may, without assigning any reason whatsoever, terminate this appointment by giving 1 months notice in writing (after probation period). However, if this appointment is terminated by either party without notice or with a notice of less than 1 months, the party terminating the appointment shall pay to the other party, a sum equivalent to 1 months of basic salary in-lieu of notice or the proportionate part thereof corresponding to the period for which the notice fall short of the said 1 months.
Notwithstanding anything to the contrary contained in this agreement, the COMPANY may terminate the Employee's employment upon 1 month's notice to the Employee should any of the following events occur:
A. The sale of substantially all of the COMPANY's assets to a single purchaser or group of associated purchasers; or
B. The sale, exchange, or other disposition, in one transaction of the majority of the COMPANY's outstanding corporate shares;
C. The COMPANY's decision to terminate its business and liquidate its assets;
D. The merger or consolidation of the COMPANY with another company;
E. Bankruptcy

17. OTHER TERMS AND CONDITIONS

A. You shall also be required to undertake to safeguard all official information acquired by you in the course of your duties, whether during or after your service with the COMPANY.

B. You may be seconded by the COMPANY during your period of service to any of its subsidiaries or associates.

C. Manner of Performance of Employee's Duties You shall at all times faithfully, and to the best of your ability, experience, and talent, perform all duties that may be required of and from you pursuant to the express and implicit terms hereof, to the reasonable satisfaction of the employer. Such duties shall be rendered at the COMPANY's premises and at such other place or places that the employer shall in good faith require or as the interests, needs, business, and opportunities of the employer shall require or make advisable.

D. Confidentiality or Proprietary Information
You agree, during and after the term of this employment, not to reveal confidential information, or trade secrets to any person, firm, corporation, or entity. Should you reveal or threaten to reveal this information, the COMPANY shall be entitled to an injunction restraining you from disclosing confidential information, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed. The right to secure an injunction is not exclusive, and the COMPANY may pursue any other remedies it has against you for a breach or threatened breach of this condition, including the recovery of damages from you.
You shall not without prior written consent of the COMPANY destroy, make copies, duplicate or reproduce in any form the COMPANY's confidential information.

We take this opportunity to welcome you to our organization and wish you success in your career with us.

Yours sincerely
EMAGE VISION INDIA

Rajashankar Mayya
Authorized Signatory

ACCEPTANCE

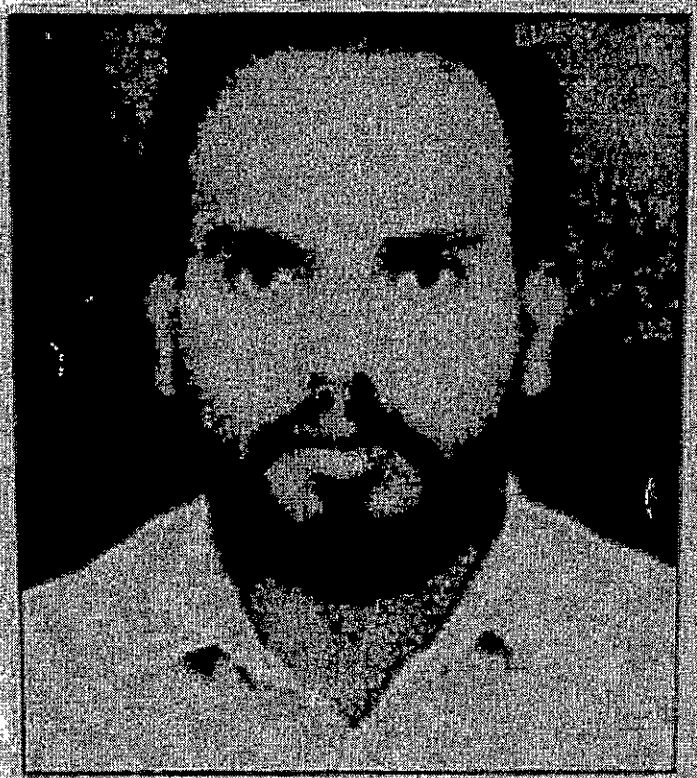
I, ...VIJAY..... hereby accept and agree to abide by the terms and conditions stated herein.

.....

Date: 17/06/2019

ME (18-19)

Moulding Innovation into Global Bonds



VISHNUKANTH BIRADAR

Employee No. : PSO1861

Blood Group : O+ VE

Emergency No. : 9449330971

Gat No. 144/145, Village Dhanore, Alandi - Markal Road,
Pune 412 105, India. Tel: 02135 628200

VIDYAVARDHAKA COLLEGE OF ENGINEERING
Gokulam 3rd Stage, Mysuru-570002

VVCE



PRATEEK R

Program : M.Tech.- MD

USN : 4VV20MMD03

D.O.B : 22/12/1997

Blood Group : B+ve

ID Validity : 2020-2022

Principal

ME (18-19)

OutworX

Sub: Offer Letter

Ms. Madhushree B V **Dated: 01-Dec-2021**

Dear Madhushree,

We are pleased to offer you a position with Outworks Solutions Pvt. Ltd as **IT Helpdesk Engineer.**

Your appointment shall be effective from **06-Dec-2021.**

As agreed and accepted by you, your gross annual compensation, inclusive of all the benefits shall be **INR 246000/-.** Refer attached Annexure – A.

Please note that all the applicable taxes shall be deducted at source from your salary, under the Central & the State Laws. Also, your Salary will be subject to deductions, on account of your contribution to employees' provident fund (PF) and LWF deductions.

Mediclaim gives you a coverage of up to Rs. 3L. Gratuity will be paid to you as per government rules and regulations. We have Annual Salary appraisals based on your performance.

Your employment with Outworks Solutions Pvt. Ltd. will have an initial probation period of three (3) months during which your performance will be evaluated. At the end of your probation period, on satisfactory performance, your employment with Outworks Solutions Pvt. Ltd. will be confirmed. Your employment will be subject to successful clearance of background verification. In case you fail in the BGV, your services will be terminated without notice and you will not receive any salary for the period you have worked.

We are pleased that you are interested in Outworks Solutions Pvt. Ltd., realizing this is an important decision for you in your career. We believe this position is an excellent opportunity, and we are confident that it will provide you with the personal challenge and potential growth opportunity that you seek.

You need to confirm your joining to us, by mailing a under signed copy of this letter within 3 days of receiving this offer.

Report to HR on the Joining date at 10:00 AM
Office timings: 9:30 AM to 6:30 PM

Outworks Solutions Pvt. Ltd. Noida

Human Resource
Outworks Solutions Pvt Ltd

OutworX

EXHIBIT A

DOCUMENTS REQUIRED

On the date of joining you would need to submit the photocopies of the following documents (Please do bring the original testimonials).

1. Signed offer letter.
2. Hard Copy of Resume
3. High School Certificate
4. Educational Certificates with Mark sheets.
5. All technical qualifications certificate with Mark sheets
6. Relieving/Experience Certificate from the previous employer.
7. Income Certificate with TDS details for the current financial year
8. Last 2 month's Salary Slip from the previous employer.
9. 4 Passport size photographs.
10. Form 16 of Previous employer
11. 2 Photocopies of Passport
12. Photocopy of the Driving License
13. Copy of RC of you vehicle in your name
14. Copy of PAN card
15. Aadhar Card

Please make sure that you have the copies of all these documents with you. Other then this you also have to give the references asked for the official records by the HR Department. Any false document presented by you could lead to suspension of your Appointment with OutworX.

We appreciate your entrepreneurial instincts and welcome your decision to join our organization. We endeavor to build this organization to be a global player. In doing so together we will preserve the core values that we stand for.

I am sure together we will make it happen.

I accept this offer of Employment with Outworks Solutions Pvt. Ltd., I agree to comply with the terms and conditions of this offer.

Madhushree B V

Date

OutworX

"ANNEXURE-A"		
Name:	**Madhushree B V**	
Date of Joining	**06-Dec-2021**	
PAN	**EXOPM8451C**	
Salary	**Amount (in Rs.) Per Month**	**Amount (in Rs.) Per Annum**
Basic & DA	15,745.00	1,88,940.00
HRA	137.00	1,644.00
Statutory Bonus	1,312.00	15,744.00
Gross Salary	**17,194.00**	**2,06,328.00**
Employee PF Contribution @ 12%	1,800.00	21,600.00
Employee ESIC Contribution @ .75%	129.00	1,548.00
LWF Employee Contribution	20.00	240.00
PT	200.00	2,400.00
Net Take home (Before Tax)	**15,045.00**	**1,80,540.00**
Additionals:		
Employer PF contribution @ 12%	1,800.00	21,600.00
PF Admin Charge @ 1%	150.00	1,800.00
Employers' ESIC Contribution @ 3.25%	559.00	6,708.00
Gratuity	757.00	9,084.00
LWF Employer Contribution	40.00	480.00
CTC	**20,500.00**	**2,46,000.00**

Madhushree B V **Date**

ME(17-18)

BLUE STAR METACRAFT

PRECISION SHEET METAL WORKS

Mfrs : Precision Sheet Metal Fabrication, Kiosk, Enclosures, Panel Boards, All Kinda of Machinery Components.

Date: 02/01/2018

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Ravi S**, son of- **Mr. Malleshappa S** was working as "Design Engineer" in our organization from September 2015 to December 2017. He was also playing a very active role as a "Supporting to Production". We found him honest, dedicated, hardworking and well-behaved during his working period with us.

We wish Ravi S every success in life.

Regards,

BLUE STAR METACRAFT

Blue Star Metacraft

23, 13th Cross, Doddanna Industrial, Estate, Peenya 2nd Stage, Bengaluru 560 091.
Ph : 080 - 2836 9267, E-mail : bluestarmetacraft@gmail.com

AEROSPACE
Knowledge Centre

02/11/2018

Dear Mr. Hitesh S

With reference to your application and subsequent interview with us, we are pleased to appoint you as Engineer Level 1 -Trainee in our organization on the following terms and conditions.

1. Stipend: Your Monthly stipend would be 15000/- In case you choose to avail transport facility for commuting to the training centre, Rs 1900/- (Rupees One Thousand Nine Hundred Only) per month shall be deducted as conveyance charges.

2. ESIC and PF deductions will be made as per statutory requirements.

3. Place/Transfer: You will be posted in the training centre located in Aequs SEZ Hattargi, Belgaum. You may be transferred as part of on-the-job training and any further trainings at any time from one place to another, from one establishment to another, from one unit to another, whether owned, operated or managed by the Company or otherwise including the establishments with which Company will have the arrangements (all such places, establishments and units hereinafter referred to as "Establishments") either in India or abroad. On such transfer you will be governed by the terms and conditions of service applicable to your category of trainees in the Establishments where you are placed in as part of your training.

4. Training: Training period shall be one year from 02/11/2018. Though your training period is for one year, if you are not found suitable for training, your training can be discontinued without assigning any reason thereof with 30 (Thirty) days prior notice. The decision of the Company shall be final and binding upon you.

5. Company does not guarantee employment on completion of your training and any extension thereof and you shall be free to look for employment elsewhere.

6. During the Training period your Training can be terminated with 90 (Ninety) days' notice by either by you or Company.

7. Leave: You will be eligible for leaves as per Company policy.

8. You shall perform as per directions and instructions given to you whether given by the Company or by such officers who are placed in authority over you during your on-the-job training or further training.

9. During the period of your training with the Company, you will devote full time to the Company. Further, during the training period, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

10. You have stated your residential address to be:

#37, 4th "C" Main 11th Main Behind Srinivasa Kalyana Mantapa, Anjaneya Nagar Ittamadu, BSK 3rd Stage South Bangalore-560085

In the event of a change in the address or phone number given by you, inform the Management immediately in writing. Any communication or notice required to be forwarded to you by the Company shall, if such communication or notice is forwarded by post to your last residential

Thin. M

ॐ

Mob.: 701914
897121
E-mail::nithinarya4@gmail



S.R.S. Fabricators

Heavy Structural Fabricators

3, Khatha No. 82/2, Kachohalli Village, Dasanapura Hobli, Opp. Magadi Main
Bengaluru North Taluk, Bengaluru - 560 091.



Accutech Enterprises

Precision C.N.C Turning & Machining

Certified Company

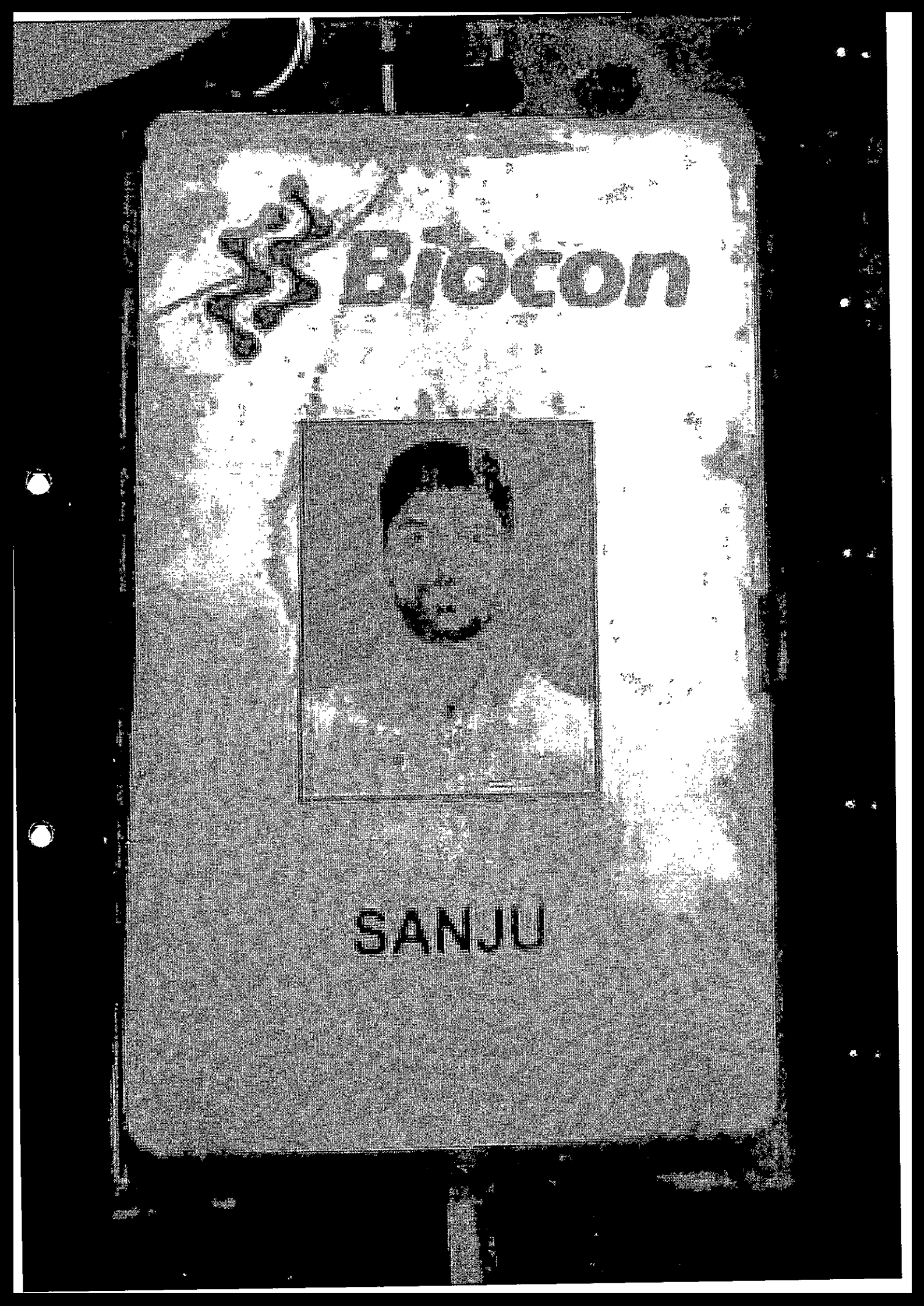
AS 9100D & ISO 9001-2015



KIRAN GOWDA B K

Emp. ID: 1364

Blood Group : B+

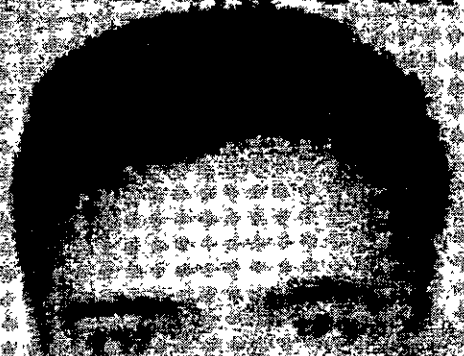

Bidcon
SANJU

...tity Card

...ontractor's Workman

BOSCH

Worksite [redacted]



YASHASWI

YACUPAX

...me RAGHU A

...l No.

...F No.

...ue No. YAS 9974

...MS Ref. No.



Contractor's Workman

HRL Dept

ME (17-18)



Chethan C

Emp.Code : 6261

Dept : Customer Relation

Blood Group : A+VE

Issuing Authority Employee's Signature

NANDI TOYOTA
BANGALORE



CHETHAN KUMAR

ID: AOI00396

Blood Group : AB+ve

Emergency No. : 9741852262

Vintage Car Care

ne stop solution for all your car needs...

UNDERTAKE ALL TYPES OF MECHANICAL REPAIRS,
CTRICAL & AIR CONDITIONING,
ITING & PAINTING, SPARE PARTS & ACCESSORIES
R DETAILING & SERVICING (CAR WASH)

. 263/B, Ward No. 27, Situated at BVR Reddy-
mplex, Ramamurthy Nagar Main Road,
dda Banawasvadi, Bengaluru-560 043.

ME (17-111)

MACRO
PRECISION
COMPONENTS



AYUB MOHAMMED ATEEB

Employee ID : 0207

Blood Group : O +ve

Scanned with CamScanner

BanP
Bosch Limited

BOSCH

Entry Badge



Name MANJUNATH.M

Institute : MPTA

Dept attached to BanP/MFP

Trainee ID : M18LX0304

Valid Till : 02-12-2019

(Signature) M

ME (16-17)

BanP
Bosch Limited

BOSCH

NEEM Identity Badge



Name M.SATHYANARAYAN

Institute : MPTA

Dep. attached to BanP/MEP

Trainee ID : M1812050H

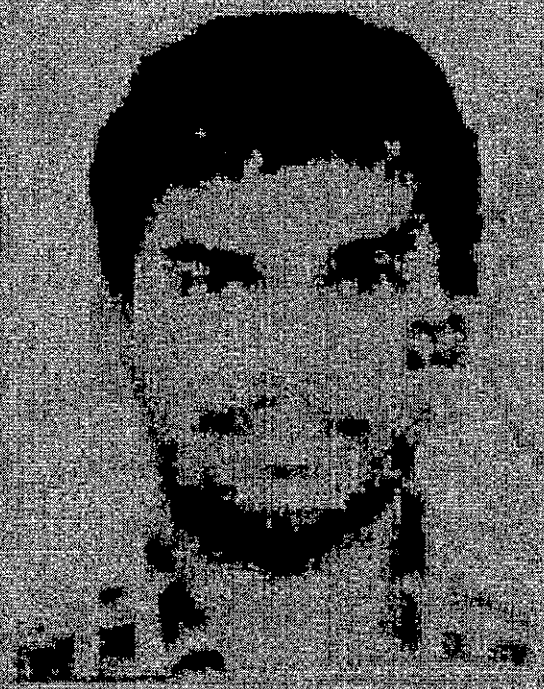
Valid Till : 04.12.2019

(Signature) M. Sathya

BanP
Bosch Limited

BOSCH

NEEM Identity Badge



Name PAYANKUMAR.S

Institute : MPTA

Dep. attached to BanP/MFP

Trainee ID : M18126308

Valid Till : 02-12-2019

(Signature) Payankumar.S

RDC concrete

RDC CONCRETE (INDIA) PVT. LTD.

C/O Lathia Rubber Company Lane, Opposite Gomes Industry, Sukhraka, Andheri-Kurla Road Mumbai - 400 072.



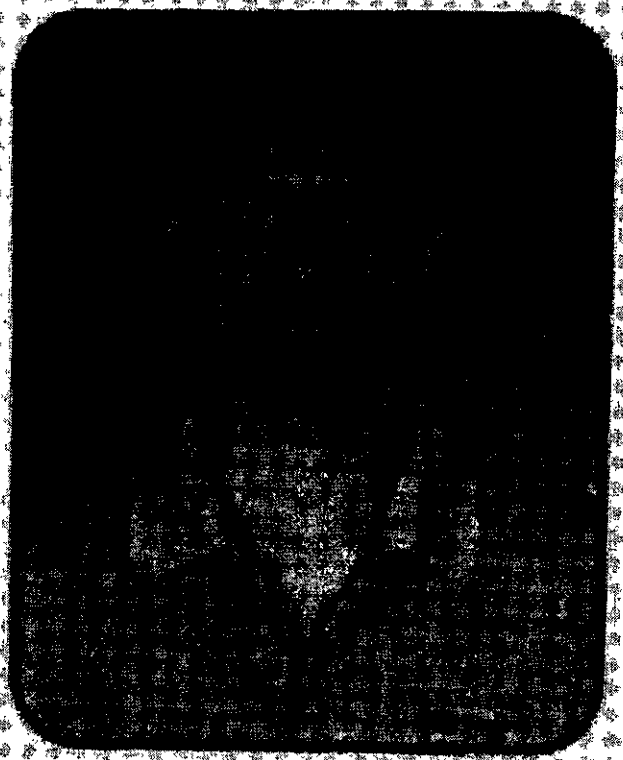
Md. Esaa

Employee No.: TE00122

Blood Group.:

SPECTRUM

Passion to Perform



Name : Kirankumar S J

Emp No. : STEPL821

Bl Grp : O+ve

Issuing Authority

ME(16-19)

IMG-20190109-WA0000.jpg

CHAITANYA HI-TECH ENGG CO PVT LTD, UNIT-1

21, Kempegowda, Indl. Estate, Kamakshipalya, Bangalore - 560079. Ph : 080-23485124

NAME: **Jagadeesh A**

Quality Engineer

D.O.B : **01-06-1995**

BLOOD GROUP: **B+VE**

CONTACT NO: **9731967756**



CHAITANYA

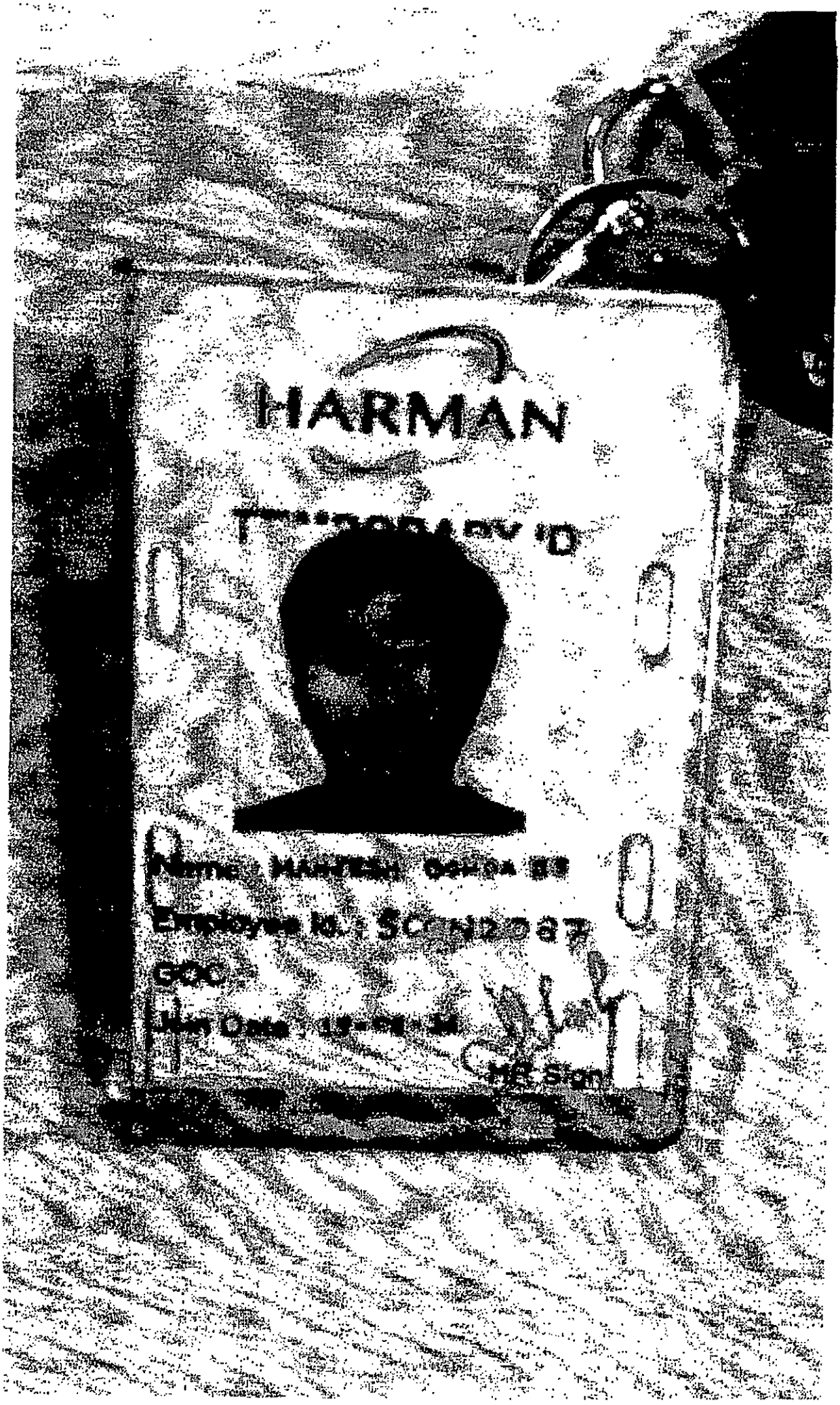
HI-TECH & PRECI-TECH PVT LTD

Making a Visible Difference...

1/9/2019

https://mail.google.com/mail/u/0/#inbox?projector=1

ME (11-13)



Fidelis Corporate Solutions Pvt. Ltd.,

Fidelis
Services Redefined

"Sai Prema", No-39. 2nd Floor, Krishna Nagar
Industrial Area, Hosur Road, Koramangala,
Bangalore, Karnataka, India-560029.
CIN No - U74110KA2010PTC053482

Phone : 080-41502234 / 36
Email : info@fidelisgroup.in
Website : www.fidelisgroup.in

Date: 11th August 2018

Mr. B S Manjesh Gowda
227/4 1 Main,4 cross near Maramma Temple,
Doddeble Colony Bangalore,
Karnataka 560060Dear

Mr. B S Manjesh Gowda

Subject: Appointment as Customer Support Engineer

Further to our earlier letter, the Management is pleased to appoint you Customer Support Engineer with effective from 13th August 2018.

Your monthly compensation would be Rs. 16,650/- on the basis of Cost to Company which includes the following:

1) Provident Fund benefits by the Company.
2) Employee State Insurance by the Company.

Please return the duplicate copy of this letter duly signed in token of your acceptance. Together with the following necessary documents:

01. Copies of Educational/Technical Courses
02 Copy of PAN Card
03 Copy of Passport
04 2 Passport sized photographs
05 Last pay slip
06 Resignation copy and relieving letter
07 PF and ESI declaration to be submitted at the time of joining
08 Reference details – The appointment shall be subject to satisfactory reference check.

Your appointment is subject to being able to provide the above mentioned documents and subsequent tback ground verification.

We welcome you to the FIDELIS family and hope for a long and happy association with you in the future.

Welcome aboard!

Yours Faithfully
For Fidelis Corporate Solutions Pvt. Ltd.,

Fidelis Corporate Solutions Pvt. Ltd. Bangalore

Raghavendra Mesta
VP- HR & Operations

Fidelis Services Redefined

Fidelis Corporate Solutions Pvt. Ltd.,

"Sai Prema", No-39, 2nd Floor, Krishna Nagar Industrial Area, Hosur Road, Koramangala, Bangalore, Karnataka, India-560029.
CIN No - U74110KA2010PTC053482

Phone : 080-41502234 / 36
Email : info@fidelisgroup.in
Website : www.fidelisgroup.in

Annexure – A

Employee Name: Mr. B S Manjesh Gowda

Designation: Customer Support Engineer

Date of Appointment: 13th August 2018

Salary break-up:

Details	Per Month(Rs)	Per Annum(Rs)
Basic	8,333.00	99,996.00
HRA	3,333.00	39,996.00
Conveyance	694.00	8,328.00
Ad. Bonus	1,139.00	13,668.00
Special Allowance	1,265.00	15,180.00
Gross Pay	**14,764.00**	**1,77,168.00**
Empl PF	1,000.00	12,000.00
Empl ESI	259.00	3,108.00
Take Home	**13,505.00**	**1,62,060.00**
Comp PF	1,084.00	13,008.00
Comp ESI	702.00	8,424.00
Medical Insurance	100.00	1,200.00
Cost to Company	**16,650.00**	**1,99,800.00**

Note: CTC includes all allowances and statutory components (Employer & Employee contribution of PF & ESI, PT and Bonus paid as advance on monthly basis).

The salary is subjected to Income Tax deduction (if applicable) as per the regulation of the Government of India. Your salary is strictly confidential. The salary slip would be sent to your email ID provided in the resume submitted to us at the time of joining.

Salary is inclusive of all statutory payments and the same would be credited your account (Account Number to be intimated by you) in the form of amount transfer or cheque payment as the case may be.

Fidelis Corporate Solutions Pvt. Ltd. Bangalore

Authorized Signatory

Acceptance by the Employee

Fidelis Corporate Solutions Pvt. Ltd.,

Fidelis
Services Redefined

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Terms and Conditions

1. Duties and Responsibilities.

This is an executive position involving continuous responsibility and does not entitle you to any compensation for overtime. The work environment requires flexibility and you will need to undertake additional related duties from time to time, which may include local as well as overseas travel.

In addition to the above you shall perform such duties as the Employer may assign to you from time to time.

The Employer reserves the right to transfer you within its offices in India or abroad. The Employer may also transfer you from one department / unit to another (either existing or to be set up in future) or to a group entity of the Employer, at the Employer's sole discretion. Any such transfer shall be on the same terms and conditions as are specified herein. The Employer also reserves its right to depute you in any other company or entity, for providing the required services that may be decided between the Employer and the Company.

During the course of such deputation you will carry out all reasonable and lawful instructions given either verbally, in writing or through any electronic medium by the authority to whom you report to in the in the Company.

2. Responsibility on deputation:

During the course of your employment, the employer may depute you to work at their customer or business partner organizations. You shall not under any circumstance or at any point in time claim or demand to be on the rolls of the company where you are deployed, as an employee of that company or claim any benefits of employment from that company.

Any benefit or emolument that you may receive during your period of deputation in a company for providing services, shall not be construed to imply a employer -employee relationship between such company and you.

. Conduct and Discipline:

You agree to devote your full business time, attention, skill, and effort exclusively to the performance of the duties that the Employer may assign to you from time to time. You may not engage in any business activities or render any services of a business, commercial, or professional nature, directly or indirectly, whether or not for compensation, for the benefit of anyone other than the Employer, unless the Employer has given its consent in writing in advance.

During your employment, you agree not to undertake any activity, which creates, or could create, an actual or perceived conflict of interest with your employment, or which in any way compromises your duty of loyalty to the Employer.

You may not enter into any pecuniary obligations that would render you financially embarrassed. You will be expected to disclose certain financial transactions and agree to abide by the Employer's policies and procedures related to conflicts of interest, ethics and insider dealings.

You shall not sign any agreement, document or letter on behalf of the Employer, unless authorized in writing by Managing Director of the Employer. Please note that if you sign any such document without obtaining the requisite authorization, all obligations incurred in respect of the same shall be treated as your personal

responsibility, and you shall indemnify and keep the Employer indemnified from all liabilities and responsibilities that may be incurred in connection with the same.
The Employer shall not be responsible or liable to any company to which you have been deputed for providing services, for any acts of misfeasance or malfeasance, committed by you during the course of your deputation in such company. You shall be personally responsible and liable to the company, for such acts of malfeasance or misfeasance that may be committed by you during your deputation in such company.

You agree to comply with such rules and regulations as the Employer may adopt from time to time.

4. Termination:
Both you and the Employer will have an option of terminating the employment. This option may be exercised at any time by either party by providing the other party with Thirty day's written notice.
Your employment may, however, be terminated forthwith without notice or payment in lieu of notice should you be found guilty of any breach or neglect of any of the terms of this letter, or of any of the duties expressed or implied in this letter or any duties which may from time to time be assigned to you by the Employer. Termination could also happen if back ground verification is not clear. Any termination or resignation happening within a year of joining the organization would lead to a deduction of back ground verification charges incurred which is done by a Third Party vendor.
In the event of the termination of your employment pursuant to this clause, you shall be paid all remuneration which may be due to you till the date of termination and such amount shall be received by you in full satisfaction and discharge of all claims and demands whatsoever which you may otherwise have against the Employer in connection or arising out of this letter or your employment hereunder but without prejudice to any claim the Employer may have against you arising out of any breach or non-performance by you of any of these obligations under this letter.

Upon the termination of your employment for whatever reason, you shall immediately deliver to the Employer all records, documents, plans, letters, papers, computer files and other materials of every description (including all materials made or compiled by you, as well as to all materials furnished to you by anyone else in connection with your employment and all copies of or extracts of any such materials) within your possession or control relating to the affairs and business of the Employer

5. Representations and Warranties:
You represent and warrant to the Employer that: (1) you are free to enter into employment with the Employer without violation of any third party rights and that your employment with Employer will not result in a violation of any agreement or restrictive condition you may have with any third party including any former employer; (2) you are not a party to any arrangement or agreement which will compromise your ability to carry out your duties for Employer; (3) all information provided by you to the Employer, including information set forth in your resume, information provided during the interview process and information in any employment application, is truthful and accurate; and (4) you will not disclose to the Employer, or induce the Employer to use, any confidential or proprietary information or materials belonging to any third party, including any previous employers.

6. Confidentiality:
In the course of your work for the Employer, you are likely to become aware of information which is commercially sensitive or valuable to the Employer (and/or its group entities) concerning its organisation, marketing, finance or other affairs.

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Phone : 080-41502234 / 36
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Website : www.fidelisgroup.in

You are precluded from:

- Revealing any such information, directly or indirectly to anyone without express written authority of the Employer;
- Using or attempting to use such information in any manner which may injure or cause loss either directly or indirectly to the Employer (and/or its Group Entities) or any of its / their business (es).

You also agree to keep confidential all matters pertaining to your salary, increases in salary, any bonuses, stock options you may be granted, etc. The obligation to keep information confidential continues even after termination of employment.

7. Non-compete:

Your position with the Employer requires considerable responsibility and trust. Relying on your undivided loyalty, the Employer expects to entrust to you highly sensitive confidential, restricted, and proprietary information involving the Employer business. It could prove very difficult to isolate this confidential information from business activities that you might consider pursuing after termination of your employment with the Employer, and in some instances, you may not be able to compete with the Employer in certain ways because of the risk that the Employer's confidential and proprietary information might be compromised. You are legally and ethically responsible for protecting and preserving Employer's confidential information and proprietary rights for use only for the Employer's benefit, and this responsibility may impose limitations on your ability to pursue certain business opportunities that might interest you during or after your employment.

8. Coverage of Mediclaim and Accidental Insurance:

You are covered under Group Medical Insurance and Accidental Insurance Policy while on duty, up to a maximum limit of Rs.100, 000/- and a sum of Rs.100,000/ - respectively per annum, subject to the terms and conditions of the Insurance Company.

9. Your salary is strictly confidential.

10. The offer is subject to satisfactory investigation of the following credentials produced by you at the time of joining.

- Proof of age;
- Entry Qualification Certificate(s);
- Salary and Services certificate(s) from the last employer.

11. All disputes are subject to Bangalore (Karnataka) Jurisdiction only

Other conditions of your engagement will be based on the rules in force and as modified from time to time.

DECLARATION

I hereby declare and affirm that I have carefully studied and understood the terms and conditions of employment and I
Undertake to abide by the said terms and conditions.

Name:
Signature: Date:

DECATHLON

SPORT FOR ALL | ALL FOR SPORT



Bhuvanesh V Shetty

Cycling

"To make the pleasure and benifits of sports accessible to all"

Open with

his contract is made on 11th October 2021 between **YantraLive Parts Technology Pv** aving its office at Bangalore and **Raghavendra Rao K**

is agreed that YantraLive Parts Technology Pvt Ltd will hire services of **Sourcing Enginee**

ssignment details

- Your responsibilities will be defined from time to time by your reporting manage same will be communicated either through email or oral discussions.

erms of the contract:

- The contract shall begin on 11th October 2021 and shall terminate on 10th April 2022.
- As agreed you need to fulfill the terms of the contract and will play the role of So Engineer.
- YantraLive Parts Technology Pvt Ltd will pay a sum of [redacted] This amount is inclusive of taxes. Yanti Parts Technology Pvt Ltd will deduct TDS as per statutory norms.

oprietary Information Agreement

aghavendra Rao K will be contracted by YantraLive Parts Technology Pvt Ltd in a capa hich YantraLive Parts Technology Pvt Ltd will or may receive confidential information, wh f value to YantraLive Parts Technology Pvt Ltd. Therefore, agree to abide by the following nd conditions

his contract creates a relationship of confidence and trust between Raghavendra Rao I antraLive Parts Technology Pvt Ltd with respect to certain information of a confid roprietary or trade secret nature. For the purposes of this Agreement, all such confid roprietary or trade secret information will be referred to as "Proprietary Information".

roprietary Information includes without limitation:

- Training content, YantraLive Parts Technology Pvt Ltd's data base, marketing and plans, product development plans, competitive analyses, benchmark test results, bu and financial plans or forecasts, non-public financial information, agreements customer and employee lists of YantraLive Parts Technology Pvt Ltd .
- Any information or material not described above which relates to YantraLive Technology Pvt Ltd's inventions. "Know-how", purchasing, accounting, merchandisi licensing.
- Any information of the type described above which YantraLive Parts Technology P has a legal obligation to treat as confidential, or which YantraLive Parts Technolo Ltd treats as proprietary or designates as confidential, whether or not owned or deve by YantraLive Parts Technology Pvt Ltd.