

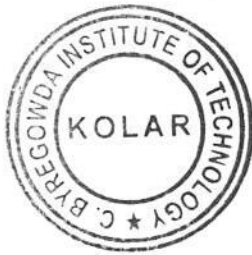



Date: 30.04.2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that the Percentage of placement of outgoing students by the institution during 2019-2024 as follows:

Sl. No.	Academic Year	Total no. Of outgoing students	Number of students Placed	Percentage of Students
1	2023-24	76	75	98
2	2022-23	215	90	41
3	2021-22	174	92	52
4	2020-21	194	142	73
5	2019-20	258	133	51
6	Total	917	532	58




PRINCIPAL
Principal
C. Byregowda Institute of Technology
KOLAR-563 101.



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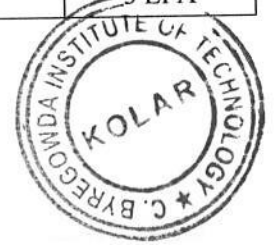
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Placed year wise list

Sl. No	Year	Name of students placed/ enrolling into higher education and contact details	Program graduated from	Name of the employer with contact/details/Name of institution joined	Pay package at appointment (In INR per annum) (applicable for students who got placement)/ Name of program admitted to (applicable for students who progressed to higher education)
<u>2023-24</u>					
1	2023-24	ABHISHEK MJ	CSE	EXCEL R	2.85 LPA
2	2023-24	DHANUSHREE V	ECE	ALLIANCE UNIVERSITY	2.58 LPA
3	2023-24	DHEERAJ SRIVATSA K S	CSE	KRONAS SYSTEM PVT LTD	8.7 LPA
4	2023-24	KOKKU JAYASREE	CSE	PALLE TECHNOLOGIES	3 LPA
5	2023-24	LIKITH	CSE	PENTAGON SPACE	3 LPA
6	2023-24	MOHAMMED IBRAHIM	CSE	PALLE TECHNOLOGIES	3 LPA
7	2023-24	RACHEL GLORY	CSE	PENTAGON SPACE	3 LPA
8	2023-24	M. VINOD KUMAR	CSE	PENTAGON SPACE	3 LPA
9	2023-24	THARUN R	CSE	PENTAGON SPACE	3 LPA
10	2023-24	JYOTHI V	CSE	PENTAGON SPACE	3 LPA





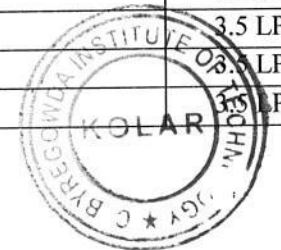
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11	2023-24	VISHNU V S	CSE	PENTAGON SPACE	3 LPA
12	2023-24	SUHAS K V	CSE	PENTAGON SPACE	3 LPA
13	2023-24	DEEKSHA C N	CSE	PENTAGON SPACE	3 LPA
14	2023-24	MEGHANA H V	CSE	PENTAGON SPACE	3 LPA
15	2023-24	THARUN R	CSE	PENTAGON SPACE	2.58 LPA
16	2023-24	BRAMITHA A	CSE	PENTAGON SPACE	2.58 LPA
17	2023-24	SHRAVANI R	CSE	PENTAGON SPACE	2.58 LPA
18	2023-24	DEVIKI N	CSE	PENTAGON SPACE	2.58 LPA
19	2023-24	DEEKSHA C N	CSE	PENTAGON SPACE	2.58 LPA
20	2023-24	DIVYA SHREE T C	CSE	PENTAGON SPACE	2.58 LPA
21	2023-24	THARUN R	ECE	DUXCON	5 LPA
22	2023-24	RAVISH KUMAR	ECE	AANS TECHNOLOGIES	5 LPA
23	2023-24	LOKESH R	ECE	AANS TECHNOLOGIES	5 LPA
24	2023-24	KHUSHAL GOWDA SA	ECE	AANS TECHNOLOGIES	5 LPA
25	2023-24	HARSHA DS	ECE	AANS TECHNOLOGIES	5 LPA
26	2023-24	DHANUSHREE V	ECE	AANS TECHNOLOGIES	5 LPA
27	2023-24	DEEPAK BN	ECE	AANS TECHNOLOGIES	5 LPA
28	2023-24	ACHUTH GOWDA	ECE	AANS TECHNOLOGIES	5 LPA
29	2023-24	UDBHAVI KN	CSE	AANS TECHNOLOGIES	3.5 LPA
30	2023-24	TASMIYA ANJUM	CSE	AANS TECHNOLOGIES	3.5 LPA
31	2023-24	TABASSUM	CSE	AANS TECHNOLOGIES	3.5 LPA
32	2023-24	SYED ZAFAR ULLA	CSE	AANS TECHNOLOGIES	3.5 LPA
33	2023-24	SRIVATHSA SV	CSE	AANS TECHNOLOGIES	3.5 LPA
34	2023-24	SRIKANTH AN	CSE	AANS TECHNOLOGIES	3.5 LPA
35	2023-24	SHRAVANI R	CSE	AANS TECHNOLOGIES	3.5 LPA
36	2023-24	SAHANA PM	CSE	AANS TECHNOLOGIES	3.5 LPA





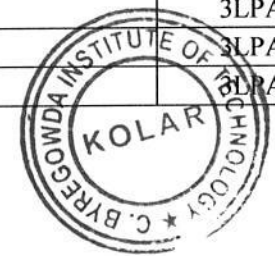
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37	2023-24	PAVAN TM	CSE	AANS TECHNOLOGIES	3.5 LPA
38	2023-24	NISARGA NV	CSE	AANS TECHNOLOGIES	3.5 LPA
39	2023-24	MEGHANA HV	CSE	AANS TECHNOLOGIES	3.5 LPA
40	2023-24	LIKITH TN	CSE	AANS TECHNOLOGIES	3.5 LPA
41	2023-24	HARSHITH S	CSE	AANS TECHNOLOGIES	3.5 LPA
42	2023-24	HARINI GL	CSE	AANS TECHNOLOGIES	3.5 LPA
43	2023-24	DILEEKUMAR TV	CSE	AANS TECHNOLOGIES	3.5 LPA
44	2023-24	CHETHAN N	CSE	AANS TECHNOLOGIES	3.5 LPA
45	2023-24	CHANDANA N	CSE	AANS TECHNOLOGIES	3.5 LPA
46	2023-24	BHAVANI J	CSE	AANS TECHNOLOGIES	3.5 LPA
47	2023-24	BANUSHREE G	CSE	AANS TECHNOLOGIES	3.5 LPA
48	2023-24	ANUSHA S	CSE	AANS TECHNOLOGIES	3.5 LPA
49	2023-24	AMRUTHA S	CSE	AANS TECHNOLOGIES	3.5 LPA
50	2023-24	TANVEER PASHA	CSE	AANS TECHNOLOGIES	3.5 LPA
51	2023-24	KHALEEQ UR REHMAN	CSE	AANS TECHNOLOGIES	3LPA
52	2023-24	NAVANEETHA G	CSE	AANS TECHNOLOGIES	3LPA
53	2023-24	NANDINI J V	CSE	AANS TECHNOLOGIES	3LPA
54	2023-24	MADHU KIRAN G	CSE	AANS TECHNOLOGIES	3LPA
55	2023-24	LAKSHMI M	CSE	AANS TECHNOLOGIES	3LPA
56	2023-24	KHALEEL PASHA B	CSE	AANS TECHNOLOGIES	3LPA
57	2023-24	KEERTHI S	CSE	AANS TECHNOLOGIES	3LPA
58	2023-24	HARSHATH REDDY R	CSE	TEK SYSTEM	4LPA
59	2023-24	H S SRI HARSHA	CSE	AANS TECHNOLOGIES	3LPA
60	2023-24	GIRISH K A	CSE	AANS TECHNOLOGIES	3LPA
61	2023-24	GAGANA T	CSE	AANS TECHNOLOGIES	3LPA
62	2023-24	FOUZIA ISHRATH KHANUM	CSE	AANS TECHNOLOGIES	3LPA





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63	2023-24	CHETHAN S G	CSE	AANS TECHNOLOGIES	3LPA
64	2023-24	CHETHAN KUMAR C	CSE	AANS TECHNOLOGIES	3LPA
65	2023-24	CHANDANA K MURTHY	CSE	AANS TECHNOLOGIES	3LPA
66	2023-24	C ASHWATH NARAYANA RAO	CSE	AANS TECHNOLOGIES	3LPA
67	2023-24	BHASKAR A	CSE	AANS TECHNOLOGIES	3LPA
68	2023-24	BHARATHNAG D N	CSE	AANS TECHNOLOGIES	3LPA
69	2023-24	PUNITHA S	CSE	TEK SYSTEM	4PLA
70	2023-24	TRIOURASRI S	CSE	DUXCON	4PLA
71	2023-24	DEEPIKA R	CSE	ERNST & YOUNG	4PLA
72	2023-24	LAKSHMI SINGH	CSE	ALLAINCE UNIVERSITY	4PLA
73	2023-24	MOHAMMAD MUSAIB S	CSE	ALLAINCE UNIVERSITY	4PLA
74	2023-24	KEERTHI RAJ S	ME	SB DIGITAL AUTOMECHINE LTD	4PLA
75	2023-24	JANAVI S	CSE	KPIT	4PLA





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2022-23					
1	2022-23	ASHA G S	CSE	Teck neXt Innovation Ltd	3 LPA
2	2022-23	BHARATH BHUSHAN M	CSE	Teck neXt Innovation Ltd	3 LPA
3	2022-23	BHARATHNAG D N	CSE	Teck neXt Innovation Ltd	3 LPA
4	2022-23	BHASKAR A	CSE	Teck neXt Innovation Ltd	3 LPA
5	2022-23	BHAVANI M R	CSE	Teck neXt Innovation Ltd	3 LPA
6	2022-23	BRUNDA N L	CSE	Teck neXt Innovation Ltd	3 LPA
7	2022-23	C ASHWATH NARAYANA RAO	CSE	Teck neXt Innovation Ltd	3 LPA
8	2022-23	CHAITHANYA T A	CSE	Teck neXt Innovation Ltd	3 LPA
9	2022-23	CHANDANA K MURTHY	CSE	Teck neXt Innovation Ltd	3 LPA
10	2022-23	CHETHAN KUMAR C	CSE	Teck neXt Innovation Ltd	3 LPA
11	2022-23	CHETHAN S G	CSE	Teck neXt Innovation Ltd	3 LPA
12	2022-23	DANISH ARA	CSE	Teck neXt Innovation Ltd	3 LPA
13	2022-23	DHEERAJ SRIVATSA K S	CSE	Teck neXt Innovation Ltd	3 LPA
14	2022-23	DIVYA S	CSE	Teck neXt Innovation Ltd	3 LPA
15	2022-23	FOUZIA ISHRATH KHANUM	CSE	Teck neXt Innovation Ltd	3 LPA
16	2022-23	GAGANA T	CSE	Teck neXt Innovation Ltd	3 LPA
17	2022-23	ABHISHEK V M	ECE	CARATER Soln	3 LPA
18	2022-23	ADARSH NAYAK N V	ECE	CARATER Soln	3 LPA
19	2022-23	ADARSHA B R	ECE	CARATER Soln	3 LPA
20	2022-23	ANAND Y N	ECE	CARATER Soln	3 LPA
21	2022-23	ANANTH KUMAR M R	ECE	Klok Systems	3 LPA
22	2022-23	ANUSHA H N	ECE	CARATER Soln	3 LPA
23	2022-23	ANUSHA H N	ECE	CARATER Soln	3 LPA
24	2022-23	ASHA M A	ECE	CARATER Soln	3 LPA
25	2022-23	BHARATHGOWDA R	ECE	CARATER Soln	3 LPA





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26	2022-23	BHAVANI B	ECE	CARATER Soln	3 LPA
27	2022-23	BRAHMA REDDY K	ECE	CARATER Soln	3 LPA
28	2022-23	BUSHRA AFTAB B	ECE	CARATER Soln	3 LPA
29	2022-23	MONISHA K	ECE	CARATER Soln	3 LPA
30	2022-23	MOUNIKA S	ECE	CARATER Soln	3 LPA
31	2022-23	MURALI C	ECE	CARATER Soln	3 LPA
32	2022-23	MURALI R	ECE	CARATER Soln	3 LPA
33	2022-23	N PRIYANKA	ECE	CARATER Soln	3 LPA
34	2022-23	NAVYA K M	ECE	Klok Systems	3 LPA
35	2022-23	NAVYA S R	ECE	CARATER Soln	3 LPA
36	2022-23	PAVAN V	ECE	CARATER Soln	3 LPA
37	2022-23	POOJA B R	ECE	CARATER Soln	3 LPA
38	2022-23	POOJITHA S	ECE	CARATER Soln	3 LPA
39	2022-23	GIRISH K A	CSE	Teck neXt Innovation Ltd	3 LPA
40	2022-23	GOWTHAMI S	CSE	Teck neXt Innovation Ltd	3 LPA
41	2022-23	H S SRI HARSHA	CSE	Teck neXt Innovation Ltd	3 LPA
42	2022-23	HARSHATH REDDY R	CSE	Teck neXt Innovation Ltd	3 LPA
43	2022-23	JAHNAVI K S	CSE	Teck neXt Innovation Ltd	3 LPA
44	2022-23	JAHNAVI V	CSE	Teck neXt Innovation Ltd	3 LPA
45	2022-23	KAUSTUBH A R	CSE	Teck neXt Innovation Ltd	3 LPA
46	2022-23	KEERTHI S	CSE	Teck neXt Innovation Ltd	3 LPA
47	2022-23	KHALEEL PASHA B	CSE	Teck neXt Innovation Ltd	3 LPA
48	2022-23	KHALEEQ UR REHMAN	CSE	Teck neXt Innovation Ltd	3 LPA
49	2022-23	LAKSHMI M	CSE	Teck neXt Innovation Ltd	3 LPA
50	2022-23	MADHAN H B	CSE	Teck neXt Innovation Ltd	3 LPA
51	2022-23	MADHU KIRAN G	CSE	Teck neXt Innovation Ltd	3 LPA





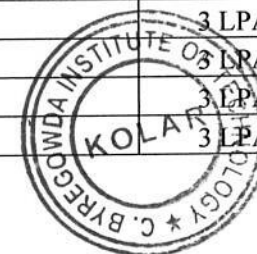
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52	2022-23	MADHUMITHA S	CSE	Teck neXt Innovation Ltd	3 LPA
53	2022-23	MAHANTHESH A V	CSE	Teck neXt Innovation Ltd	3 LPA
54	2022-23	MIZBA SIDDIQA	CSE	Teck neXt Innovation Ltd	3 LPA
55	2022-23	MOHAMMED IDRIS RAZAQ	CSE	Teck neXt Innovation Ltd	3 LPA
56	2022-23	MOHAMMED JAWAD	CSE	Teck neXt Innovation Ltd	3 LPA
57	2022-23	MOHAN K	CSE	Teck neXt Innovation Ltd	3 LPA
58	2022-23	MONISH GOWDA M	CSE	Teck neXt Innovation Ltd	3 LPA
59	2022-23	MONISHA T N	CSE	Teck neXt Innovation Ltd	3 LPA
60	2022-23	MURTHY P G	CSE	Teck neXt Innovation Ltd	3 LPA
61	2022-23	NANDHINI J V	CSE	Teck neXt Innovation Ltd	3 LPA
62	2022-23	NANDHITHA A	CSE	Teck neXt Innovation Ltd	3 LPA
63	2022-23	NAVANEETHA G	CSE	Teck neXt Innovation Ltd	3 LPA
64	2022-23	NAVITHA K N	CSE	Teck neXt Innovation Ltd	3 LPA
65	2022-23	NAVYA S	CSE	Teck neXt Innovation Ltd	3 LPA
66	2022-23	NAYANA S	CSE	Teck neXt Innovation Ltd	3 LPA
67	2022-23	NISHANI N A	CSE	Teck neXt Innovation Ltd	3 LPA
68	2022-23	PAVITHRA S Y	CSE	Teck neXt Innovation Ltd	3 LPA
69	2022-23	PAVITRA G S	CSE	Teck neXt Innovation Ltd	3 LPA
70	2022-23	PRATHIBHA G S	CSE	Teck neXt Innovation Ltd	3 LPA
71	2022-23	PRIYANKA V	CSE	Teck neXt Innovation Ltd	3 LPA
72	2022-23	PUNEETHA S	CSE	Teck neXt Innovation Ltd	3 LPA
73	2022-23	PUNITH NARASIMHA B C	CSE	Teck neXt Innovation Ltd	3 LPA
74	2022-23	PURUSHOTHAM A	CSE	Teck neXt Innovation Ltd	3 LPA
75	2022-23	SAHANA G A	CSE	Teck neXt Innovation Ltd	3 LPA
76	2022-23	SAHANA G H	CSE	Teck neXt Innovation Ltd	3 LPA
77	2022-23	SANDHYA SHREE B	CSE	Teck neXt Innovation Ltd	3 LPA





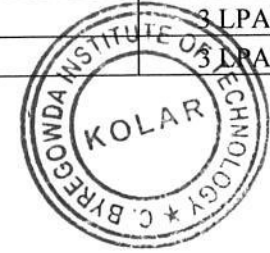
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78	2022-23	SANIYA KOUSER	CSE	Teck neXt Innovation Ltd	3 LPA
79	2022-23	ABHILASH N	CSE	Teck neXt Innovation Ltd	3 LPA
80	2022-23	ABHILASHGOWDA A	CSE	Teck neXt Innovation Ltd	3 LPA
81	2022-23	AFIYA ZAINAB	CSE	Teck neXt Innovation Ltd	3 LPA
82	2022-23	AISHWARYA K V	CSE	Teck neXt Innovation Ltd	3 LPA
83	2022-23	AKHILESH SINGH E	CSE	Teck neXt Innovation Ltd	3 LPA
84	2022-23	AKSHAYA G	CSE	Teck neXt Innovation Ltd	3 LPA
85	2022-23	AKSHITHA M	CSE	Teck neXt Innovation Ltd	3 LPA
86	2022-23	ALMAS AMEEN	CSE	Teck neXt Innovation Ltd	3 LPA
87	2022-23	AMEENA TASKIN	CSE	Teck neXt Innovation Ltd	3 LPA
88	2022-23	ANAGHA R	CSE	Teck neXt Innovation Ltd	3 LPA
89	2022-23	ANUSHA N	CSE	Teck neXt Innovation Ltd	3 LPA
90	2022-23	ANUSHA V M	CSE	Teck neXt Innovation Ltd	3 LPA





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2021-22					
1	2021-22	CHAITRA S	ECE	INFOSYS	4.5 LP[A
2	2021-22	KISHORE	ECE	INFOSYS	4.5 LP[A
3	2021-22	MOHAMMED ARBAAZ	ECE	TATA CONSULTANCY	3.5LPA
4	2021-22	JEEVAN H	ECE	KPIT	3.5LPA
5	2021-22	AMBREESH N	ECE	KLOK Systems	3.5LPA
6	2021-22	NANDINI K	ECE	CSR DRIVE	3.5LPA
7	2021-22	ABHIJITH N	ECE	CAREERLABS INTERNSHIP BASED HIRING	3.5LPA
8	2021-22	NOORIN HAJIRA	ECE	CAREERLABS INTERNSHIP BASED HIRING	3.5LPA
9	2021-22	HARINI D	ECE	CAREERLABS INTERNSHIP BASED HIRING	3.5LPA
10	2021-22	SHREYAS KUMAR R	ECE	CAREERLABS INTERNSHIP BASED HIRING	3.5LPA
11	2021-22	KARTHIK KUMAR M	ECE	CAREERLABS INTERNSHIP BASED HIRING	3.5LPA
12	2021-22	S SONUPREETHAM	ECE	CAREERLABS INTERNSHIP BASED HIRING	3.5LPA
13	2021-22	KARTHIK KUMAR M	ECE	ALMAWIZ	3.5LPA
14	2021-22	NAVAYASHREE R N	CSE	ATOS SYNTEL	4.5 LP[A
15	2021-22	SIDDESH METRI	CSE	BRUNDA N L	3LPA
16	2021-22	MANJUNATH M R	CSE	CAPGEMINI	4.5 LP[A
17	2021-22	BHARTH	CSE	CAREER LABS	3LPA
18	2021-22	PRABHUGOWDA	CSE	CAREER LABS	3LPA
19	2021-22	BHAVYA S M	CSE	CELESTIAL SYSTEMS	3LPA
20	2021-22	VINAY KUMAR G	CSE	CSR DRIVE	3LPA
21	2021-22	ASHWINI A	CSE	EPI SOLUTION	3LPA
22	2021-22	ADARSH NAYAK N V	CSE	ETHNUS	3.5LPA
23	2021-22	JANAVI S	CSE	ETHNUS	3.5LPA
24	2021-22	VINAYA S	CSE	ETHNUS	3.5LPA





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25	2021-22	VEEERESH B	CSE	ETHNUS	3.5LPA
26	2021-22	PUNITH NARASIMHA B C	CSE	ETHNUS	3.5LPA
27	2021-22	ANAGHA R	CSE	ETHNUS	3.5LPA
28	2021-22	PRIYANKA V	CSE	ETHNUS	3.5LPA
29	2021-22	NAVYA KM	CSE	FACE PREP	3LPA
30	2021-22	ANKITHA R	CSE	HEALTH TECH	3LPA
31	2021-22	APROOTHI	CSE	HITACHI VANTRA	3LPA
32	2021-22	MANASA M	CSE	INFOSYS	4.5 LP[A
33	2021-22	SANDHYA N	CSE	KLOK SYSTEMS	3.5LPA
34	2021-22	SINDHU J	CSE	KLOK SYSTEMS	3.5LPA
35	2021-22	ANANTHA KUMAR MR	CSE	KLOK SYSTEMS	3.5LPA
36	2021-22	ADARSHA BR	CSE	KLOK SYSTEMS	3.5LPA
37	2021-22	CHETHAN R	CSE	NEHARS ENGG	3.5LPA
38	2021-22	JASWANTH HR	CSE	NEHARS ENGG	3.5LPA
39	2021-22	PRASHANTH S	CSE	NEHARS ENGG	3.5LPA
40	2021-22	RAVI KUMAR S	CSE	NEHARS ENGG	3.5LPA
41	2021-22	SAMEERULLA A	CSE	NEHARS ENGG	3.5LPA
42	2021-22	VENKAT CH	CSE	NEHARS ENGG	3.5LPA
43	2021-22	GULAM JUNAID	CSE	OPTIMA	4.5 LP[A
44	2021-22	SHREYAS KUMAR M	CSE	PAYHUDDLE	3LPA
45	2021-22	ABHIJITH N	CSE	RAKUTAN SYMPHONY	3LPA
46	2021-22	VINAY PRASAD B	CV	SRI NKRISHNA CONSTRUCTION	3LPA
47	2021-22	ANKITH KUMAR	CV	SRI NKRISHNA CONSTRUCTION	3LPA
48	2021-22	APOORVA MV	CV	SRI NKRISHNA CONSTRUCTION	3LPA
49	2021-22	AISHWARYA R C	CSE	TATA CONSULTANCY	3LPA
50	2021-22	JASHWANTH S	CSE	WIPRO	3.5LPA





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51	2021-22	SHIRISHA N	CSE	WIPRO	3.5LPA
52	2021-22	MADAN H B	CSE	WISTRON	3.5LPA
53	2021-22	AFIYA ZAINAB	CSE	WISTRON	3.5LPA
54	2021-22	KAUSTHUB A R	CSE	WISTRON	3.5LPA
55	2021-22	SANIYA FAHADI S	CSE	CAPGEMINI	3.5LPA
56	2021-22	SUCHARITHA B V	CSE	CAPGEMINI	3.5LPA
57	2021-22	MANASA M	CSE	INFOSYS	3.5LPA
58	2021-22	SHANKAR NAYAKAN K	CSE	INFOSYS	3.5LPA
59	2021-22	SWATHI K	CSE	CAPGEMINI	3.5LPA
60	2021-22	JAWERIYA SULTHANA	CSE	INFOSYS	3.5LPA
61	2021-22	JASHWANTH S	CSE	BIRLA SOFT	3.5LPA
62	2021-22	NUTHAN M	CSE	BETSOL	3.5LPA
63	2021-22	NAVYASHREE RN	CSE	ATOS SYNTEL	3.5LPA
64	2021-22	SNEHA V	CSE	TCS	3.5LPA
65	2021-22	BHAVYA SM	CSE	KLOK SYS PVT LTD	3.5LPA
66	2021-22	FIZA KOUSAR	CSE	CARRER LAB	3.5LPA
67	2021-22	SEHAR FATHIMA	CSE	CARRER LAB	3.5LPA
68	2021-22	ANJULA A R	CSE	CARRER LAB	3.5LPA
69	2021-22	M AMRUTHA VARSHINI	CSE	CARRER LAB	3.5LPA
70	2021-22	SPOORTHI MS	CSE	CARRER LAB	3.5LPA
71	2021-22	ANUSHREE S V	CSE	CARRER LAB	3.5LPA
72	2021-22	RAKESH KN	CSE	CARRER LAB	3.5LPA
73	2021-22	MANJUNATH A J	CSE	CARRER LAB	3.5LPA
74	2021-22	AKSHATHA R NADIG	CSE	CARRER LAB	3.5LPA
75	2021-22	ABHILASH M	ME	PENTAGON	3.5LPA
76	2021-22	NAVEEN KUMAR SV	ME	PENTAGON	3.5LPA
77	2021-22	SRIKANTHA	ME	PENTAGON	3.5LPA





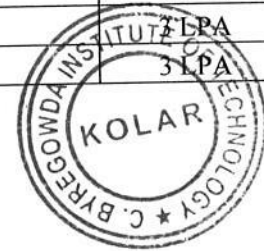
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78	2021-22	BHARTH BK	CV	CARRER LAB	3.5LPA
79	2021-22	PRABHU GOWDA	CV	CARRER LAB	3.5LPA
80	2021-22	DHASHITHA R	CV	BWHITE BOARD	3.5LPA
81	2021-22	CHANDANA M S	CSE	Data Knot Labs	3 LPA
82	2021-22	CHOWDAREDDY N V	CSE	Data Knot Labs	3 LPA
83	2021-22	DARSHAN N	CSE	Data Knot Labs	3 LPA
84	2021-22	DEEPIKA R	CSE	Data Knot Labs	3 LPA
85	2021-22	DIVYA R	CSE	Data Knot Labs	3 LPA
86	2021-22	DIVYASHREE M	CSE	Data Knot Labs	3 LPA
87	2021-22	DURGA R	CSE	Data Knot Labs	3 LPA
88	2021-22	FIZA KOUSAR	CSE	Data Knot Labs	3 LPA
89	2021-22	JASHWANTH S	CSE	Data Knot Labs	3 LPA
90	2021-22	JAWERIYA SULTANA	CSE	Data Knot Labs	3 LPA
91	2021-22	KAVYASHREE J	CSE	Data Knot Labs	3 LPA
92	2021-22	KEERTHANA K M	CSE	Data Knot Labs	3 LPA





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2020-21					
1	2020-21	MONICA M	CSE	QSPIDERS	3 LPA
2	2020-21	NAVEEN KUMAR R	CSE	QSPIDERS	3 LPA
3	2020-21	NAVYA S N	CSE	QSPIDERS	3 LPA
4	2020-21	NAVYA SHREE S	CSE	QSPIDERS	3 LPA
5	2020-21	NAYANA N	CSE	QSPIDERS	3 LPA
6	2020-21	NEHA S	CSE	QSPIDERS	3 LPA
7	2020-21	NISARGA H N	CSE	QSPIDERS	3 LPA
8	2020-21	POOJA D M	CSE	QSPIDERS	3 LPA
9	2020-21	POOJA V	CSE	QSPIDERS	3 LPA
10	2020-21	PRAVALLIKA R	CSE	QSPIDERS	3 LPA
11	2020-21	RAKSHITHA S	CSE	QSPIDERS	3 LPA
12	2020-21	RAYAN KHAN	CSE	QSPIDERS	3 LPA
13	2020-21	SACHIN B N	CSE	QSPIDERS	3 LPA
14	2020-21	SAMEERA FATHIMA	CSE	ABC PVT LTD	2.5LPA
15	2020-21	SHIRISHA N RAJ	CSE	ABC PVT LTD	2.5LPA
16	2020-21	SINDURANI B R	CSE	ABC PVT LTD	2.5LPA
17	2020-21	SIRISHA K S	CSE	ABC PVT LTD	2.5LPA
18	2020-21	SONY PANDEY	CSE	ABC PVT LTD	2.5LPA
19	2020-21	SREE VIDYA C	CSE	ABC PVT LTD	2.5LPA
20	2020-21	SUPRIYA R	CSE	ABC PVT LTD	2.5LPA
21	2020-21	SUYEBA ANJUM	CSE	ABC PVT LTD	2.5LPA
22	2020-21	KEERTHI R	ECE	ABC PVT LTD	2.5LPA
23	2020-21	KHAMRUN NISA	ECE	ABC PVT LTD	2.5LPA





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24	2020-21	LOKESH C	ECE	ABC PVT LTD	2.5LPA
25	2020-21	MAHESH M	ECE	ABC PVT LTD	2.5LPA
26	2020-21	NANDINI S	ECE	ALPHA NINE MARIES SERVICES	3LPA
27	2020-21	NIROSHA A V	ECE	ALPHA NINE MARIES SERVICES	3LPA
28	2020-21	PAVITHRA K G	ECE	ALPHA NINE MARIES SERVICES	3LPA
29	2020-21	PRAVEENA S	ECE	ALPHA NINE MARIES SERVICES	3LPA
30	2020-21	RAHUL T	ECE	ALPHA NINE MARIES SERVICES	3LPA
31	2020-21	TEJASHWINI P M	CV	S K CONSTRUCTIONS PVT LTD	2LPA
32	2020-21	RAKSHITHA T E	CV	S K CONSTRUCTIONS PVT LTD	2LPA
33	2020-21	VARUN R	CV	S K CONSTRUCTIONS PVT LTD	2LPA
34	2020-21	GANASHREE M	CV	S K CONSTRUCTIONS PVT LTD	2LPA
35	2020-21	VINAYAKA P M	CV	S K CONSTRUCTIONS PVT LTD	2LPA
36	2020-21	VINODH M	CV	S K CONSTRUCTIONS PVT LTD	2LPA
37	2020-21	NAGESH M	CV	S K CONSTRUCTIONS PVT LTD	2LPA
38	2020-21	ARUN KUMAR V	CV	S K CONSTRUCTIONS PVT LTD	2LPA
39	2020-21	DHARANI M K	CV	S K CONSTRUCTIONS PVT LTD	2LPA
40	2020-21	PAVAN KUMAR N	CV	S K CONSTRUCTIONS PVT LTD	2LPA
41	2020-21	RAHUL N	ME	WESTRON	2.5LPA
42	2020-21	RAJESH R	ME	WESTRON	2.5LPA
43	2020-21	VINAYKUMAR K M	ME	WESTRON	2.5LPA
44	2020-21	ASHOK N	ME	WESTRON	2.5LPA
45	2020-21	AMREEN TAJ	CSE	Data Knot Labs	3 LPA
46	2020-21	AMRUTA PISE	CSE	Data Knot Labs	3 LPA
47	2020-21	AMRUTHA S	CSE	Data Knot Labs	3 LPA
48	2020-21	ARBEEN TAJ	CSE	Data Knot Labs	3 LPA





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49	2020-21	AYESHA SABA	CSE	Data Knot Labs	3 LPA
50	2020-21	BHAGYA M	CSE	Data Knot Labs	3 LPA
51	2020-21	BHAVANA N R	CSE	Data Knot Labs	3 LPA
52	2020-21	CHAITHRA R	CSE	Data Knot Labs	3 LPA
53	2020-21	CHAITRA SHREE K	CSE	Data Knot Labs	3 LPA
54	2020-21	DEEPTHI P	CSE	Data Knot Labs	3 LPA
55	2020-21	DEVASHRUTHI D	CSE	Data Knot Labs	3 LPA
56	2020-21	DHANUSH M	CSE	Data Knot Labs	3 LPA
57	2020-21	DIVYASHREE R	CSE	Data Knot Labs	3 LPA
58	2020-21	FATHIMA NOOR E KAUNAIN	CSE	Data Knot Labs	3 LPA
59	2020-21	FATHIMA THUZ ZEHRA	CSE	Data Knot Labs	3 LPA
60	2020-21	FIRAZ MUSTAQIM	CSE	Data Knot Labs	3 LPA
61	2020-21	HITESH T	CSE	Data Knot Labs	3 LPA
62	2020-21	LYNETTE A	CSE	Data Knot Labs	3 LPA
63	2020-21	MAHESHA K N	CSE	Data Knot Labs	3 LPA
64	2020-21	MAMATHA YADAV N	CSE	Data Knot Labs	3 LPA
65	2020-21	MANGALA BHEEMARADDY ALALAGERI	CSE	Data Knot Labs	3 LPA
66	2020-21	SWARNALATHA D S	CSE	Data Knot Labs	3 LPA
67	2020-21	VENKATESH BABU M	CSE	Data Knot Labs	3 LPA
68	2020-21	VINUTHA S	CSE	Data Knot Labs	3 LPA
69	2020-21	VISHNU PRIYA G M	CSE	Data Knot Labs	3 LPA
70	2020-21	VYSHNAVI B	CSE	Data Knot Labs	3 LPA
71	2020-21	AMBIKA M	CSE	Data Knot Labs	3 LPA
72	2020-21	PALLAVI S	CSE	Data Knot Labs	3 LPA
73	2020-21	PRIYANKA S	CSE	Data Knot Labs	3 LPA





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74	2020-21	RAMYA S	CSE	Data Knot Labs	3 LPA
75	2020-21	SHALINI N	CSE	Data Knot Labs	3 LPA
76	2020-21	SHYLAJA K	CSE	Data Knot Labs	3 LPA
77	2020-21	SUSHMITHA B R	CSE	Data Knot Labs	3 LPA
78	2020-21	THANUSHREE J	CSE	Data Knot Labs	3 LPA
79	2020-21	HARISH KUMAR B K	ECE	Teck neXt Innovation Ltd	3 LPA
80	2020-21	KAVYASHREE N	ECE	Teck neXt Innovation Ltd	3 LPA
81	2020-21	RESHMI J B	ECE	Teck neXt Innovation Ltd	3 LPA
82	2020-21	SRIKANTH K	ECE	Teck neXt Innovation Ltd	3 LPA
83	2020-21	HARSHASHREE V R	ECE	Teck neXt Innovation Ltd	3 LPA
84	2020-21	SHILIPA K N	ECE	Teck neXt Innovation Ltd	3 LPA
85	2020-21	ARCHANA M	ECE	Teck neXt Innovation Ltd	3 LPA
86	2020-21	BHAVANA V N	ECE	Teck neXt Innovation Ltd	3 LPA
87	2020-21	BHAVANI S	ECE	Teck neXt Innovation Ltd	3 LPA
88	2020-21	CHAITHRA H G	ECE	Teck neXt Innovation Ltd	3 LPA
89	2020-21	DHANUSH M	ECE	Teck neXt Innovation Ltd	3 LPA
90	2020-21	DINESH KUMAR C	ECE	Teck neXt Innovation Ltd	3 LPA
91	2020-21	GOWTHAMI K M	ECE	Teck neXt Innovation Ltd	3 LPA
92	2020-21	SHARAN K M	ME	CARATER Soln	3 LPA
93	2020-21	SHOBHANBABU C N	ME	CARATER Soln	3 LPA
94	2020-21	SINDHU S J	ME	CARATER Soln	3 LPA
95	2020-21	VANDANA A	ME	CARATER Soln	3 LPA
96	2020-21	AMRUTHA S	CSE	Wipro	3.5 LPA
97	2020-21	RAKSHITHA S	CSE	DXE Tech	3.5 LPA
98	2020-21	SHIRISHA N RAJ	CSE	WIPRO	3.5 LPA
99	2020-21	AMRUTHA S	CSE	ITC INFO TECH	3.5 LPA





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100	2020-21	BHAGYA M	CSE	INFOSIS	3.5 LPA
101	2020-21	BHAVANA	CSE	CAP GEMINIE	3.5 LPA
102	2020-21	DEEPTHI P	CSE	LTI	3.5 LPA
103	2020-21	FIRAZ MUSTAQIM	CSE	TCS	3.5 LPA
104	2020-21	MAMATHA YADAV N	CSE	TCS	3.5 LPA
105	2020-21	MANAGALA BHEEMAREEDY	CSE	INFOSIS	3.5 LPA
106	2020-21	NAVYASHREE S	CSE	TCS	3.5 LPA
107	2020-21	POOJA DM	CSE	TCS	3.5 LPA
108	2020-21	PRAVEEN KUMAR	CSE	MPHASIS	3.5 LPA
109	2020-21	SUPRIYA R	CSE	CRMIT	3LPA
110	2020-21	SWARNALATHA D S	CSE	DXE Tech	3.5 LPA
111	2020-21	VINUTHA SBHAVANA VN	CSE	TCS	3.5 LPA
112	2020-21	CHAITRA H G	ECE	HARMAN	3.5 LPA
113	2020-21	DHANUSH M	ECE	CAP GEMINIE	3.5 LPA
114	2020-21	GOWTHAMI KM	ECE	Wipro	3.5 LPA
115	2020-21	HARSHITHA G	ECE	Wipro	3.5 LPA
116	2020-21	KEERTI PRABHU	ECE	CAP GEMINIE	3.5 LPA
117	2020-21	LOKESH C	ECE	CAP GEMINIE	3.5 LPA
118	2020-21	MAHESH M	ECE	CORPORATE TRAINER	3LPA
119	2020-21	RPRAVEENA S	ECE	PRODUCT DEVELOPMENT ENGE	3LPA
120	2020-21	RAJESH BM	ECE	HCL	3.5 LPA
121	2020-21	SANDYA B	ECE	DXEC Tech	3.5 LPA
122	2020-21	SANTHOSH	ECE	CAP GEMINIE	3.5 LPA
123	2020-21	SAICHARAN N	ECE	DXC Tech	3.5 LPA
124	2020-21	SELVAM	ECE	HCL	3.5 LPA
125	2020-21	SURENDRA GOWDA	ECE	HARMAN	3.5 LPA





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126	2020-21	TARUNYA C	ECE	RTL DESIGN TECH	3.5 LPA
127	2020-21	VIJAYKUMAR	ECE	WISTRON	3LPA
128	2020-21	NAGESHA AS	ECE	STAR MARK SOLUTIONS	3.5 LPA
129	2020-21	BHAVANI S	ECE	IVY	3.5 LPA
130	2020-21	KEERTHI R	ECE	MY GATE WAY	3.5 LPA
131	2020-21	RASHMI	ECE	TOMP KIN	3.5 LPA
132	2020-21	RENUKA Y	ECE	DXE Tech	3.5 LPA
133	2020-21	SHILPA N	ECE	COGNIZANT	3.5 LPA
134	2020-21	KAVITHA AN	ECE	OTG	3.5 LPA
135	2020-21	MANJUNATH J	ECE	TCS	3.5 LPA
136	2020-21	SHIVKUMAR T	ECE	TCS	3.5 LPA
137	2020-21	RAVICHANDRA N	ECE	MPHASIS	3.5 LPA
138	2020-21	MANU MN	CV	SRI KRISHNA CONSTRUCTION	2.5LPA
139	2020-21	C M POOJA	CV	SRI KRISHNA CONSTRUCTION	2.5LPA
140	2020-21	AYESHA KHANUM	CV	SRI KRISHNA CONSTRUCTION	2.5LPA
141	2020-21	POOJA GR	CV	SRI KRISHNA CONSTRUCTION	2.5LPA
142	2020-21	NIVEDITHA G R	CV	SRI KRISHNA CONSTRUCTION	2.5LPA





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<u>2019-20</u>					
1	2019-20	AKSHAY. N	ME	WESTRON	2.5LPA
2	2019-20	MANJUNATH T	ME	WESTRON	2.5LPA
3	2019-20	PAVAN. HV	ME	WESTRON	2.5LPA
4	2019-20	ABDUL RAZAKH R A	ME	WESTRON	2.5LPA
5	2019-20	BARKATH ULLAKHAN	ME	WESTRON	2.5LPA
6	2019-20	BHARATH. S	ME	WESTRON	2.5LPA
7	2019-20	GIRISH P.J	ME	WESTRON	2.5LPA
8	2019-20	SALMAN KHAN	ME	WESTRON	2.5LPA
9	2019-20	SRIKANTH K	ME	WESTRON	2.5LPA
10	2019-20	AMEENA FIRDOSE	ME	WESTRON	2.5LPA
11	2019-20	BHARGAV K N	ME	WESTRON	2.5LPA
12	2019-20	CHETHAN H	ME	WESTRON	2.5LPA
13	2019-20	JANAKI RAMAN P	ME	WESTRON	2.5LPA
14	2019-20	KAVYA M	ME	WESTRON	2.5LPA
15	2019-20	KAVYA SHREE S V	ME	WESTRON	2.5LPA
16	2019-20	KIRAN Y N	ME	WESTRON	2.5LPA
17	2019-20	LAKSHMI NARAYANA GOWDA V	ME	WESTRON	2.5LPA
18	2019-20	MANJUNATHA N	ME	WESTRON	2.5LPA
19	2019-20	MOHITH GOWDA N	ME	WESTRON	2.5LPA





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20	2019-20	NANDISH V	ME	WESTRON	2.5LPA
21	2019-20	PAVAN KUMAR P	ME	WESTRON	2.5LPA
22	2019-20	PAVANKUMAR B J	ME	WESTRON	2.5LPA
23	2019-20	PRAKASH N	ME	WESTRON	2.5LPA
24	2019-20	REUBEN KUMAR. S	ME	WESTRON	2.5LPA
25	2019-20	AMRUTHA S	CV	KRISHANA CONSTRUCTION	2LPS
26	2019-20	ANANDA K	CV	KRISHANA CONSTRUCTION	2LPS
27	2019-20	ARCHANA K L	CV	KRISHANA CONSTRUCTION	2LPS
28	2019-20	BHAGYA C N	CV	KRISHANA CONSTRUCTION	2LPS
29	2019-20	DHAKSHITHA R	CV	KRISHANA CONSTRUCTION	2LPS
30	2019-20	DIVYA MV	CV	KRISHANA CONSTRUCTION	2LPS
31	2019-20	GOWTHAMI K	CV	KRISHANA CONSTRUCTION	2LPS
32	2019-20	HAMSA R	CV	KRISHANA CONSTRUCTION	2LPS
33	2019-20	HARSHAVARDHAN REDDY N V	CV	KRISHANA CONSTRUCTION	2LPS
34	2019-20	HARSHITHA G	CV	KRISHANA CONSTRUCTION	2LPS
35	2019-20	KEERTHI V	CV	KRISHANA CONSTRUCTION	2LPS
36	2019-20	KIRAN MANI. KM	CV	KRISHANA CONSTRUCTION	2LPS
37	2019-20	KRUTHIKA V	CV	KRISHANA CONSTRUCTION	2LPS
38	2019-20	AMRUTHA R	EC	WIPRO	4LPA
39	2019-20	ANANYA S N	ECE	DXC TECHNOLOGY	3LPA
40	2019-20	APOORVA Y S	ECE	DXC TECHNOLOGY	3LPA
41	2019-20	ATHIBA JABEEN	ECE	DXC TECHNOLOGY	3LPA
42	2019-20	BHARATH KUMAR K N	ECE	DXC TECHNOLOGY	3LPA
43	2019-20	BHAVANI S	ECE	DXC TECHNOLOGY	3LPA





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44	2019-20	DEEKSHITHA S	ECE	DXC TECHNOLOGY	3LPA
45	2019-20	DHIYA N S	ECE	DXC TECHNOLOGY	3LPA
46	2019-20	GOWTHAMI V	ECE	DXC TECHNOLOGY	3LPA
47	2019-20	HAJEERA KHANUM	ECE	DXC TECHNOLOGY	3LPA
48	2019-20	HUSNA TAJ	ECE	DXC TECHNOLOGY	3LPA
49	2019-20	JAYASHREE B REDDY	ECE	FREEKART	2.5LPA
50	2019-20	JHANSI RANI	ECE	FREEKART	2.5LPA
51	2019-20	KAVYA D	ECE	FREEKART	2.5LPA
52	2019-20	KOKILA M	ECE	FREEKART	2.5LPA
53	2019-20	KRUTHI S	ECE	FREEKART	2.5LPA
54	2019-20	AISHWARYA S	CSE	QSPIDERS	3LPA
55	2019-20	ANCHAL A S JAIN	CSE	QSPIDERS	3LPA
56	2019-20	ANITHA D N	CSE	QSPIDERS	3LPA
57	2019-20	ANUSHA V	CSE	QSPIDERS	3LPA
58	2019-20	ARCHANA KA	CSE	QSPIDERS	3LPA
59	2019-20	ARSHIYA V Z	CSE	QSPIDERS	3LPA
60	2019-20	ARUNKUMAR R	CSE	QSPIDERS	3LPA
61	2019-20	ASHWINI D	CSE	QSPIDERS	3LPA
62	2019-20	AYESHA SANA	CSE	QSPIDERS	3LPA
63	2019-20	BHAVANA V	CSE	QSPIDERS	3LPA
64	2019-20	BINUTHA B R	CSE	QSPIDERS	3LPA
65	2019-20	CALABE P S	CSE	QSPIDERS	3LPA
66	2019-20	CHANDANA S	CSE	QSPIDERS	3LPA
67	2019-20	CHANDANA. V	CSE	QSPIDERS	3LPA
68	2019-20	CHANDINI T S	CSE	QSPIDERS	3LPA





C BYREGOWDA INSTITUTE OF TECHNOLOGY

(Approved by AICTE, New Delhi, Recognized by Govt. of Karnataka & Affiliated to VTU, Belagavi.)

KOLAR – SRINIVASAPUR ROAD, KOLAR – 563101, KARNATAKA.

E-Mail: cbitkolar@gmail.com, Website: www.cbitkolar.edu.in Mobile No: 6360281836

69	2019-20	CHINMAYI H	CSE	CAPGGEMINI	4LPA
70	2019-20	DEEPTHI K	CSE	TCS	4LPA
71	2019-20	DHIKSHITHA N	CSE	DSCI PVT LTD	2.5LPA
72	2019-20	DIVYA SHREE B	CSE	DSCI PVT LTD	2.5LPA
73	2019-20	GAYATHRI V	CSE	DSCI PVT LTD	2.5LPA
74	2019-20	GIRWANI M	CSE	DSCI PVT LTD	2.5LPA
75	2019-20	HARSHITHA B	CSE	TCS	4LPA
76	2019-20	HARSHITHA K	CSE	DSCI PVT LTD	2.5LPA
77	2019-20	HEMAVATHI S J	CSE	DSCI PVT LTD	2.5LPA
78	2019-20	JAVERIA TANZEEM	CSE	CAPGGEMINI	4LPA
79	2019-20	KAVYA G	CSE	DSCI PVT LTD	2.5LPA
80	2019-20	LAKSHMI S V	CSE	DSCI PVT LTD	2.5LPA
81	2019-20	LAVANYA A	CSE	DSCI PVT LTD	2.5LPA
82	2019-20	M ASHWINI	CSE	TCS	4LPA
83	2019-20	MADHURA M S		WESTRON	2.5LPA
84	2019-20	MADHUSHREE T		WESTRON	2.5LPA
85	2019-20	MEGHANA K	CSE	CAPGGEMINI	4LPA
86	2019-20	MISBA TARANNUM	CSE	DSCI PVT LTD	2.5LPA
87	2019-20	MOHAMMED MANZOOR NOUMAN	CSE	DSCI PVT LTD	2.5LPA
88	2019-20	MOHAN G A	CSE	DSCI PVT LTD	2.5LPA
89	2019-20	MUJEER PASHA	CSE	DSCI PVT LTD	2.5LPA
90	2019-20	GIRISH KOUNDINYA	CSE	Teck neXt Innovation Ltd	3LPA
91	2019-20	AFRAZ KHAN I	CSE	Teck neXt Innovation Ltd	3LPA
92	2019-20	BHARATH. M	CSE	Teck neXt Innovation Ltd	3LPA





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E-Mail: cbitkolar@gmail.com, Website: www.cbitkolar.edu.in Mobile No: 6360281836

93	2019-20	HARIPRIYA.C.S	CSE	Teck neXt Innovation Ltd	3LPA
94	2019-20	IRFAN PASHA. N	CSE	Teck neXt Innovation Ltd	3LPA
95	2019-20	KEERTHI K	CSE	Teck neXt Innovation Ltd	3LPA
96	2019-20	MANASA. VS	CSE	Teck neXt Innovation Ltd	3LPA
97	2019-20	TASKIYA FARHEEN	CSE	Teck neXt Innovation Ltd	3LPA
98	2019-20	V. MALATHY	CSE	Teck neXt Innovation Ltd	3LPA
99	2019-20	AFREEN SULTANA	CSE	Teck neXt Innovation Ltd	3LPA
100	2019-20	AISHWARYA S	CSE	Teck neXt Innovation Ltd	3LPA
101	2019-20	AISHWARYA S	CSE	Teck neXt Innovation Ltd	3LPA
102	2019-20	ANCHAL A S JAIN	CSE	Teck neXt Innovation Ltd	3LPA
103	2019-20	ANITHA D N	CSE	Teck neXt Innovation Ltd	3LPA
104	2019-20	ANUSHA V	CSE	Teck neXt Innovation Ltd	3LPA
105	2019-20	ARCHANA KA	CSE	Teck neXt Innovation Ltd	3LPA
106	2019-20	ARSHIYA V Z	CSE	Teck neXt Innovation Ltd	3LPA
107	2019-20	ARUNKUMAR R	CSE	Teck neXt Innovation Ltd	3LPA
108	2019-20	ASHWINI D	CSE	Teck neXt Innovation Ltd	3LPA
109	2019-20	AYESHA SANA	CSE	Teck neXt Innovation Ltd	3LPA
110	2019-20	BHAVANA V	CSE	Teck neXt Innovation Ltd	3LPA
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112	2019-20	CALABE P S	CSE	Teck neXt Innovation Ltd	3LPA
113	2019-20	CHANDANA S	CSE	Teck neXt Innovation Ltd	3LPA
114	2019-20	CHANDANA. V	CSE	Teck neXt Innovation Ltd	3LPA
115	2019-20	CHANDINI T S	CSE	Teck neXt Innovation Ltd	3LPA
116	2019-20	CHINMAYI H	CSE	Teck neXt Innovation Ltd	3LPA
117	2019-20	DEEPTHI K	CSE	Teck neXt Innovation Ltd	3LPA
118	2019-20	DHIKSHITHA N	CSE	Teck neXt Innovation Ltd	3LPA
119	2019-20	DIVYA SHREE B	CSE	Teck neXt Innovation Ltd	3LPA





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120	2019-20	GAYATHRI V	CSE	Teck neXt Innovation Ltd	3LPA
121	2019-20	GIRWANI M	CSE	Teck neXt Innovation Ltd	3LPA
122	2019-20	HARSHITHA B	CSE	Teck neXt Innovation Ltd	3LPA
123	2019-20	HARSHITHA K	CSE	Teck neXt Innovation Ltd	3LPA
124	2019-20	HEMAVATHI S J	CSE	Teck neXt Innovation Ltd	3LPA
125	2019-20	JAVERIA TANZEEM	CSE	Teck neXt Innovation Ltd	3LPA
126	2019-20	KAVYA G	CSE	Teck neXt Innovation Ltd	3LPA
127	2019-20	LAKSHMI S V	CSE	Teck neXt Innovation Ltd	3LPA
128	2019-20	LAVANYA A	CSE	Teck neXt Innovation Ltd	3LPA
129	2019-20	M ASHWINI	CSE	Teck neXt Innovation Ltd	3LPA
130	2019-20	MADHURA M S	CSE	Teck neXt Innovation Ltd	3LPA
131	2019-20	MADHUSHREE T	CSE	Teck neXt Innovation Ltd	3LPA
132	2019-20	MEGHANA K	CSE	Teck neXt Innovation Ltd	3LPA
133	2019-20	MISBA TARANNUM	CSE	Teck neXt Innovation Ltd	3LPA



PROTEC
TED
(11/11/11)

Dear Kiran N,

Greetings from Toyota Financial Services India Limited (TFSIN)!!

Thank you for your interest in TFSIN. We appreciate your patience during the entire selection process.

As briefed you, we are pleased to attach a Fixed CTC fitment sheet to you for the role of **Application Analyst** in **IT Applications** Function designated as **Assistant Manager** in **Grade G12** in our Company based at **Langford Road, Shanti Nagar, Bangalore, Karnataka, India, (Corporate Office)**. This position reports to **Head - Applications**.

You will be entitled to a **Fixed Compensation** of **INR 5,04,000/-** (Rupees Five Lakh Four Thousand Rupees only) per annum, on a Cost to Company basis.

Also, you will be eligible for **Variable Component** as per company variable pay-out policy.

Notice period clause in case the Employee wishes to separate from the Company: 90 Days.

We would appreciate if you could go through the Fixed CTC break up sheet and **revert on your acceptance confirmation via return mail**, together with the **joining date within 3 working days, if failed to do so this offer letter will be nullified.**

Please feel free to contact me in case of any query.

Looking forward to your positive revert and you being a part of the TFSIN Family.

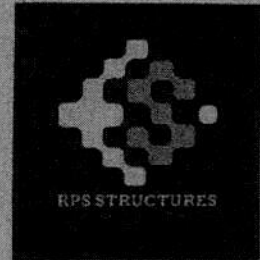
"BEYOND PAY AND BENEFITS, A FULFILLING AND CHALLENGING CAREER WITH TOYOTA"

PROTEC
TED
(Internal)

CTC TABLE

Grade : G12	JOB ROLE: Application Analyst	NAME: Kiran N	
		TOTAL FIXED CTC:	5,04,000
PARTICULARS	AMOUNTS	COMMENTS	
BASIC PAY	2,01,600	40% OF TOTAL FIXED CTC	
HOUSE RENT ALLOWANCE	80,640	40% TO 50% OF BASIC PAY (EMPLOYEE WILL HAVE THE CHOICE TO DECIDE; IN THIS WORKING, 40% OF BASIC HAS BEEN TAKEN)	
PF (12% OF BASIC PAY)	24,192	12% OF BASIC PAY	
FOOD COUPON	26,400	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 26400 PER ANNUM	
GIFT CARD	5,000	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 5000 PER ANNUM	
BOOKS & PERIODICALS	12,000	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 12000 PER ANNUM (EXEMPTION BASED ON PROOF SUBMISSION)	
COMMUNICATION EXPENSES	12,000	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 12000 PER ANNUM (EXEMPTION BASED ON PROOF SUBMISSION)	
CHILDREN EDUCATION ALLOWANCE	2,400	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 2400 PER ANNUM (EXEMPTION BASED ON PROOF SUBMISSION)	
FUEL EXPENSE	28,800	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 28800 PER ANNUM (EXEMPTION BASED ON PROOF SUBMISSION)	
DRIVER SALARY	10,800	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 10800 PER ANNUM (EXEMPTION BASED ON PROOF SUBMISSION)	
LEAVE TRAVEL ALLOWANCE	48,000	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 72000 PER ANNUM (EMPLOYEE HAS THE OPTION TO CHOOSE LTA)	
RESIDUAL BALANCE (ADJUSTMENT FACTOR)	52,168		
TOTAL FIXED CTC:	5,04,000		
MONTHLY CASH TAKE HOME (PRE TAX)	37968	PF - EMPLOYEE AND EMPLOYER SHARE HAVE BEEN FACTORED	
BENEFITS		SUM INSURED	
MEDICAL INSURANCE (HOSPITALIZATION) (Floater - Self, Spouse and 2 Dependent Children)		4,00,000	
LIFE INSURANCE		25,00,000	
GROUP PERSONAL ACCIDENT INSURANCE		25,00,000	
PRIVILEGE LEAVE		CALCULATED FROM DATE OF JOINING	
		THE QUANTUM WILL BE AS PER LEAVE TFSIN POLICY	

RPS STRUCTURES



OFFER LETTER

To

Ms. Ranjitha G.,

Bangalore

D/o. N. P. Ganesh, #171, Munishamappa Compound,

1st January 2023

Dhamaraya Temple Road, Katari Palya,

Kolar, Karnataka – 563 101

Dear **Ms. Ranjitha,**

Further to the interview you had with us, we are pleased to offer you the position of '**BIM Modeller**' in '**designer**' cadre our Organization. You will report to the Chief Engineer of **RPS Structures**, based at Bangalore. Your place of posting shall be at Bangalore.

This offer is valid for a period of one week from the date of this letter and will stand withdrawn / canceled on non-receipt of your acceptance letter by such time. The terms and conditions of your appointment is enclosed herewith, which has to be signed mutually once you join the company.

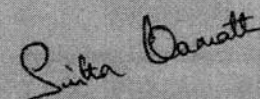
You will be on training for first 6 months during which you will get a lumpsum pay of Rs. 15,000/- pm. Beyond this, the package mentioned as per this letter will be applicable.

Your monthly compensation with the split up has been given in the '**General Terms & Conditions of Employment**' enclosed herewith.

You are requested to report for duty at the earliest, but in no event later than the 15th January 2023.

We look forward to you joining our team soon.

For **RPS Structures**,


Smitha Shenoy

HR Manager



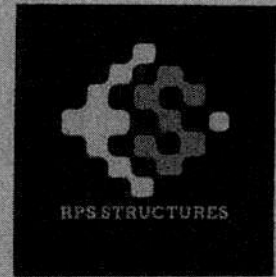
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Structural Engineers & BIM Specialists

Email: rps@rpsstructures.in | Web: www.rpsstructures.in

No. 1, 2nd Floor, Shreevaru Arcade, Raghavendra Layout, Pipeline Road,
Tumkur Road, Yeshwanthpur, Bangalore – 560 022

RPS STRUCTURES



OFFER LETTER

To

Ms. Ranjitha G.,

D/o. N. P. Ganesh, #171, Munishamappa Compound,
Dharmaraya Temple Road, Katari Palya,
Kolar, Karnataka – 563 101

Bangalore

1st January 2023

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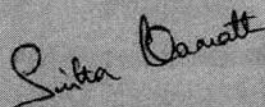
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For RPS Structures,


Smitha Shenoy

HR Manager



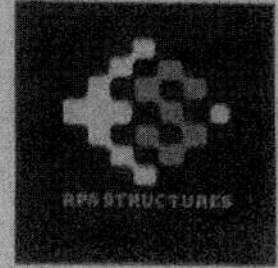
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Structural Engineers & BIM Specialists

Email: rps@rpsstructures.in | Web: www.rpsstructures.in

No. 1, 2nd Floor, Shreevaru Arcade, Raghavendra Layout, Pipeline Road,
Tumkur Road, Yeshwanthpur, Bangalore – 560 022

RPS STRUCTURES



OFFER LETTER

To

Ms. Rashmitha G.,

D/o. N. P. Ganesh, #171, Munishamappa Compound,

Dharmaraya Temple Road, Katari Palya,

Kolar, Karnataka – 563 101

Bangalore

1st January 2023

Dear Ms. Rashmitha,

Further to the interview you had with us, we are pleased to offer you the position of 'BIM Modeller' in 'designer' cadre our Organization. You will report to the Chief Engineer of RPS Structures, based at Bangalore. Your place of posting shall be at Bangalore.

This offer is valid for a period of one week from the date of this letter and will stand withdrawn / canceled on non-receipt of your acceptance letter by such time. The terms and conditions of your appointment is enclosed herewith, which has to be signed mutually once you join the company.

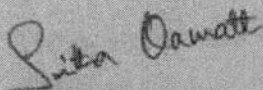
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Smitha Shenoy

HR Manager



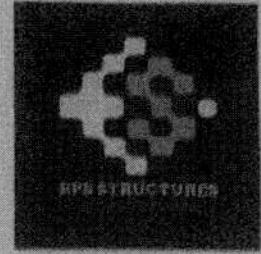
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Structural Engineers & BIM Specialists

Email: rps@rpsstructures.in | Web: www.rpsstructures.in

No. 1, 2nd Floor, Shreevaru Arcade, Raghavendra Layout, Pipeline Road,
Tumkur Road, Yeshwanthpur, Bangalore – 560 022

RPS STRUCTURES



OFFER LETTER

To

Ms. Rashmitha G.,

D/o. N. P. Ganesh, #171, Munishamappa Compound,

Dharmaraya Temple Road, Katari Palya,

Kolar, Karnataka – 563 101

Bangalore

1st January 2023

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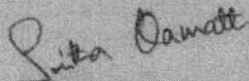
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For RPS Structures,



Smitha Shenoy

HR Manager



Page | 1

Structural Engineers & BIM Specialists

Email: rps@rpsstructures.in | Web: www.rpsstructures.in

No. 1, 2nd Floor, Shreevaru Arcade, Raghavendra Layout, Pipeline Road,
Tumkur Road, Yeshwanthpur, Bangalore – 560 022

Offer Letter

Issued on: 17 April 2024

Dear **Abishek M J**,

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo
- Scan copy of your College ID Card
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

Full Stack Developer | Front End | Back End

Job Location : PAN India

Job Description

Job Profile: **Full Stack Developer | Front End Developer | Back End Developer**

Position: Developer

Location: PAN India

Duration: 5 months of training and 100% Placement Assistance

Package*: 2.8LPA to 6LPA

Best Regards,



Shyam Narayan
Director

*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR EdTech Pvt Ltd

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068,
Email: enquiry@excelr.com | 1800-212-2120 (Toll Free) www.excelr.com



Offer: Computer Consultancy
Ref: TCSL/DT20218360183/Bangalore
Date: 26/11/2021

Ms. Aishwarya R C
22First Street,
Near Over Tank,
Kolar-563101,
Karnataka.
Tel# 91-9663172199

Dear Aishwarya R C,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20218360183

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1 800 209 3111 Email: careers@tcs.com



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.



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:

TCS Confidential

TCSL/DT20218360183

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1 800 209 3111 Email: careers@tcs.com



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience 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 unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience 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 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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

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

16. 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.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TCS Confidential

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TCSL/DT20218360183

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



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. 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.

19. 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.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

22. 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.

23. 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.

24. 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.

25. Data Privacy Clause:

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

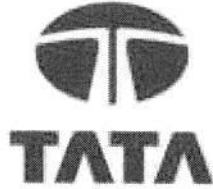
(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory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

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

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

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

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



Withdrawal of Offer

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


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

We look forward to having you in our global team Yours

Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & 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



GROSS SALARY SHEET

Annexure 1

Name	Aishwarya R C
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
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
Xplore/ Learning Incentive****		Upto 60,000

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 Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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

To
Anantha Kumar M.R.
Marenahalli, Kolar
Karnataka -563126
Phone No:+919353682295

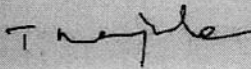
02.09.2023

Dear Anantha Kumar

LETTER OF APPOINTMENT

Welcome, we look forward to you joining us at **Klok Systems India Private Limited** and become a part of our exciting journey ahead of us in building a great company together.

Thanks





Manjula
HR Manager
Klok Systems India Private Limited

****Important:** The compensation information is confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. The company will treat any violation of this as a serious matter.

Jun 1, 2022

Internship Based Hiring Program Selection Letter

Dear Ankitha.R,

Congratulations on your **selection for the Internship Based Hiring Program** offered by CareerLabs Technologies Pvt. Ltd. in association with Pratian Technologies.

This offer is made to you based on your performance in the Discoveri Assessment conducted today. Consequently, you are required to undergo the 6-month intense SkillAssure Internship Program by CareerLabs, after which you will be hired as a full-time employee of **Pratian Technologies Pvt Ltd.**, headquartered in Pratian Innovation Campus, Bengaluru .

You are required to undergo the intense 6-month CareerLabs SkillAssure Internship Program(6 months Offline Program with **INR 12,000** paid to you during the internship program)

Post successful completion of the CareerLabs SkillAssure Internship Program, you will be hired on the payrolls of Pratian Technologies Pvt. Ltd. and will be offered the position of **"Software Engineer"**. You will hence be paid an overall annual compensation of **INR 4,00,000 (Four Lakhs Indian Rupees Only)**. The break-up of your CTC is attached for your reference in **Appendix A**.

You will be **trained on-the-job** and you will be given an option to pay the training fee in EMIs starting from Rs. 5000 (Rupees Five Thousand Only). Please reach out to the Careerlabs Team for a detailed break up of the EMI structure.

You need to get in touch with the CareerLabs team with all your documents (Originals and attested) to complete your joining formalities. We request you to get in touch with our team in case you need any further assistance and support at support@thecareerlabs.com

This program selection letter is valid for 48 hours from the date of this letter.

Please let us know your acceptance of joining by indicating the same by return email.

For CareerLabs,

Compensation & Benefit Sheet

Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
Annual Bonus (Will be paid post completion of 1 year as a Software Engineer)		50,000
TOTAL CTC	29,168	4,00,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804

*Net take home is subject to TDS deductions as per income tax norms.

* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.

* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.

* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%

FOXCONN HON HAI TECHNOLOGY INDIA MEGA DEVELOPMENT PRIVATE LIMITED

Ref: FHHTIMDPL/KA/1161/FATP/MFG/2024

Date: 02-May-2024

To,

Ms BHAVANI B

Karanjikatte, 4th Cross,

Kolar, Karnataka – 563101.

Dear BHAVANI B

Sub: Offer Letter for the Position of "TRAINEE"

With reference to your application and subsequent interview you had with us, we are pleased to offer an employment in our company as "TRAINEE" as per the terms agreed mutually and your annual CTC will be ₹ 2,55,936 as per Annexure. The detailed appointment order will be given to you at the time of your joining.

Please sign and return the duplicate copy of this letter in token of acceptance of terms of this letter and we look forward to your joining us on or before 09-May-2024. We welcome you to our organization and look forward to a long and mutually beneficial association with us.

Foxconn Hon Hai Technology India Mega Development Private Limited

LEE HAN CHUNG

Authorized Signatory



I accept the terms of this offer letter (Including Annexure) issued by Foxconn Hon Hai Technology India Mega Development Private Limited, on this date _____ and I will join on _____

Signature of Ms BHAVANI B

Registered Office Address: Plot No.M2/A and M2/B, SIPCOT Industrial Park, Phase II, NH-4, Sunguvarchatram, Mambakkam, Sriperumbudur, Kanchipuram- 602106, Tamil Nadu, India, CIN: U32204TN2015FTC165627 | Ph: 04440179300-26248 | Email id: fhhtimdpl.hr@mail.foxconn.com

Factory Address: Plot No. 133, Devanahalli General Industrial Area, Kundana & Kasaba, Doddaballapura, Devanahalli, Bangalore Rural, Karnataka - 562110.

FOXCONN HON HAI TECHNOLOGY INDIA MEGA DEVELOPMENT PRIVATE LIMITED

Date: 02-May-2024

Name : Ms BHAVANI B

Designation : Trainee

Grade : TR2

Department : FATP-MFG

Location : Karnataka

Particulars	Monthly (₹)	Annual (₹)	Remarks
Basic Salary	9,500	114,000	
House Rent Allowance	4,750	57,000	
Conveyance Allowance	950	11,400	
Special Allowance	950	11,400	
Medical Reimbursement	950	11,400	
Leave Travel Allowance	1,900	22,800	
Gross Pay (A)	19,000	2,28,000	
Employer Provident Fund	1,710	20,520	*See below of No.7
Employer ESIC	618	7,416	*See below of No.7
Subtotal (B)	2,328	27,936	
Grand Total (C = A+B)	21,328	2,55,936	

NOTE:

1. EPF deduction will be made at the rate as per prevailing EPF Act.
2. ESIC deduction will be made at the rate as per prevailing ESIC Act.
3. Tax deduction will be made as per prevailing Tamil Nadu Municipal Act & Income tax Act.
4. Gratuity will be paid as per Gratuity Act.
5. You are eligible for Company Group Mediciam Policy.
6. Other Allowance will be paid as per company policy.
7. Company contribution to EPF/ESIC will be the maximum limit as per prevailing Act., Rules.
8. Employer shall be entitled to change or modify the salary Structure from time to time according to need.
9. Initial Training will be in Tamil Nadu (Chennai) and work location will transfer to Karnataka (Bangalore).
10. ₹5 Per day will be deducted for Canteen.
11. If any false statements and documents submitted, the offer will be revoked.

Foxconn Hon Hai Technology India Mega Development Private Limited

LEE HAN CHUNG

Authorized Signatory



Signature of Ms BHAVANI B

Registered Office Address: Plot No.M2/A and M2/B, SIPCOT Industrial Park, Phase II, NH-4, Sunguvarchatram, Mambakkam, Sriperumbudur, Kanchipuram- 602106, Tamil Nadu, India, CIN: U32204TN2015FTC165627 | Ph: 04440179300-26248 | Email id: fhhtmdpl.hr@mail.foxconn.com

Factory Address: Plot No. 133, Devanahalli General Industrial Area, Kundana & Kasaba, Doddaballapura, Devanahalli, Bangalore Rural, Karnataka - 562110.

Date: 7-Jun-2022

To,
Bhavana KN
bhavanaknbunny57656@gmail.com
7483274010

Dear Bhavana KN,

We are extremely delighted to welcome you to our **PRATIAN FAMILY**. As valued member of our family, we look forward to you playing an important role in helping us achieve our Vision, uphold our Values and live our Culture.

As an organization we value **INTEGRITY, PASSION, COMPETENCE, INNOVATION and COLLOBORATION** in people.

This offer is made to you based on your performance in the Discoveri Assessment. You are required to undergo the intense 6-month **Career Labs SkillAssure Internship Program** after which you will be hired as a full-time employee of **Pratian**. You will be paid **INR 12,000 per month** as stipend during these 6 months of internship.

Post successful completion of the **Career Labs SkillAssure Internship Program** you will be hired on payrolls of Pratian & you will be offered the position of **"Software Engineer"** and will hence be paid an overall annual compensation of **INR 3,50,000 (Three Lakhs Fifty Thousand Indian Rupees Only)**. The break-up of your CTC is attached for your reference in **Appendix A**.

We look forward to you beginning your career with **Career Labs SkillAssure Internship Program** between **14-Jun-2022 & 28-June-2022**. The exact date will be communicated to you in a separate email, and **only post completion of formalities & confirmation from the Careerlabs team** you are required to report on the mentioned date to complete your joining formalities at our office located at:

**Pratian Innovation Campus,
184/185, Tapaswiji Info Park, EPIP Zone,
Whitefield, Bangalore – 560 066, Karnataka, India.**

You need to get in touch with **HR Team – Pratian** with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at hr@pratian.com

This offer is valid for **5 days** from the date of this letter. Please let us know your acceptance of joining by indicating the same by return e-mail.

The following documents are required to be produced at the time of joining. Originals shall be returned upon verification.

1. Relieving letter and experience certificate from all your previous employers (as applicable).
2. Latest three (3) pay slips / salary certificate from your most recent employer (as applicable).
3. Proof of Academic Qualification (10th, 12th/PUC/Diploma & Graduation)
4. Other qualifications - diplomas and certificates (if any)
5. PAN card
6. Aadhaar Card
7. Photographs (3 copies)
8. Proof of Permanent and Current Address.


By accepting this offer to join us, you hereby acknowledge and confirm 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/commitments that prevent you from delivering your agreed responsibilities with **Pratian** or taking up this position with us.
3. **Pratian** is not liable for any past dues owed by you as part of termination of any previous employments/contracts/obligations.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.
5. Furthermore, based on the contract between Pratian and its clients:
 - a) You may be transferred to the client's payroll within your first 6-months while you are undergoing the internship program. In this case of transfer to the client's payroll, the annual CTC and structure offered by the client organization will supersede the mentioned CTC and structure.
 - b) In the above case, your minimum annual CTC will be at **INR 3,50,000** (as per the above-mentioned breakup) on the date of joining. This is an assurance offered to every trainee who is hired through the **Career Labs SkillAssure Internship Program, after successful completion of the first 6 months as a Software Trainee.**
6. We periodically review our HR and other processes to improve client service and enable our employee's growth.

7. It is important to manage client process expectations, employee expectations and HR processes. We request you to acknowledge that in the unlikely event of you leaving the services of the company you will provide the company adequate time to be relieved of your services from the company. You understand that it will be up to **45 days** to arrange & completely relieve you of your duties.
8. Please note, this job offer will be contingent upon results of a satisfactory technical examination designed solely to determine your Technical ability to perform the duties of the position being offered to you. Assessment will be conducted post 4 months of Training. Pratian reserves the right to withdraw this offer in case you fail to satisfactorily perform / pass the test(s) / complete the given assignments conducted. Also, the offer is conditional to verification of documents.

We sincerely hope that your period of association with us will be long, pleasant and of mutual benefit.

For PRATIAN,



Krishna Kumar S
Director

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p style="text-align: center;">*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:08-Apr-2021

**Bhargav T C
C9379869**

C/O Ramaih V,Bale Beedi,Kataripalya, Kolar 563101

7411932942

Dear **Bhargav T C,**

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

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

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 7ff6655c-2f99-452c-a647-71a99758af35_1 Signed By:
Mahesh Vasudeo Zurale

Pre-Onboarding Online Learning Program : As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module – “Technology Fundamentals Online Learning” program. The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort.

Details of the program are reiterated as under:

- Under the program, the learning modules hosted on a technology platform will prepare you to be code ready.
- Before onboarding/joining Accenture, you will need to go through the first attempt of Technology Fundamentals assessment based on the Pre-Onboarding Online Learning Program that was provided to you.
- In case you are unable to clear your Technology Fundamentals assessment during the first attempt, you will be provided a chance to take a second attempt before onboarding.
- Technology stream training will begin upon onboarding for those who have cleared the Technology Fundamentals assessment in the first or the second attempt.
- In case you are unable to clear your Technology Fundamentals assessment in the first or the second attempt, we will continue to onboard you on the confirmed date. Post onboarding/joining Accenture, you will be provided a third attempt.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- On successful clearance of the program assessment in the first attempt along with the completion of Pre-Onboarding Learning Program content, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt or have not completed your Pre-Onboarding Online Learning training you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in the first attempt test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-onboarding Online Learning Program you 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-onboarding Online Learning Program mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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,

ACKNOWLEDGED AND AGREED:



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

[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 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 or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC 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 bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.



ALLIANCE UNIVERSITY

Private University established in Karnataka State by Act No. 34 of year 2010
Recognized by the University Grants Commission (UGC), New Delhi.

LETTER OF APPOINTMENT

December 22, 2023

Ms. Danushree V,
Institute: C. Byre Gowda Institute of Technology
Bengaluru.

Dear Ms. Danushree V,

Greetings from the HR Department!

We refer to the interview you had with us for the position of "Intern" in the Office of Admissions at Alliance University.

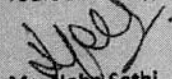
We are pleased to confirm the offer of internship position on the terms and conditions mutually discussed and agreed upon:

1. The period of internship will be February 1st 2024 – June 3rd 2024.
2. Your stipend for this position is Rs. 20,000/- PM (Rupees Twenty Thousand only) basis your performance, time commitment and delivery of assigned tasks.
3. Your working hours would be from 8:30 AM to 4:30 PM on all working days. Should the nature of work require you to contribute beyond the hours of work, we would expect you to fulfill the same.
4. You are required to commit a minimum of 48 hours in a week for work at the Office of Admissions. Should you the nature of work require you to contribute beyond the minimum agreed number of hours, we would expect you to fulfill the same.
5. You shall be bound by all the rules and regulations of Alliance University.
6. You will not be eligible for any leaves or other benefits of Alliance University, as applicable to full time employees.
7. At all given times, you will maintain confidentiality and shall not disclose any information unless otherwise warranted, only with prior consent of your reporting manager.
8. You will be required to sign in and sign out every day in a register that will be maintained by your department.

On completion of your graduation, basis your performance, and submission of necessary documents you will be designated as Admission Counsellor in the Office of Admissions and your gross salary would be Rs.41,666/- per month.

Please return the enclosed copy duly signed as a token of your acceptance of the offer.

Yours sincerely,


Ms. Neha Sethi
Director - Human Resources



Accepted
Danushree V



LETTER OF APPOINTMENT

December 22, 2023

Ms. Danushree V,
Institute: C. Byre Gowda Institute of Technology
Bengaluru.

Dear Ms. Danushree V,

Greetings from the HR Department!

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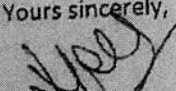
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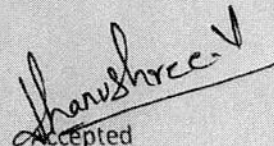
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Please return the enclosed copy duly signed as a token of your acceptance of the offer.

Yours sincerely,


Ms. Neha Sethi
Director - Human Resources




Accepted
Danushree V

Deepika R
Bangalore

Sub: Letter of Offer

Dear Deepika,

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 "Tester I - Semiconductor Product Validation", T1.

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.300,000.00/- (Rupees Three Lakh) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 06/11/2023. 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 06/11/2023. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

automatically withdrawn.

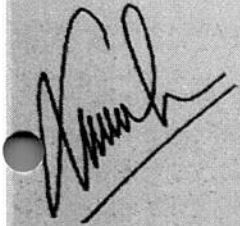
you accept this offer of employment, you are required to join your employment on or before 06/11/2023.
you are unable to report on the above date you are required to inform us in writing.

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
Director HR

Deepika, R

Execution by the Employee:

I, Deepika R, 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

Employment Contract

Feb 1, 2024

Dear Dheeraj Srivatsa K S,

We, Kronos Systems India Private Limited (**the “Company”**), a second tier subsidiary of Kronos Incorporated, United States of America, are pleased to offer you employment with effect from Feb 1, 2024 on the terms and conditions enumerated below. Please read them carefully and ensure that you understand them. If you have any clarifications regarding this, please contact Akshi Nautiyal, Human Resources Business Partner.

1. Commencement

Unless agreed otherwise, your employment will commence on Feb 1, 2024.

2. Position and Compensation

2.1 You will be employed in the position of **Integration Consultant I (the “Position”)** and report to **Anwaya Shetty, Manager, Integration Consulting** of Kronos Systems India Private Limited or the successor as the case may be. The roles and responsibilities of your job title are annexed as **Annexure A** to this appointment letter. However, in addition to your usual duties you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the Company. The Company may from time to time change your duties in consultation with you.

2.2 As Integration Consultant I, you would be entitled to receive a compensation package and allowances in accordance with the Company's policies/guidelines as set out in **Annexure B**.

3. Location of Employment

You will initially be based in our **Bangalore location**. The Company reserves the right to relocate you with prior notice of at least one week to any other place in India or abroad and/or from one department to another or from one establishment to another and/or to any other concern in which the Company may be having any interest whether existing or which may be set up in future at the sole discretion of the Company. However, the conditions of your services and your compensation will not be adversely affected by such relocation.

4. Leave

You will be entitled to annual, sick and casual leave in accordance with the Company's leave policy.

5. Obligations of Employee

5.1 You will abide rules, regulations, policies and procedures framed by the Company from time to time and applicable to the Position. Such rules, regulations may include without limitation matters of attendance, conduct, behavior, discipline, working hours, holidays and other duties and obligations applicable to you.

5.2 During the period of your employment with the Company, you:

(a) will exclusively serve the Company;

(b) 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.

5.3 It is understood that this employment is being offered to you on the basis of the particulars submitted by you in your application for employment. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith without notice. This will be without prejudice to the right of the Company to take disciplinary action against you for the same.

5.4 In accordance with our policy, this offer is contingent upon successfully meeting our pre-employment background screening and successful completion of the I-9 employee eligibility process. Background checks may include the following criminal background check, credit check and verification of education and employment with your previous employers. We will send you under separate cover the outline of our pre-employment screening process.

6. Confidentiality

6.1 The Employee hereby acknowledges that the Company and its Affiliates (For the purpose of this Contract, Affiliate means any legal person that directly or indirectly controls the Company or is directly or indirectly controlled by the Company, or any legal person that is under directly or indirectly common control with the Company. Control means the power to direct the management and operation through ownership of equity interests, contracts or

otherwise.) own or has the obligation towards a third party to maintain the confidentiality of certain confidential information and trade secrets which are not accessible to the public, capable of generating economic benefits and have certain realistic value and that the Company has adopted appropriate measures to safeguard these confidential information and trade secrets ("**Confidential Information**"). Confidential Information includes without limitation to the following information and data:

- (a) formulas, research and development techniques, processes, trade secrets, computer programs, software, source codes, object codes, electronic codes, mask works, inventions, innovations, patents, patent applications, discoveries, improvements, data, know how, formats, test results, and research projects ;
- (b) information regarding sale or promotion of products, information regarding market investigation and research, personnel information, list of clients and distributors, marketing plan, purchasing information, pricing policy, financial data, information of purchasing channel;
- (c) forecasts, unpublished financial information, budgets, projections, and customer identities, characteristics and agreements;
- (d) employee personnel files and compensation information;
- (e) the meetings minutes, records of resolutions and internal affairs of the Company.

6.2 The Confidential Information acquired and knowledgeable to the Employee shall be deemed strictly confidential. Unless permitted by the Company in writing, during the term of this Contract or at any time thereafter, the Employee shall not disclose any Confidential Information to any legal person, individual or other organization or entity for any purpose and in any manner, nor utilize the Confidential Information of the Company for any purpose other than performing his duties.

6.3 The Employee shall, at the Company's request, provide all assistance as deemed necessary to the Company in order for the Company to obtain and exercise various intellectual property rights throughout the world arising from the Work Made For Hire.

7. No Conflict of Interest

7.1 The Employee represents and warrants that the Employee has not, in any way to the detriment of the Company, entered into any previous or contemporaneous agreements which may be in conflict with the terms and conditions of the Contract, or which would preclude the Employee from fully performing the Employee's job responsibilities for the Company.

7.2 The Employee represents that the Employee's performance of all the terms of the Contract does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by the Employee in confidence or in trust prior to the Employee's employment by the Company, and the Employee will not disclose to the Company or induce the Company to use any confidential or proprietary information or material belonging to any previous employers or others.

7.3 During the term of the Employee's employment with the Company, the Employee agrees not to become associated as an owner, employee, agent, consultant, officer or partner or in any other capacity with any business which furnishes services or products similar to the Company or which in any way otherwise competes with the Company. The Employee also agrees not to become a director, officer or consultant of any company or business, without the Company's prior written consent.

7.4 During the term of the Employee's employment with the Company, the Employee agrees to disclose to the Company the Employee's interest in any companies/business directly or indirectly held by the Employee, the Employee's family or by nominees on the Employee's behalf, whether now existing or in the future.

8. Intellectual Property

8.1 If at any time in the course of, or in connection with, the Employee's employment, the Employee makes or discovers or participate in the making or discovery of any Intellectual Property directly or indirectly relating to or capable of being used in the business carried on by the Company, the Intellectual Property shall be the absolute property of the Company and full details of the same shall immediately be disclosed in writing by the Employee to the Company. At the request and expense of the Company, the Employee shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the Company desirable to enable the Company to exploit the Intellectual Property to the best advantage of the Company (as decided by the Company), and shall execute all documents and do all things which may be necessary or in the opinion of the Company desirable for obtaining patent or other protection for the Intellectual Property in such parts of the world as may be specified by the Company and for vesting the same in the Company or as it may direct. The obligations set out in this clause shall survive the termination of the Employee on employment for whatever reason.

9. Probationary Period:

9.1 You will be on probation for a period of six months and will be considered confirmed as a permanent employee upon successful completion of your probation as confirmed to you in writing by the Human Resources. The Company reserves the right to extend the period of probation upon reasonable circumstances.

9.2 In addition to your performance during the Probationary Period, your confirmation as a permanent employee is subject to your submitting the requisite documents as required by the Company

10. Termination of Employment

10.1 Without prejudice to the above, either party can terminate this contract of employment at any time by giving two month notice (one month during the 6 month probation period) in writing or salary in lieu thereof. Provided however, that such notice shall not be necessary where you are terminated for misconduct or unsuccessful completion of background check. The termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

10.2 The Company reserves the right to pay or recover the relevant amounts in lieu of notice. In the event you serve notice of termination, the Company may at its option, relieve you from the date as the Company may deem fit even before expiration of the notice period without incurring any obligations to pay any amounts for the unexpired notice period.

10.3 In the event that you are in the middle of an assignment, the Company may require you to complete all operative parts of the assignment, as determined by the Company before agreeing to relieve you from the services.

10.4 Upon expiry or earlier termination of this Agreement, you will immediately return to the Company, any and all documents, manuals, data, records, confidential information, intellectual property, material and other property belonging to the Company that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your employment with the Company, without making any copies thereof and/or extracts therefrom. You will also deliver to the Company immediately all notes, analyses, summaries and working papers relating thereto.

11. Miscellaneous

11.1 This agreement is governed by the laws of India. It is agreed that any disputes of whatsoever nature between you and the Company will be subject to the jurisdiction of the courts at Delhi whether they be civil courts, labour courts, industrial tribunals, or any other courts or authority or whatsoever nature.

11.2 You will keep the Company informed of your latest postal address at all times and intimate in writing in case of change of address. Any communication sent to you by the Company on your last known address will be deemed to have been duly served notwithstanding the fact that you have changed your address.

11.3 Your appointment and its continuation is subject to your being medically fit and the Company reserves its right to ask you to undergo medical examination, as and when deemed necessary, by a medical officer appointed by the Company.

11.4 You may note that any and all taxes including those taxes which arise from any payments, benefit etc. received by you from the Company in the course of employment will be borne by you. The Company may deduct or withhold any amounts prior to effecting any payments to you in terms of this offer, in accordance with any provisions of applicable law, rule or regulations as may be in force from time to time.

11.5 You will be governed by all rules, regulations, procedures and policies of the Company as applicable to you and amended from time to time which will be considered a part of this offer letter.

11.6 If any provision of this offer letter or Agreement is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained therein.

11.7 This offer letter and the Agreement constitutes the entire understanding relating to your employment with the Company and supersedes all prior offers, written or oral with respect to your employment by the Company.

Acknowledgement

If the terms and conditions of this offer letter along with its attachments and the Agreement are acceptable to you, please confirm your acceptance by signing and returning this letter to the Company on your joining date.

We look forward to your acceptance of this offer.

Yours sincerely,

BIMAL
CHANDR
A NAYAK

Digitally signed
by BIMAL
CHANDRA
NAYAK
Date: 2024.01.31
13:06:30 +05'30'

Senior Manager, Human Resources - APAC
For Kronos Systems India Private Limited

I (_____) confirm that I have read, understood, and accept the terms of this Employment Contract.

(_____)
Dheeraj Srivatsa K S

Dated

Annexure A

JOB DESCRIPTION

The Consultant is responsible for creating solutions for different US based clients to meet their interfacing requirements with UKG products in their environment. The interfacing requirements could be creating different kind of output files using Dell Boomi. The Consultant should have in-depth knowledge of the WFM concepts and some knowledge of related tools which will assist in creating these customized solutions.

The successful candidate will utilize the defined implementation process to meet the established implementation milestones and targeted completion dates. They will work remotely to implement and support the UKG Dimensions Implementation and will work closely with the UKG Project Managers to complete tasks delegated by the Project Managers toward completing system implementations.

Other responsibilities will include the following customer related tasks:

- Using Professional Services concepts, implement software in various environments
- Follow the SDLC process to provide the solution for Interfaces
- Understanding the requirements from the client
- Preparing the design document
- Coding, testing and deploying the interfaces
- User Acceptance Testing support
- Coding, testing and deploying the interfaces
- Deploy and release to production environment
- Final hand off to global support
- Upgrading existing UKG customers from lower versions to a more compatible and recent version. This will include porting of the full-suite UKG implementation and delivering it as a like to like solution. Overall, understanding of the UKG solution is a must for successfully upgrading and deploying the solution
- The Consultant should show the flexibility for taking calls in the evening with the client and the US team members. In certain scenarios, they will be required to support major releases and upgrades during US hours.

Annexure B

COMPENSATION PACKAGE

You are being offered a consolidated amount of **Rs.8,70,000/-** as an annual CTC.

Fixed Gross Salary: Rs.8,00,000/- (Rupees Eight Lakhs Only)

Your salary will be reviewed annually, with effect from 1 January each year, if the date of joining is prior to September 30 of the current year. A salary review does not, however, guarantee that any increase to salary will be implemented as any increases to salary are entirely at the Company's discretion.

Incentive Plan: An annual Incentive plan in accordance with the policies of Kronos Incorporated, the holding company of the company.

You are also eligible for additional advance pay out based on actual expenditure and standard company policy for Relocation or to provide Financial Assistance to facilitate early joining if applicable subject to internal approvals.

In the unlikely event you choose to leave the Company, or if your services are terminated for any reason whatsoever, other than for redundancy, before the completion of 12 months of employment with the Company, the aforementioned additional advance pay-outs will be construed as debt due and will have to be repaid fully by you before your last working day. By signing this Agreement, you authorize the Company to set off the advance due from you against any amounts, salaries, allowance, or any other pecuniary benefit due and payable to you by the Company. However, if the advance amount exceeds the amount due and payable by the Company to you at the time of your exit, the Company shall notify you of the same, and you agree to pay the remaining balance within seven (7) days from the receipt of such notice from the Company. In the event you fail to repay the balance of the advance pay-out pursuant to the time frame set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorneys' fees and court costs.

** Besides the above, you will also be entitled to participate in Company's benefit program which will be administered through a third party in accordance with India guidelines.

** Complete details of benefits will be informed to you separately.

Feb 1, 2024

Dear Dheeraj,

It gives us pleasure to inform you that, in addition to your fixed salary you will be eligible to receive a performance bonus per annum, as part of the Bonus Plan, which is equivalent to **Rs.70,000/- (Rupees Seventy Thousand Only)** based on performance guidelines given to you by your manager when you commence employment. Employees who have just accepted their first position with Kronos are defined as new hires and are not eligible to participate in this plan for the first ninety (90) days of their employment (new hire ramp). The incentive bonus will be calculated & paid out quarterly. FY23 bonus cycle begins on October 1, 2022 and ends on September 30, 2023.

We would appreciate that your Bonus Plan information is kept strictly confidential. I would request that this information not be shared with anyone either within Kronos Incorporated or outside under any circumstances, whatsoever.

We appreciate your efforts in the success of Kronos and look forward to your continued support and contributions in its growth and future success.

Sincerely yours,

**BIMAL
CHANDRA
NAYAK**

Digitally signed by
BIMAL CHANDRA
NAYAK
Date: 2024.01.31
13:06:01 +05'30'

Senior Manager, Human Resources - APAC
For Kronos Systems India Private Limited

Employee Name: Dheeraj Srivatsa K S
Emp. Code: 54116
Designation: Integration Consultant I

Accepted: _____
****Eligibility:** Bonus cycle as mentioned in your offer letter



Offer: Computer Consultancy
Ref: TCSL/DT20218466847/Bangalore
Date: 26/11/2021

Mr. Mohammed Arbaaz
#2279, 3rd Cross Phoolsha Mohalla, Kolar, Near
Darga,
Kolar-563101, Karnataka.
Tel# -

Dear Mohammed Arbaaz,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20218466847

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1 800 209 3111 Email: careers@tcs.com



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.



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:

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TCSL/DT20218466847

TATA CONSULTANCY SERVICES

WYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

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

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

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



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience 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 unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience 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

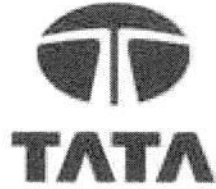
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

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 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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

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

16. 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.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

TCS Confidential

TCSL/DT20218466847

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



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. 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.

19. 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.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

22. 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.

23. 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.

24. 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.

25. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team Yours

Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & 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



GROSS SALARY SHEET

Annexure 1

Name	Mohammed Arbaaz
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
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
Xplore/ Learning Incentive****		Upto 60,000

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 Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



Offer: Computer Consultancy
Ref: TCSL/DT20218466847/Bangalore
Date: 26/11/2021

Mr. Mohammed Arbaaz
#2279, 3rd Cross Phoolsha Mohalla, Kolar, Near
Darga,
Kolar-563101, Karnataka.
Tel# -

Dear Mohammed Arbaaz,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20218466847

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.



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

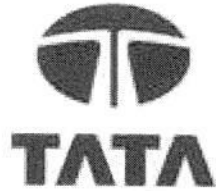
You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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:



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TCS Confidential

TCSL/DT20218466847

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TATA CONSULTANCY SERVICES

WYDEHI 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. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience 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 unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience 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 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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

16. 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.

17. 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.

18. 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.

19. Background Check

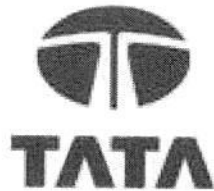
Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

22. 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.

23. 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.

24. 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.

25. Data Privacy Clause:

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

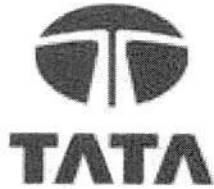
(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & 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



GROSS SALARY SHEET

Annexure 1

Name	Mohammed Arbaaz
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
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
Xplore/ Learning Incentive****		Upto 60,000

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 Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



Offer: Computer Consultancy
Ref: TCSL/DT20222016400/Lucknow
Date: 28/03/2022

Ms. Harshitha G
Hunasanhalli Village, Bangarpet TalukHunasanhalli,
Hunasanhalli,
Bangalore-563114,
Karnataka.
Tel# -

Dear Harshitha G,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20222016400

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



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.



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.



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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve



months (including the TCS Xperience 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 unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience 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 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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

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

16. 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.

17. 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.



18. 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.

19. 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.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :



- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. 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.

23. 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.



24. 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.

25. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & 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



GROSS SALARY SHEET

Annexure 1

Name	Harshitha G
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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

FOXCONN HON HAI TECHNOLOGY INDIA MEGA DEVELOPMENT PRIVATE LIMITED

Ref: FHHTIMDPL/KA/4505/FATP/MFG/2024

Date: 09-Apr-2024

To,

Ms Gayithri K

Mylandahalli, Chikkaballapur,
Karnataka – 563125.

Dear Gayithri K

Sub: Offer Letter for the Position of "TRAINEE"

With reference to your application and subsequent interview you had with us, we are pleased to offer an employment in our company as "TRAINEE" as per the terms agreed mutually and your annual CTC will be ₹ 2,55,936 as per Annexure. The detailed appointment order will be given to you at the time of your joining.

Please sign and return the duplicate copy of this letter in token of acceptance of terms of this letter and we look forward to your joining us on or before 25-April-2024. We welcome you to our organization and look forward to a long and mutually beneficial association with us.

Foxconn Hon Hai Technology India Mega Development Private Limited

LEE HAN CHUNG

Authorized Signatory



I accept the terms of this offer letter (Including Annexure) issued by Foxconn Hon Hai Technology India Mega Development Private Limited, on this date _____ and I will join on _____

Signature of Ms Gayithri K

Registered & Factory Address: Plot No.M2/A and M2/B, SIPCOT Industrial Park, Phase II, NH-4, Sunguvarchatram, Mambakkam, Sriperumbudur, Kanchipuram- 602106, Tamil Nadu, India, CIN: U32204TN2015FTC165627 | Ph: 04440179300-26248 | Email id: fhhtimdpl.hr@mail.foxconn.com

Factory Address: Plot No. 133, Devanahalli General Industrial Area, Kundana & Kasaba, Doddaballapura, Devanahalli, Bangalore Rural, Karnataka - 562110, CIN : U32204TN2015FTC165627 | Ph : 04440179300-26785 | Email id : fhindia@mail.foxconn.com

FOXCONN HON HAI TECHNOLOGY INDIA MEGA DEVELOPMENT PRIVATE LIMITED

Date: 09-Apr-2024

Name : Ms Gayithri K
Designation : Trainee
Grade : TR2
Department : FATP-MFG
Location : Karnataka

Particulars	Monthly (₹)	Annual (₹)	Remarks
Basic Salary	9,500	114,000	
House Rent Allowance	4,750	57,000	
Conveyance Allowance	950	11,400	
Special Allowance	950	11,400	
Medical Reimbursement	950	11,400	
Leave Travel Allowance	1,900	22,800	
Gross Pay (A)	19,000	2,28,000	
Employer Provident Fund	1,710	20,520	*See below of No.7
Employer ESIC	618	7,416	*See below of No.7
Subtotal (B)	2,328	27,936	
Grand Total (C = A+B)	21,328	2,55,936	

NOTE:

1. EPF deduction will be made at the rate as per prevailing EPF Act.
2. ESIC deduction will be made at the rate as per prevailing ESIC Act.
3. Tax deduction will be made as per prevailing Tamil Nadu Municipal Act & Income tax Act.
4. Gratuity will be paid as per Gratuity Act.
5. You are eligible for Company Group Mediclaim Policy.
6. Other Allowance will be paid as per company policy.
7. Company contribution to EPF/ESIC will be the maximum limit as per prevailing Act., Rules.
8. Employer shall be entitled to change or modify the salary Structure from time to time according to need.
9. Initial Training will be in Tamil Nadu (Chennai) and work location will transfer to Karnataka (Bangalore).
10. ₹5 Per day will be deducted for Canteen.
11. If any false statements and documents submitted, the offer will be revoked.

Foxconn Hon Hai Technology India Mega Development Private Limited

LEE HAN CHUNG

Authorized Signatory



Signature of Ms Gayithri K

Registered & Factory Address: Plot No.M2/A and M2/B, SIPCOT Industrial Park, Phase II, NH-4, Sunguvarchatram, Mambakkam, Sriperumbudur, Kanchipuram- 602106, Tamil Nadu, India, CIN: U32204TN2015FTC165627 | Ph: 04440179300-26248 | Email id: fhhtmdpl.hr@mail.foxconn.com

Factory Address: Plot No. 133, Devanahalli General Industrial Area, Kundana & Kasaba, Doddaballapura, Devanahalli, Bangalore Rural, Karnataka - 562110, CIN : U32204TN2015FTC165627 | Ph : 04440179300-26785 | Email id : fhindia@mail.foxconn.com



Tech Mahindra Onboarding - 29th Feb 2024

1 message

Campus Joining <campusjoining@techmahindra.com>
To: Campus Joining <campusjoining@techmahindra.com>

Fri, Feb 23, 2024 at 12:34 PM

Dear Candidate,

We are looking forward to welcome you to Tech Mahindra on **29th Feb'24** (DOJ cannot be changed).

Please note below the **IMPORTANT** Points:

- Only Onboarding & HR Induction process on **29th Feb'24** will be conducted through **virtual mode** i.e. Associate is not required to visit Office on the Date of Joining to complete Onboarding formalities.
- But, for training you have to report to Tech M office next day i.e. **1st Mar'24** as mentioned in other mail with subject line **"Tech M Office Reporting – Mandatory"**
- Onboarding will only be processed, if you have Full Date of Birth in Aadhaar & UAN number is available with you. (You can refer the attached UAN generation guide on how to generate UAN number)

We have created the Tech Mahindra Preboarding portal to help you settle in quickly. The portal allows you to submit all the information and documents that will be updated in the company's systems. Please review what's recorded in the portal and provide additional information as required.

You can log on to the portal using the URL and credentials mentioned below:

URL: Click here to login

Using the default credentials (applicant ID number) you can login and will have to change your password when you access the Candidate Gateway portal. The Portal has following tabs and please ensure to fill in all the required details in the respective tabs and verify the one which are already updated.

It is mandatory to upload all Mandatory documents before **27th Feb '24 – 11:00 AM & Notarized Bond to be uploaded before 11AM on Date of Joining**. Due to whatsoever reason if all documents are not uploaded before given deadline then onboarding will not be processed further.

1st Tab: Personal & Address Details

This tab allows you to provide all personal information in the Portal. Please expand the Personal Details in order to upload your ID proofs i.e. Aadhar card, PAN card and other links under this tab & update your personal information. Please validate the updated personal information and update the pending details under the 1st tab. You will also need to upload your photo (with White background) and signature in this section and mention nominee details for respective nomination category.

Also for candidates who do not have Full Date of Birth mentioned in their Aadhaar Card, please get it updated and submit the Aadhaar card with Full DOB only. Candidates can download the copy (un-masked) from Aadhaar website through the below URL

<https://aadhaar.uidai.gov.in/#/>

Note: It is mandatory to update your family details in POB in the first tab (especially father and spouse name if married).

2nd Tab: Education/Experience Details

This tab allows you to validate the Education & Experience details which are already updated in the Portal. You won't be able to make any changes to the details already filled. Also you are supposed to register to NATS and have to fill **BOAT Registration number** under the space provided and if in case you have registered & didn't receive Registration number as status is pending, kindly upload the screenshot of the same under Document Upload page by selecting category BOAT Registration.

3rd Tab: Vaccine Declaration

This tab allows you to update your Covid Vaccine status and attach the Vaccine certificate.

4th Tab: Additional Details

This tab allows you to update some additional details in the Portal and once updated, kindly click at save.

5th Tab: Bank Details (Optional)

This tab allows you to update your Bank account details for the Salary purpose. There is a list of Banks which are partnered with us for Salary credit and if you already have account with any of our partnered Bank and wish to continue with the same, kindly update the details else you can leave it blank & can update Bank details post Joining as well as per guidance given in your Induction Session.

5th Tab: Document Upload Page

This tab allows you to update your Documents in the Portal. You can select the Document type from the dropdown and can upload the respective document in the Portal. Once Document type category can only be selected once. Please update all the required documents mentioned under the dropdown in the Portal.

Ø Offer letter – duly filled and signed on all 26 pages.

Ø PAN- Upload under 1st tab, Personal/Address Details

Ø Aadhar – upload both sides as one pdf- Upload under 1st tab, Personal/Address Details

- Bond – needs to be on a 500rs stamp paper along with notary (please note - notary needs to be done only on Date of joining , pre-notarized bonds will not be accepted)

Ø Form 11

Ø Joining Report – upload as single pdf under respective category

Ø Criminal Disclosure- upload as single pdf (which you will get from final submission tab when you click download button) under respective category

Ø Undertaking Form - upload as single pdf under respective category (Witness can be a family member).

6th Tab: Medical Declaration

This tab allows you to update your Medical condition & history with us in the Portal.

7th Tab: Final Submission

This tab allows you to Auto download and upload all the Joining forms including Form 11, Joining Report, Criminal Disclosure which you can upload directly by clicking on Download under the Final Submission link post updating details in the Portal.

Our team shall verify these documents and proceed to create your employee ID and formally onboard you in Tech Mahindra.

We shall organize a virtual induction program for you within the first week of joining. Meanwhile, you will get access to the TechM Induction portal to familiarize yourself with the Tech Mahindra way of life.

<https://kee.techmahindra.com/sites/HR/Induction/Pages/India.aspx#> this will be enabled post your employee ID is created, and you need use your LAN ID and password which you will received (on your personal email ID) within 4-6 hrs from the time your employee ID is created.

Should you have any further questions before onboarding you may reach out to us at this id HP0T7983@TechMahindra.com.

Welcome once again, Stay safe. Stay secure.

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Disclaimer: This message and the information contained herein is proprietary and confidential and subject to the Tech Mahindra policy statement, you may review the policy at <http://www.techmahindra.com/Disclaimer.html> externally <http://tim.techmahindra.com/tim/disclaimer.html> internally within TechMahindra. =====

Move forward. 
Take the world with you.

CAMPUS RECRUITMENT PROGRAM



Infosys®



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the **Systems Engineer** role. The compensation for this role is **INR 3.6 lakhs per annum** with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

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Offer Letter and Terms of Employment

Date: 09.11.2023

Dear **Janavi S,**

At the outset, we would like to extend our sincere thanks for exploring career opportunities with KPIT. We want to build KPIT as Best Place to Grow by providing the fastest career growth opportunity, cutting edge work with leading clients in a collaborative environment. Further to our discussions, we are delighted to extend you an offer of employment.

- Designation: **Associate Software Engineer**
- Grade: **A**

Your Total Target Compensation will be Rs. 4,50,000/- (Four Lakh and Fifty Thousand) per annum detailed in Annexure A along with the key benefits.

Kindly confirm your acceptance within 5 days from the date of this offer beyond which it will be null and void.

Your offer is subject to following clauses:

- a. You are required to go through our Flagship Foundation Level Training program - 'Genesis', led by the Education and Competency Development (ECoDe) Team of KPIT. Your performance in this program would be assessed and tracked in the form of a Merit-List.
- b. The Genesis program would be followed by an Internship Program (online/offline or hybrid) for a stipulated duration, mapped to specific KPIT Practices. Your commencement of internship in these practices at KPIT would be determined basis the Merit-list. Onboarding to live projects would commence only on completion of the final examinations.
- c. The selection and joining decision at KPIT will stand cancelled in the event of failure in the penultimate / final semester BE Examinations or if the performance in Genesis program and Internship engagement is sub-par.

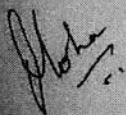
Remuneration:

- Stipend of INR 25,000 will be paid during your genesis training program.
- Monthly salary as per TTC would commence post genesis training program.

The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid documents.

A new assignment, workplace and colleagues, await you to jumpstart your career to achieve our vision of building a global Mobility Organization. You are going to be a part of an organization with compelling mission and Culture of Excellence.

For: KPIT Technologies Limited



Abinash Mohapatra
Sr. Group Manager - EcoDe
Head - Campus Recruitment



UST/62410871/H6959229
12/01/2023

Nandeesh Srinivasapura Venkatesh
Bangalore

Sub: Letter of Offer

Dear Nandeesh,

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 "Associate I - Semiconductor Product Validation", 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.400,000.00/- (Rupees Four Lakh) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 13/01/2023. 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 13/01/2023. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

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automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 13/01/2023. 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
Director HR

Nandeesh, Srinivasapura Venkatesh

Execution by the Employee:

I, Nandeesh Srinivasapura Venkatesh, 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:Nandeesh Srinivasapura Venkatesh,
Designated as: "Associate I - Semiconductor Product Validation"

Components	Monthly Salary	Annual
Basic Salary	10,000.00	120,000.00
House Rent Allowance	5,000.00	60,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	2,000.00	24,000.00
Other Allowance	13,833.33	166,000.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	500.00	6,000.00
Variable Pay		0.00
Cost to the Company (CTC)		400,000.00

***** 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.

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

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

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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. |
| 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. |

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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.

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

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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, 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

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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 you 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.

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

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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.*

* * * * *

P40TFC
TED
Initial
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Dear Kiran N,

Greetings from Toyota Financial Services India Limited (TFSIN)!!

Thank you for your interest in TFSIN. We appreciate your patience during the entire selection process.

As briefed you, we are pleased to attach a Fixed CTC fitment sheet to you for the role of **Application Analyst** in IT Applications Function designated as **Assistant Manager** in **Grade G12** in our Company based at **Langford Road, Shanti Nagar, Bangalore, Karnataka, India, (Corporate Office)**. This position reports to **Head - Applications**.

You will be entitled to a **Fixed Compensation** of **INR 5,04,000/-** (Rupees Five Lakh Four Thousand Rupees only) per annum, on a Cost to Company basis.

Also, you will be eligible for **Variable Component** as per company variable pay-out policy.

Notice period clause in case the Employee wishes to separate from the Company: 90 Days.

We would appreciate if you could go through the Fixed CTC break up sheet and **revert on your acceptance confirmation via return mail**, together with the **joining date within 3 working days, if failed to do so this offer letter will be nullified.**

Please feel free to contact me in case of any query.

Looking forward to your positive revert and you being a part of the TFSIN Family.

"BEYOND PAY AND BENEFITS, A FULFILLING AND CHALLENGING CAREER WITH TOYOTA"

CTC TABLE

Grade : G12	JOB ROLE: Application Analyst	NAME: Kiran N	
		TOTAL FIXED CTC:	5,04,000
PARTICULARS	AMOUNTS	COMMENTS	
BASIC PAY	2,01,600	40% OF TOTAL FIXED CTC	
HOUSE RENT ALLOWANCE	80,640	40% TO 50% OF BASIC PAY (EMPLOYEE WILL HAVE THE CHOICE TO DECIDE; IN THIS WORKING, 40% OF BASIC HAS BEEN TAKEN)	
PF (12% OF BASIC PAY)	24,192	12% OF BASIC PAY	
FOOD COUPON	26,400	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 26400 PER ANNUM	
GIFT CARD	5,000	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 5000 PER ANNUM	
BOOKS & PERIODICALS	12,000	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 12000 PER ANNUM (EXEMPTION BASED ON PROOF SUBMISSION)	
COMMUNICATION EXPENSES	12,000	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 12000 PER ANNUM (EXEMPTION BASED ON PROOF SUBMISSION)	
CHILDREN EDUCATION ALLOWANCE	2,400	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 2400 PER ANNUM (EXEMPTION BASED ON PROOF SUBMISSION)	
FUEL EXPENSE	28,800	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 28800 PER ANNUM (EXEMPTION BASED ON PROOF SUBMISSION)	
DRIVER SALARY	10,800	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 10800 PER ANNUM (EXEMPTION BASED ON PROOF SUBMISSION)	
LEAVE TRAVEL ALLOWANCE	48,000	MAX. AMOUNT EXEMPT FROM INCOME TAX: Rs. 72000 PER ANNUM (EMPLOYEE HAS THE OPTION TO CHOOSE LTA)	
RESIDUAL BALANCE (ADJUSTMENT FACTOR)	52,168		
TOTAL FIXED CTC:	5,04,000		
MONTHLY CASH TAKE HOME (PRE TAX)	37968	PF - EMPLOYEE AND EMPLOYER SHARE HAVE BEEN FACTORED	
BENEFITS		SUM INSURED	
MEDICAL INSURANCE (HOSPITALIZATION) (Floater - Self, Spouse and 2 Dependent Children)		4,00,000	
LIFE INSURANCE		25,00,000	
GROUP PERSONAL ACCIDENT INSURANCE		25,00,000	
PRIVILEGE LEAVE		CALCULATED FROM DATE OF JOINING	
		THE QUANTUM WILL BE AS PER LEAVE TFSIN POLICY	

25 Th March 2024

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Kokku Jayasree
jayasreekokku@gmail.com
computer science
C Byregowda Institute of technology, Kolar

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the 28 Th March 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be 28 Th March 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.
Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude,

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com



ALLIANCE UNIVERSITY

Private University established in Karnataka State by Act No. 34 of year 2010
Recognized by the University Grants Commission (UGC), New Delhi

LETTER OF APPOINTMENT

December 22, 2023

Ms. Lakshmi Singh S,
Institute: C. Byre Gowda Institute of Technology
Bengaluru.

Dear Ms. Lakshmi Singh S,

Greetings from the HR Department!

We refer to the interview you had with us for the position of "Intern" in the Office of Admissions at Alliance University.

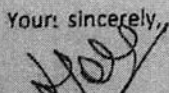
We are pleased to confirm the offer of internship position on the terms and conditions mutually discussed and agreed upon:

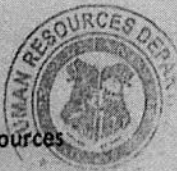
1. The period of internship will be February 1st 2024 – June 3rd 2024.
2. Your stipend for this position is Rs. 20,000/- PM (Rupees Twenty Thousand only) basis your performance, time commitment and delivery of assigned tasks.
3. Your working hours would be from 8:30 AM to 4:30 PM on all working days. Should the nature of work require you to contribute beyond the hours of work, we would expect you to fulfill the same.
4. You are required to commit a minimum of 48 hours in a week for work at the Office of Admissions. Should you the nature of work require you to contribute beyond the minimum agreed number of hours, we would expect you to fulfill the same.
5. You shall be bound by all the rules and regulations of Alliance University.
6. You will not be eligible for any leaves or other benefits of Alliance University, as applicable to full time employees.
7. At all given times, you will maintain confidentiality and shall not disclose any information unless otherwise warranted, only with prior consent of your reporting manager.
8. You will be required to sign in and sign out every day in a register that will be maintained by your department.

On completion of your graduation, basis your performance, and submission of necessary documents you will be designated as Admission Counsellor in the Office of Admissions and your gross salary would be Rs.41,666/- per month.

Please return the enclosed copy duly signed as a token of your acceptance of the offer.

Your sincerely,


Ms. Neha Sethi
Director - Human Resources



Accepted
Lakshmi Singh S

Date: 7-Jun-2022

To,
M Amrutha Varshini
amruthamanju731@gmail.com
9844607261

Dear M Amrutha Varshini,

We are extremely delighted to welcome you to our **PRATIAN FAMILY**. As valued member of our family, we look forward to you playing an important role in helping us achieve our Vision, uphold our Values and live our Culture.

As an organization we value **INTEGRITY, PASSION, COMPETENCE, INNOVATION and COLLABORATION** in people.

This offer is made to you based on your performance in the Discoveri Assessment. You are required to undergo the intense 6-month **Career Labs SkillAssure Internship Program** after which you will be hired as a full-time employee of **Pratian**. You will be paid **INR 12,000 per month** as stipend during these 6 months of internship.

Post successful completion of the **Career Labs SkillAssure Internship Program** you will be hired on payrolls of Pratian & you will be offered the position of **"Software Engineer"** and will hence be paid an overall annual compensation of **INR 3,50,000 (Three Lakhs Fifty Thousand Indian Rupees Only)**. The break-up of your CTC is attached for your reference in **Appendix A**.

We look forward to you beginning your career with **Career Labs SkillAssure Internship Program** between **14-Jun-2022 & 28-June-2022**. The exact date will be communicated to you in a separate email, and **only post completion of formalities & confirmation from the Careerlabs team** you are required to report on the mentioned date to complete your joining formalities at our office located at:

**Pratian Innovation Campus,
184/185, Tapaswiji Info Park, EPIP Zone,
Whitefield, Bangalore – 560 066, Karnataka, India.**

You need to get in touch with **HR Team – Pratian** with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at hr@pratian.com

This offer is valid for **5 days** from the date of this letter. Please let us know your acceptance of joining by indicating the same by return e-mail.

The following documents are required to be produced at the time of joining. Originals shall be returned upon verification.

1. Relieving letter and experience certificate from all your previous employers (as applicable).
2. Latest three (3) pay slips / salary certificate from your most recent employer (as applicable).
3. Proof of Academic Qualification (10th, 12th/PUC/Diploma & Graduation)
4. Other qualifications - diplomas and certificates (if any)
5. PAN card
6. Aadhaar Card
7. Photographs (3 copies)
8. Proof of Permanent and Current Address.

By accepting this offer to join us, you hereby acknowledge and confirm 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/commitments that prevent you from delivering your agreed responsibilities with **Pratian** or taking up this position with us.
3. **Pratian** is not liable for any past dues owed by you as part of termination of any previous employments/contracts/obligations.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.
5. Furthermore, based on the contract between Pratian and its clients:
 - a) You may be transferred to the client's payroll within your first 6-months while you are undergoing the internship program. In this case of transfer to the client's payroll, the annual CTC and structure offered by the client organization will supersede the mentioned CTC and structure.
 - b) In the above case, your minimum annual CTC will be at **INR 3,50,000** (as per the above-mentioned breakup) on the date of joining. This is an assurance offered to every trainee who is hired through the **Career Labs SkillAssure Internship Program, after successful completion of the first 6 months as a Software Trainee.**
6. We periodically review our HR and other processes to improve client service and enable our employee's growth.

7. It is important to manage client process expectations, employee expectations and HR processes. We request you to acknowledge that in the unlikely event of you leaving the services of the company you will provide the company adequate time to be relieved of your services from the company. You understand that it will be up to **45 days** to arrange & completely relieve you of your duties.
8. Please note, this job offer will be contingent upon results of a satisfactory technical examination designed solely to determine your Technical ability to perform the duties of the position being offered to you. Assessment will be conducted post 4 months of Training. Pratian reserves the right to withdraw this offer in case you fail to satisfactorily perform / pass the test(s) / complete the given assignments conducted. Also, the offer is conditional to verification of documents.

We sincerely hope that your period of association with us will be long, pleasant and of mutual benefit.

For PRATIAN,



Krishna Kumar S
Director

APPENDIX A

Compensation & Benefit Sheet		
Employee Name		
Designation		
Location		
Component	Monthly	Annual
Part A - Gross Salary		
Basic & DA	14,583	1,75,000
HRA	5,833	70,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	3,300	39,598
Total - A	26,567	3,18,798
Part B - Employer Contribution		
Employer ESI (3.25% of Gross)	-	-
Employer PF (13% of Basic)	1,896	22,750
Gratuity (4.83% on Basic)	704	8,453
Total - B	2,600	31,203
Part C - Employee Deductions		
Employee ESI (0.75% of Gross)	-	-
Employee PF (12% of Basic)	1,800	21,000
Professional Tax	200	2,400
Total - C	2,000	23,400
Fixed CTC (Part - A + B)	29,168	3,50,000
TOTAL CTC	29,168	3,50,000
Fixed Net Take Home (Part A - C)*	24,567	2,94,804
<p>*Net take home is subject to TDS deductions as per income tax norms.</p> <p>* This Annexure is subject to change with respect to any amendment in any of the Statutory Acts. The CTC would not be revised in the event of any such changes.</p> <p>* All Unused Earned Leaves Lapse / can be encashed at the end of the Financial Year / Full & Final Settlement.</p> <p>* Employer contribution of PF = Pension scheme 8.33% + Provident Fund 3.67% + EPF Admin charges 0.5% + EDLI 0.5%</p>		

CSR Campus Drive - 2022

Dear **Manjunath A J**,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULLSTACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.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 ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

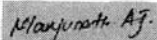
Name: Manjunath A J

College Name: C.Byregowda Institute Of Technology, Kolar

Branch: Computer Science and Engineering

USN/ Reg Number: 1CK19CS402

Date: 1/6/2022

Student Signature 

Best wishes,



Madhusudan. H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951936349
+91 8951828627
+91 8951182617
www.pentagonspace.in
campusconnect@pentagonspace.in

CIN NO.: U74999KA2020PTC133021



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: 1621470

Letter of Intent ("LOI")

Dear MANJUNATH MR,

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, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1621470**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1621470**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1621470**

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

MANJUNATH MR
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand 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

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

25 Th March 2024

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Mohamed Ibrahim
Mohamed Ibrahim
computer science
C Byregowda Institute of technology, Kolar

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the 28 Th March 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be 28 Th March 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.
Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude,

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com



ALLIANCE UNIVERSITY

Private University established in Karnataka State by Act No.34 of year 2010
Recognized by the University Grants Commission (UGC), New Delhi

LETTER OF APPOINTMENT

December 22, 2023

Mr. Mohammed Musaib S,
Institute: C. Byre Gowda Institute of Technology
Bengaluru.

Dear Mr. Mohammed Musaib S,

Greetings from the HR Department!

We refer to the interview you had with us for the position of "Intern" in the Office of Admissions at Alliance University.

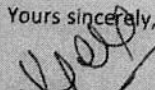
We are pleased to confirm the offer of internship position on the terms and conditions mutually discussed and agreed upon:

1. The period of internship will be February 1st 2024 – June 3rd 2024.
2. Your stipend for this position is Rs. 20,000/- PM (Rupees Twenty Thousand only) basis your performance, time commitment and delivery of assigned tasks.
3. Your working hours would be from 8:30 AM to 4:30 PM on all working days. Should the nature of work require you to contribute beyond the hours of work, we would expect you to fulfill the same.
4. You are required to commit a minimum of 48 hours in a week for work at the Office of Admissions. Should you the nature of work require you to contribute beyond the minimum agreed number of hours, we would expect you to fulfill the same.
5. You shall be bound by all the rules and regulations of Alliance University.
6. You will not be eligible for any leaves or other benefits of Alliance University, as applicable to full time employees.
7. At all given times, you will maintain confidentiality and shall not disclose any information unless otherwise warranted, only with prior consent of your reporting manager.
8. You will be required to sign in and sign out every day in a register that will be maintained by your department.

On completion of your graduation, basis your performance, and submission of necessary documents you will be designated as Admission Counsellor in the Office of Admissions and your gross salary would be Rs.41,666/- per month.

Please return the enclosed copy duly signed as a token of your acceptance of the offer.

Yours sincerely,


Ms. Neha Sethi
Director - Human Resources



Accepted
Mohammed Musaib S

Central Campus: Chikkahagade Cross, Chandapura-Anekal Main Road, Anekal, Bengaluru - 562 106, Karnataka, India. Tel.: +91 80 4619 9000 / 9100 / 4129 9200 | Fax: +91 80 4619 9099
City Campus 2: 2nd Cross, 36th Main, Dollars Scheme, BTM 1st Stage, Bengaluru - 560 068, Karnataka, India. Tel.: +91 80 2668 1444 / 4365 Fax: +91 80 2678 2048
City Campus 1: 19th Cross, 7th Main, N.S Palya, BTM 2nd Stage, Bengaluru - 560 076, Karnataka, India. Tel.: +91 80 2678 9749 / 6021
Email: enquiry@alliance.edu.in. au@alliance.edu.in | URL: www.alliance.edu.in

Date: 20/04/2022

Intent to Offer

Dear Navyashree Rn,

Syntellect ID: ASB22295823

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You 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.

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,

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A**SALARY DISTRIBUTION**

Name:	Navyashree Rn	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
Pay and Allowance	Monthly	Yearly
Basic Salary	9,917	1,19,000
Basket of Allowances	14,583	1,75,000
Gross pay and allowances	24,500	2,94,000
Provident Fund (PF)	1,800	21,600
Statutory Bonus	2,033	24,400
Statutory & Retirals Benefits	3,833	46,000
Cost to Company	28,333	3,40,000

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

Date: 05-07-2024

Mr. ADARSHA B R
Bayapalli village,
Thimmasandra post,
Srinivasapur Taluk,
KOLAR District.

Dear
Mr. ADARSHA B R,

LETTER OF INTENT


With reference to your application dated 05th July 2024 and the subsequent interview, as mutually discussed and agreed, we are pleased to offer you an appointment as per details given below:

- a) You will be designated as **TRAINEE- ENGINEERING**
- b) You will be entitled to an monthly gross salary of **Rs. 25000/- (Twenty five Thousand only)** in addition to medical insurance coverage and other terms and conditions discussed and agreed.

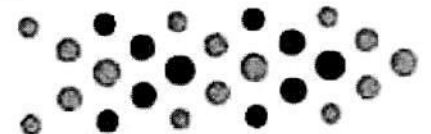
The final letter of appointment will be handed over to you upon joining the services of the company.

You are requested to sign and return the duplicate copy of this letter as a token of your acceptance of the above offer.

For MC2 MOBILITY PRIVATE LIMITED.,


Authorized Signatory


Adarsha B R



Appointment Letter

17th September 2022

Ms. Dhakshitha R,
D/o Venkataramappa Ramachandraiah
Mandara Nilaya Tekal Road,
1st Main 3rd Cross,
Behind Mini Hotel,
P C Extension, Bangarapet Kolar,
Kolar - 563101
Email: dhakshit04@gmail.com
Ph: +919743363621

Dear Dhakshitha R,

Subsequent to your interview and discussions, we are pleased to appoint you to **Trainee Engineer** position with Whiteboard Technologies Private Limited (the "Company") on the following terms and conditions, effective from 17-September-2022

Duties. You shall use your best energies and abilities on a fulltime basis to perform duties assigned to you from time to time. Your performance will be reviewed annually. You shall provide reports concerning your work activities from time to time if requested. During your employment, you shall not directly or indirectly seize any corporate opportunities/any business opportunities directly with any clients in USA/Canada or otherwise engage in any conduct adverse to the best interests of the Company. Also, you are instructed not to divulge any confidential information or violate any agreement with your prior employers.

Compensation and Benefits: You shall be compensated at the rate of Rs 20,000/- (Rupees Twenty Thousand Only) CTC per month. You will have one day vacation for every 24 working days completed in the first year.

Relocation and Termination. You are employed by the company on "At-Will Basis". You promptly will comply with the Company's instructions concerning relocation. The Company agrees to provide you with two month advance notice of termination (except no advance notice is required if the termination of your employment is for cause) and you agree to provide the company with two month advance notice of termination of employment after completing your three years mandatory stay with the company. You agree that at least two month advance notice by you is reasonable and necessary under such circumstances due to the substantial effort, time and expense the Company will be required to incur in employing and relocating you and in replacing your services.

Dhakshitha R
17/09/2022

Whiteboard Technologies Private Limited

19/1, Sapthagiri, Nagashettyhalli, Krishnappa Layout, Sanjay Nagar, Bangalore 560094, Karnataka, India



Confidentiality. As part of your employment, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and method of dealings with its customers and employees and you also will develop relationships of special trust and confidence with the Company's customers and employees (collectively, "Confidential Matter"). You agree that such Confidential Matter is for the Company's exclusive benefit and that, both during your employment and at all times thereafter, you will not directly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment, you will promptly return all documents, time sheets and information (including computer generated or stored matters) concerning the Company or its customers and employees.

Non-Competition and Non-Solicitation. During the period of employment and until 24 months following the termination of your employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit the business of (or otherwise deal in a manner adverse to the Company with) or provide any engineering, consulting or detailing services to any customer of the Company (regardless whether or not you personally dealt with that party during your employment) nor directly or indirectly solicit the services of (or otherwise deal in a manner adverse to the Company with) any employee of the Company or induce such employee to terminate his or her employment. You further agree that: (1) the company shall be entitled to injunctive relief as well as damages for any violation by you of paragraphs 4 or 5 of this Agreement (which shall survive the termination of this Agreement and your employment); (2) Indian Laws shall govern this Agreement and its enforcement; (3) jurisdiction and venue is proper in any proceeding to enforce rights hereunder filed in any court located in Bangalore; and (4) all the paragraphs above are intended to be enforced in accordance with their terms but such terms shall be deemed modified as necessary so as to render them valid and enforceable to the fullest extent permissible by applicable law.

Requirement of employment: You are required to submit at your will an agreement to stay with the company for 3 years to join and continue your employment.

Entire Agreement. This agreement represents the entire agreement of the parties, and it supersedes all prior statements, discussions and understandings and may be amended only by a writing signed by both parties.

Dhakshitha R
17/09/2022

Ms. Dhakshitha R
Agreed and accepted with
the express intent into be
legally bound

Date: 17-September-2022

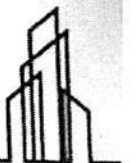
Balaji L K

Balaji L Khandappanavar
Manager HR & Sales

Date: 17-September-2022

Whiteboard Technologies Private Limited

19/1, Sapthagiri, Nagashettyhalli, Krishnappa Layout, Sanjay Nagar, Bangalore 560094, Karnataka, India



ANNEXURE A

CONDITIONS OF SERVICE

1. Commencement of Employment

The Employee shall be required to submit the following documents in originals, to the Human Resources Department at the time of reporting on the Effective Date prior to the commencement of the employment with the Company,

- i) School Leaving certificates
- ii) Marks Cards
- iii) Latest 3 months pay/salary slip issued by the preceding employer
- iv) Relieving letter
- v) Aadhar Card
- vi) Pan Card
- vii) Other documents as specified by the Human Resource department

Provided that the submission of the above documents shall be a pre-condition for the commencement and continuation of the Employment.

2. Termination & Consequences of Termination

The Employment of the employee and the terms of this Agreement with the Company may be terminated by the Company by giving 60 (sixty) days written notice or two month's basic salary in lieu of such notice period to you. The employment of the Employee may be terminated without notice in the event of,

- i) Nonperformance during the employment period.
- ii) Disciplinary action during the employment period.
- iii) A material breach by the Employee of the terms of this Agreement.

During the review of first quarter, any failure or misrepresentation of facts found to be untrue, the company can terminate the employment with immediate effect.

In the event that you seek to terminate your employment with the Company, you may do so by giving the Company a written notice of 60 (sixty) days of such intention.

Upon termination under clause of this Agreement, the Employee shall stand discharged and released from the performance and liabilities under this Agreement, only upon furnishing of a declaration in the form laid out under separation certificate.

Dhakshitha.R
17/09/2022

Whiteboard Technologies Private Limited

19/1, Sapthagiri, Nagashettyhalli, Krishnappa Layout, Sanjay Nagar, Bangalore 560094, Karnataka, India



3. Non - Solicitation & Competition

The Employee shall not during the term of employment with the Company and for a period of 24 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause, you shall not either:

- i. directly or indirectly solicit, induce, recruit, or encourage any of the Company's employees to leave their employment, undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company.
- ii. 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.
- iii. 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.

A breach under this clause shall be construed to be a material breach of this Agreement and you will be liable for legal action.

The Employees agree that any dispute in this regard, shall be determined by the Management and hereby agree that the decision of the Management in this regard shall be final and binding on you.

Dhakshitha R
17/09/2022

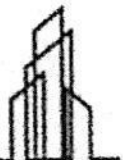
Ms. Dhakshitha R
Agreed and accepted with
the express intent into be
legally bound

Date: 17-September-2022

B. L. Khandappanavar

Balaji L Khandappanavar
Manager HR & Sales

Date: 17-September-2022





BS(I)PL/QSP06/F05

PRIVATE & CONFIDENTIAL28th March 2022

BETSOL
Bengaluru, India

Dear Nuthan M
Mobile: 9620067571
Email: Nuthannuthu186@gmail.com

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Cloud Support Associate** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on or before **1st June 2022**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be **INR 29,167/- per month**. This brings your total compensation to **INR 3,50,000/- per annum**. Your total compensation will comprise of annual base salary, flexible benefits, bonus, gratuity and provident fund.

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

Allowances and Perquisites

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

Annual Leave Entitlement

You will be entitled to 15 working days of Earned leave each year of service in addition to the 5 Restricted holidays and 9 Sick/Casual leaves. New employees are entitled to annual leave calculated on a pro-rated basis from the commencement date to the end of the fiscal year. BETSOL shall, during the term of this Agreement, provide Employee with benefits and such benefits plan may be changed from time to time by BETSOL in accordance with standard health and welfare benefit policies.

Personal income Taxes

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

Retirement Age

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



Name : Shashirekha, K
Sem : First Sem
Branch : CSE

www.cambridge.edu.in

e amazing
here ideas

xt and we
our clients
our people.

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.03.29 18:09:21 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

March 29, 2020

HRD/1003862272/19-20

Mr. Akshay V
Urati Agrahara Village,
Thotly Post ,Kolar Tq& Dist
Bangalore-563099
India

Ph: +91-9663757926

Dear Akshay,

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:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("**Offer Letter**" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**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**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be 14-Apr-2020.

Location

Your location for employment is **MYSORE, India** .

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / 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 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) 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.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months 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.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

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 and Annexure - II 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.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

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.

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

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.03.29 18:09:21 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Akshay V		
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				

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Akshay V		
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

Date: 30.01.2024

To,
Mr. Adarsh Nayak NV

Sub: Offer Letter

Dear **Mr. Adarsh Nayak NV**

This is in context with your interview and discussion on **27th January, 2024**. We are happy to offer you with the post of **Embedded Testing Engineer** in our organization.

You will be signing an association period of **Two year**. You are also required to submit your original educational certificate. In case you leave the company before completion of **Two year**, will not be able to provide you any Experience Letter.

This is an Offer Letter. All the terms and conditions of your employment will be mentioned in your Appointment Letter which will be issued on the date when you will join the company.

Please sign the duplicate copy of this letter and send it back to us to express your acceptance of the offer.

You are advised to join the company on **01st February, 2024**. **After this date, this Offer Letter will stand null and void.**

All the best for your future endeavors.

For **V3 Novus Pvt Ltd**



Authorized Signatory

I have read and understood the terms and conditions of this offer letter. I hereby accept all the conditions mentioned. I am willing to join my duty on **31st January, 2024**.

Name:

Signature:

Date:



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CALL LETTER – 2024

Dear **M. VINOD KUMAR**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK** and your mode of training will be OFFLINE, the Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge you for the complete training, any interviews and placements conducted by Pentagon Space
- Training and placement module is valid for 1year from your date of joining.
- The training includes Core Java, J2EE, SQL, General Aptitude, Web Technology, Programming and Data Structure Only.
- Mode of training will not be changed.
- Offline training is conducted at the Pentagon Space Vijayanagar Campus.

As an incubate, you are required to adhere to the following rules for placement activities:

- It is essential to uphold a minimum attendance rate of 85%.
- Should be ready to relocate to different cities for job and Interviews (Bengaluru, Hyderabad, Pune, Mumbai, Chennai, Delhi or any metro cities.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,

Mr. Suraj Vijay Shetty
Business and Campus Head

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M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

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campusconnect@pentagon.space.in

CIN NO.: U74999KA2020PTC133021



PENTAGON SPACE™
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CALL LETTER – 2024

Dear THARUN . R

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **PYTHON FULL STACK** and your mode of training will be OFFLINE, the Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge you for the complete training, any interviews and placements conducted by Pentagon Space
- Training and placement module is valid for 1 year from your date of joining.
- The training includes Core Python, SQL, General Aptitude, Web Technology, Programming, Data Structure and Django Only.
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As an incubate, you are required to adhere to the following rules for placement activities:

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Best wishes,

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CALL LETTER – 2024

Dear **JYOTHI.V**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **SOFTWARE TESTING** and your mode of training will be DEFLINE, the Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge you for the complete training, any interviews and placements conducted by Pentagon Space.
- Training and placement module is valid for 1 year from your date of joining.
- The training includes Manual Testing, Web Technology, Automation Testing - Selenium, Core Java & SQL Only.
- Mode of training will not be changed.
- Offline training is conducted at the Pentagon Space Vijayanagar Campus.

As an incubate, you are required to adhere to the following rules for placement activities:

- It is essential to uphold a minimum attendance rate of 85%.
- Should be ready to relocate to different cities for job and Interviews (Bengaluru, Hyderabad, Pune, Mumbai, Chennai, Delhi or any metro cities.)
- Should be regular to mock interviews and should complete all the assignments.

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Best wishes,

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CALL LETTER – 2024

Dear **RACHEL GLORY. K**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK** and your mode of training will be OFFLINE, the Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge you for the complete training, any interviews and placements conducted by Pentagon Space
- Training and placement module is valid for 1 year from your date of joining.
- The training includes Core Java, J2EE, SQL, General Aptitude, Web Technology, Programming and Data Structure Only.
- Mode of training will not be changed.
- Offline training is conducted at the Pentagon Space Vijayanagar Campus.

As an incubate, you are required to adhere to the following rules for placement activities:

- It is essential to uphold a minimum attendance rate of 85%.
- Should be ready to relocate to different cities for job and Interviews (Bengaluru, Hyderabad, Pune, Mumbai, Chennai, Delhi or any metro cities.)
- Should be regular to mock interviews and should complete all the assignments.

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Best wishes,

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Business and Campus Head

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CALL LETTER – 2024

Dear **SNEHA PRIYA .CM**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **SOFTWARE TESTING** and your mode of training will be OFFLINE, the Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge you for the complete training, any interviews and placements conducted by Pentagon Space.
- Training and placement module is valid for 1 year from your date of joining.
- The training includes Manual Testing, Web Technology, Automation Testing - Selenium, Core Java & SQL Only.
- Mode of training will not be changed.
- Offline training is conducted at the Pentagon Space Vijayanagar Campus.

As an incubate, you are required to adhere to the following rules for placement activities:

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CALL LETTER – 2024

Dear **VISHNU.VS**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK** and your mode of training will be OFFLINE, the Date of Batch commencement would be officially sent to your registered mail id.

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CALL LETTER – 2024

Dear **SUHAS .KV**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **PYTHON FULL STACK** and your mode of training will be OFFLINE, the Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge you for the complete training, any interviews and placements conducted by Pentagon Space
- Training and placement module is valid for 1 year from your date of joining.
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Best wishes,

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Business and Campus Head

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CALL LETTER – 2024

Dear DEEKSHA .CN

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **PYTHON FULL STACK** and your mode of training will be OFFLINE, the Date of Batch commencement would be officially sent to your registered mail id.

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Business and Campus Head

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CALL LETTER – 2024

Dear **LIKITH . T . N**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK** and your mode of training will be OFFLINE, the Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge you for the complete training, any interviews and placements conducted by Pentagon Space
- Training and placement module is valid for 1year from your date of joining.
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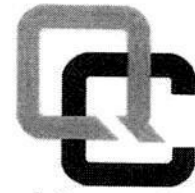
Best wishes,

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Business and Campus Head

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CIN NO.: U74999KA2020PTC133021



Offer Letter

Date: 13/3/2024

Dear Mr/Ms. Kokku JayaSree,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 23rd of May 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs.

RULES:


In order to participate in placement activities, certain rules must be adhered to diligently:


- 1. Attendance:** It is imperative to maintain a minimum attendance rate of **90%** for both classroom and practical sessions.
- 2. Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.
- 3. Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.
- 4. Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program.
- 5. Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof for **Verification purpose only**.

Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

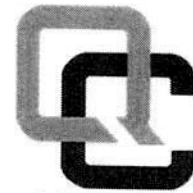
 9513684738 / 9663035838 / 8951922956

 info@campus.qspiders.com

 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extention, Kempgowda Nager, Bengaluru, Karnataka 560019

Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd



Qspiders Campus

QSpiders, a prominent software training organization, is on a mission to bridge the gap between the ever-evolving demands of the industry and the conventional educational curricula. With a global presence through strategically located training centres, we provide a vital platform for ambitious young professionals to shape their enduring careers.

We firmly believe that businesses thrive when they have access to well-prepared talent. QSpiders offers a pragmatic approach to training, equipping students with a comprehensive skill set. Our industry-driven curriculum ensures students exceed industry benchmarks and stay at the forefront of trends.

QSpiders serves as more than just an organization; it acts as a driving force for success, moulding the careers of tomorrow, where enterprises can uncover outstanding talent, and aspirations can reach greater heights.

We are eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we hold the genuine hope that your tenure with us will be gratifying, enduring, and mutually advantageous.

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



JOINEE CONSENT

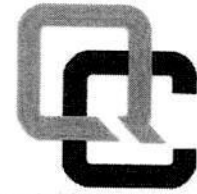
I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ 202_ and adhere to all terms and conditions.

Joiner Signature: _____ Date: _____

9513684738 / 9663035838 / 8951922956

info@campus.qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension, Kempgowda Nager, Bengaluru, Karnataka 560019



Offer Letter

Date: 18/3/2024

Dear Mr/Ms. Meghana H.V,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 23rd of May 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs.


RULES:


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- Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program.
- Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof **for Verification purpose only**.

Your timely acceptance of this offer is essential for a seamless onboarding process.

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QSpiders, a prominent software training organization, is on a mission to bridge the gap between the ever-evolving demands of the industry and the conventional educational curricula. With a global presence through strategically located training centres, we provide a vital platform for ambitious young professionals to shape their enduring careers.

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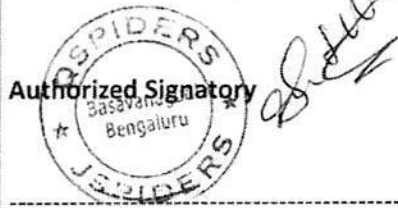
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We are eager for your approval of our offer, envisioning it as the inception of a mutually advantageous relationship with our organization. Extending a warm welcome, we hold the genuine hope that your tenure with us will be gratifying, enduring, and mutually advantageous.

Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



----- JOINEE CONSENT -----

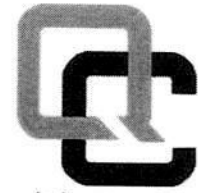
I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ 202_ and adhere to all terms and conditions.

Joinee Signature: _____ Date: _____

9513684738 / 9663035838 / 8951922956

info@campus.qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extention, Kempegowda Nager, Bengaluru, Karnataka 560019



Offer Letter

Date: 18/3/2024

Dear Mr/Ms. Tharun R,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 23rd of May 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development**, and **General Aptitude**. It is essential to note that this training module excludes any other programs.

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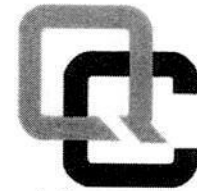
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Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



----- JOINEE CONSENT -----

I _____ agree to accept the offer on the above-mentioned terms and conditions. I'll report in the month on _____ 202_ and adhere to all terms and conditions.

Joinee Signature: _____ Date: _____

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Offer Letter

Date: 18/3/2024

Dear Mr/Ms. M. Vinod Kumar,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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For QSPIDERS


(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



Authorized Signatory


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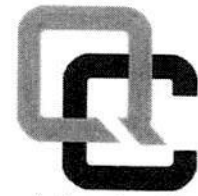
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Offer Letter

Date: 18/3/2024

Dear Mr/Ms. Vidya S.,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 23rd of May 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

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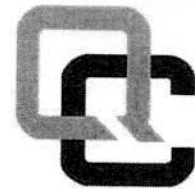
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For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



Authorized Signatory

----- JOINEE CONSENT -----

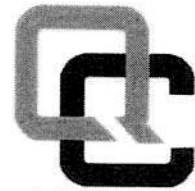
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Joinee Signature: _____ Date: _____

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Offer Letter

Date: 18/3/2024

Dear Mr/Ms. Brahmitha A.

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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Sincerely,

For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)

Authorized Signatory
Bengaluru



JOINEE CONSENT

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Joiner Signature: _____ Date: _____



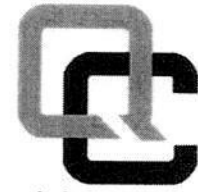
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Offer Letter

Date: 18/3/2024

Dear Mr/Ms. Shravani R,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 23rd of May 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

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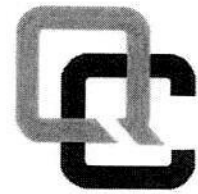
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Authorized Signatory



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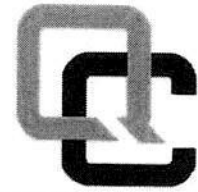
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Offer Letter

Date: 18/3/2024

Dear Mr/Ms. Devaki N.,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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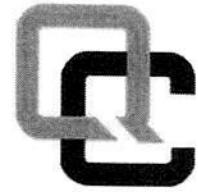
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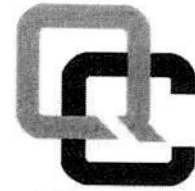
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Offer Letter

Date: 18/3/2024

Dear Mr/Ms. Deeksha . C . N .,

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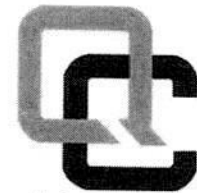
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(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



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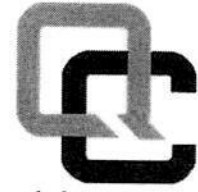
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Offer Letter

Date: 18/8/2024

Dear Mr/Ms. Divya Shree T C,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

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For QSPIDERS

(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)


Authorized Signatory 


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Joinee Signature: _____ Date: _____

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A Unit of Test Yantra Software Solutions India Pvt Ltd



Offer Letter

Date: 18/3/2024

Dear Mr/Ms. M. Vinod Kumar,

We are delighted to extend our warm congratulations to you on your successful qualification in our rigorous screening test.

Your training journey at our esteemed incubation center is scheduled to commence on the 23rd of May 2024. Upon your joining, we will provide you with a comprehensive orientation, detailing your schedules and the trajectory of your development.

NOTE:

We would like to emphasize that there are **no charges** associated with the entire 3-month training program. This encompassing training covers areas such as **Software Testing OR Software Development, and General Aptitude**. It is essential to note that this training module excludes any other programs.


RULES:


In order to participate in placement activities, certain rules must be adhered to diligently:


- Attendance:** It is imperative to maintain a minimum attendance rate of **90%** for both classroom and practical sessions.
- Mobility:** Having the flexibility to consider relocating to various cities, including Bangalore, Chennai, Hyderabad, Pune, Mumbai, Ahmedabad, and Delhi for job interviews and potential opportunities is an aspect we greatly value in this program.
- Timely Assignments:** Completing and submitting the assigned tasks promptly is expected as part of your training.
- Daily Presentations:** Active participation, including daily presentations, is a fundamental requirement for your growth in this program.
- Documentation:** On your first day, please ensure you bring this offer letter along with all your semester marks cards, including 10th, 12th/PUC, Degree, college ID Card, and Government ID proof **for Verification purpose only**.

Your timely acceptance of this offer is essential for a seamless onboarding process.

This offer letter is valid exclusively for students from the 2024 Passing Out Batch. The validity of this letter is contingent upon your adherence to the joining date mentioned in this correspondence. Failure to join on the specified date may result in loss of opportunity.

 9513684738 / 9663035838 / 8951922956

 info@campus.qspiders.com

 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extention, Kempegowda Nager, Bengaluru, Karnataka 560019

Incubation Drive Call Letter 2023
C.BYREGOWDA INSTITUTE OF TECHNOLOGY (CBIT, KOLAR, KARNATAKA)-

Pentagon Space Pvt Ltd

SL no	Your Name	Contact Number(Whats app)	Contact Number(On Call)	Parent/Guardian's Contact Number	Email id	Enter College Full Name	Department	University Seat Number/Registration Number
1	Charan N	7996125035	7996125035	9488322766	Charan792001@gmail.com	INSTITUTE OF TECHNOLOGY (CBIT, KOLAR, C.BYREGOWDA	ECE	1CK19EC017
2	Kaustubh A R	9164722971	9164722971	9886943992	kaustubhanur25@gmail.com	INSTITUTE OF TECHNOLOGY C.BYREGOWDA	CSE	1CK19CS040
3	Sandhya Shree B	7349051592	7349051592	9945873625	sandhyashreeb938@gmail.com	INSTITUTE OF TECHNOLOGY C.BYREGOWDA	CSE	1ck19cs074
4	Vinaya.S	9731906981	9731906981	9902686969	svinava2021@gmail.com	INSTITUTE OF TECHNOLOGY (CBIT, KOLAR, C.BYREGOWDA	CSE	1CK19CS093
5	Pavan V	9380450901	9380450901	7353600393	pavanreddy9380@gmail.com	INSTITUTE OF TECHNOLOGY C.BYREGOWDA	ECE	1CK19EC046
6	Yamuna Shree.S	9353731948	9353731948	9066914413	yamunashreeyamunashree21@gmail.com	INSTITUTE OF TECHNOLOGY C.BYREGOWDA	ECE	1CK19EC074
7	Bhavani B	9141062629	9141062629	7760144828	bhavani62629@gmail.com	INSTITUTE OF TECHNOLOGY C.BYREGOWDA	ECE	1ck19ec014


DEAN PLACEMENT


PRINCIPAL



PENTAGON SPACE™
Mastering The Future

CALL LETTER – 2023

Dear Charan N

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK**. The Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge for the complete training.
- We do not charge you for any interviews and placements conducted by Pentagon Space
- The training includes Core Java, J2EE, SQL, General Aptitude, Web Technology, Programming and Data Structure. (Expect this No other programs are included in this training module).

Following rules to be followed for placement activities:

- You should maintain 90% attendance.
- Should be ready to relocate to different cities for job (Bengaluru, Chennai, Delhi, etc.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,

Mr. Suraj Vijay Shetty
Business and Campus Head

Name: Charan N

USN/ Reg Number: 1CK19EC017

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951899299
+91 8951936356
+91 8147592988
www.pentagon.space.in
campusconnect@pentagon.space.in

CIN NO.: U74999KA2020PTC133021



PENTAGON SPACE™
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CALL LETTER – 2023

Dear **Kaustubh A R**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK**. The Date of Batch commencement would be officially sent to your registered mail id.

Note:

- We do not charge for the complete training.
- We do not charge you for any interviews and placements conducted by Pentagon Space
- The training includes Core Java, J2EE, SQL, General Aptitude, Web Technology, Programming and Data Structure. (Expect this No other programs are included in this training module).

Following rules to be followed for placement activities:

- You should maintain 90% attendance.
- Should be ready to relocate to different cities for job (Bengaluru, Chennai, Delhi, etc.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,

Mr. Suraj Vijay Shetty
Business and Campus Head

Name: **Kaustubh A R**

USN/ Reg Number: **1CK19CS040**

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951899299

+91 8951936356

+91 8147592988

www.pentagonspace.in

campusconnect@pentagonspace.in

CIN NO.: U74999KA2020PTC133021



PENTAGON SPACE™
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CALL LETTER – 2023

Dear Sandhya Shree B

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK**. The Date of Batch commencement would be officially sent to your registered mail id.

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Following rules to be followed for placement activities:

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- Should be ready to relocate to different cities for job (Bengaluru, Chennai, Delhi, etc.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,

Mr. Suraj Vijay Shetty
Business and Campus Head

Name: Sandhya Shree B

USN/ Reg Number: 1ck19cs074

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951899299

+91 8951936356

+91 8147592988

www.pentagonpace.in

campusconnect@pentagonpace.in

CIN NO.: U74999KA2020PTC133021



PENTAGON SPACE™
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CALL LETTER – 2023

Dear Vinaya.S

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK**. The Date of Batch commencement would be officially sent to your registered mail id.

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- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,

Mr. Suraj Vijay Shetty
Business and Campus Head

Name: Vinaya.S

USN/ Reg Number: 1CK19CS093

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

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www.pentagon.space.in
campusconnect@pentagon.space.in

CIN NO.: U74999KA2020PTC133021



PENTAGON SPACE™
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CALL LETTER – 2023

Dear Pavan V

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK**. The Date of Batch commencement would be officially sent to your registered mail id.

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- The training includes Core Java, J2EE, SQL, General Aptitude, Web Technology, Programming and Data Structure. (Expect this No other programs are included in this training module).

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- You should maintain 90% attendance.
- Should be ready to relocate to different cities for job (Bengaluru, Chennai, Delhi, etc.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,

Mr. Suraj Vijay Shetty
Business and Campus Head

Name: Pavan V

USN/ Reg Number: 1CK19EC046

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951899299

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+91 8147592988

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campusconnect@pentagon.space.in

CIN NO.: U74999KA2020PTC133021



PENTAGON SPACE™
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CALL LETTER – 2023

Dear Yamuna Shree.S

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK**. The Date of Batch commencement would be officially sent to your registered mail id.

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- You should maintain 90% attendance.
- Should be ready to relocate to different cities for job (Bengaluru, Chennai, Delhi, etc.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,

Mr. Suraj Vijay Shetty
Business and Campus Head

Name: Yamuna Shree.S

USN/ Reg Number: 1CK19EC074

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951899299

+91 8951936356

+91 8147592988

www.pentagon.space.in

campusconnect@pentagon.space.in

CIN NO.: U74999KA2020PTC133021



PENTAGON SPACE™
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CALL LETTER – 2023

Dear Bhavani B

Greetings from Pentagon Space Pvt Ltd, Bangalore.

We are glad to inform that you have cleared all the interview process and further entitled to be one among the incubate for our Incubation Batch. With regards to this program you are now eligible to get trained on **JAVA FULL STACK**. The Date of Batch commencement would be officially sent to your registered mail id.

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- We do not charge you for any interviews and placements conducted by Pentagon Space
- The training includes Core Java, J2EE, SQL, General Aptitude, Web Technology, Programming and Data Structure. (Expect this No other programs are included in this training module).

Following rules to be followed for placement activities:

- You should maintain 90% attendance.
- Should be ready to relocate to different cities for job (Bengaluru, Chennai, Delhi, etc.)
- Should be regular to mock interviews and should complete all the assignments.

This offer letter is valid from the joining date. If you join on any other date free training will not be valid.

Best wishes,

Mr. Suraj Vijay Shetty
Business and Campus Head

Name: **Bhavani B**

USN/ Reg Number: **1ck19ec014**

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

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+91 8951936356
+91 8147592988
www.pentagon.space.in
campusconnect@pentagon.space.in

CIN NO.: U74999KA2020PTC133021



Venkatesh Gk <gkvlshiv@gmail.com>

Fwd: LINK TO JOIN GROUP DISCUSSION_PENTAGON SPACE PVT LTD

1 message

Sreerama Reddy G M <sreeramareddy90@gmail.com>
To: Dr Venkatesh Cbit XSjcit From Klr <gkvlshiv@gmail.com>

Thu, May 4, 2023 at 2:36 PM

PROF PI inform to al concern

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

From: **Rachana J Shetty** <rachana@pentagon.space.in>
Date: Thu, May 4, 2023 at 1:25 PM
Subject: LINK TO JOIN GROUP DISCUSSION_PENTAGON SPACE PVT LTD
To: <cbitkolar@gmail.com>, <sreeramareddy90@gmail.com>, <principal@cbitkolar.edu.in>

Dear Student,

Congratulations!!!

For successfully completing the 1st round of interview.

Below is the link for you to take the **Group discussion Round**.

Timing: 1.45pm to 2.30pm

Link: <https://meet.google.com/mhah-qent-pee>

Chaithanya T A. CBIT	CBIT	cchaithanyata@gmail.com	8088366620
Charan N. CBIT	CBIT	charan792001@gmail.com	7996125035
Kaustubh Anur	CBIT	kaustubhanur25@gmail.com	0
Sandhya Shree B. CBIT	CBIT	sandhyashree6938@gmail.com	7349051592
Vinaya.S. CBIT	CBIT	vinayas@pentagon.space.in	9731906981
Chandana K Murthy. CBIT	CBIT	chandana.k.murthy@cbitkolar.edu.in	8618706885
Afiya Zainab. CBIT	CBIT	afiyazainab2001@gmail.com	7483673541
Pavan V. CBIT	CBIT	pavanreddy9380@gmail.com	9380450901
Rajkumar K R. CBIT	CBIT	kr358r17@gmail.com	9448380387
Yamuna Shree.S. CBIT	CBIT	yamunashreeyamunashree21@gmail.com	9353731948
Adarsh Nayak Nv. CBIT	CBIT	nvadarsh1902@gmail.com	7899334803
Madhan H B. CBIT	CBIT	madhanhgowda45@gmail.com	6363738785
Pooja Br. CBIT	CBIT	pujashashid06@gmail.com	9611556486
Bushra Aftab	CBIT	bushraaftab1011@gmail.com	0
Bhavani B. CBIT	CBIT	bhavani62679@gmail.com	9141062629

--
Thanks & Regards,

Rachana Shetty|

Manager - Campus Connect

Pentagon Space Pvt Ltd

9902570849

Registered Office: 8th cross, Govindaraju Nagara Ward, MC Layout, Vijayanagara, Bengaluru, Karnataka-560040

C Byregowda Institute of Technology, Kolar
Department of Training & Placement

The students of 8th semester Mechanical Engineering who attended Campus Drive [Written Test] on 17/03/2023 are hereby informed to attend Personal Interview on Saturday, 22nd April 2023, as per the time slot indicated at Nahar Engineering, Narasapura, Kolar Dist.

Sl. No.	USN	NAME	Mobile No.	Time Slot allocated
1	1CK19ME001	AJAY S	9148319393	Report at 9.00 am
2	1CK19ME005	CHETHAN M R	7090685351	
3	1CK19ME006	CHIDANAND MADARI	7625036560	
4	1CK19ME007	DHARSHAN	9108907041	
5	1CK19ME008	GIRISH.M	9845789724	
6	1CK19ME011	HR JASWANTH	8548040801	
7	1CK19ME013	KEERTHIRAJ.S	7338331856	
8	1CK19ME015	MANOJ N	8861140370	Report at 10.00 am
9	1CK19ME016	NAVEENA M	8861068569	
10	1CK19ME017	SV NAVEEN KUMAR	7483587100	
11	1CK19ME018	PAVAN KUMAR B R	9742197463	
12	1CK19ME020	PRAVEEN KUMAR K C	9353612193	
13	1CK19ME021	PUNITH KUMAR MV	9844971308	
14	1CK19ME023	RANJEETH M	8861104711	
15	1CK19ME024	SANTHOSHAN JV	9741901438	Report at 11.00 am
16	1CK19ME025	SHRINIVASA M I	7676012478	
17	1CK19ME028	VENKAT C H	9380999618	
18	1CK19ME032	YATHISH KUMAR AR	7760716817	
19	1CK20ME400	ANIL S. V	7483610906	
20	1CK20ME401	CHANDU K N	9880121231	Report at 12.00 noon
21	1CK20ME402	KARTHIK.V	8861021038	
22	1CK20ME404	KUMARSWAMY S D	6362592995	
23	1CK20ME405	PRASHANTH S	8749098451	
24	1CK20ME407	RAKESH K S	9535024874	
25	1CK20ME408	RAVI KUMAR S N	9380588075	
26	1CK20ME409	SAMEERULLA A	9148071971	

PI. Note: Any student who has attended the Written Test and his name is missing in the above list, can attend the Interview in the Last Slot from 12.00 noon onwards.

[Signature]
21/4/23
Dean Placement

To
Anantha Kumar M.R.
Marenahalli, Kolar
Karnataka -563126
Phone No: +919353682295

09.04.2023

Dear Anantha Kumar

LETTER OF APPOINTMENT

Welcome, we look forward to you joining us at **Klok Systems India Private Limited** and become a part of our exciting journey ahead of us in building a great company together.

Thanks



Manjula
HR Manager
Klok Systems India Private Limited

****Important:** The compensation information is confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. The company will treat any violation of this as a serious matter.

Klok Systems

Excellence Delivered

To

09-04-2023

Adarsha B R
C/o Rangareddy B.V.
Srinivasapura Taluk
Bayapalli,Thimmasandra(R)
Kolar,Karnataka -563135
Phone No:+918861508136

Dear Adarsha

LETTER OF APPOINTMENT

Welcome, we look forward to you joining us at **Klok Systems India Private Limited** and become a part of our exciting journey ahead of us in building a great company together.

Thanks



Manjula
HR Manager
Klok Systems India Private Limited

****Important:** The compensation information is confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. The company will treat any violation of this as a serious matter.

To

07-04-2023

Sandhya N.
C/o Nagaraja
Gadigenahalli Village
Kembaliganahalli, Bangalore Rural
Karnataka -562114
Phone No:+918088450682

Dear Sandhya

LETTER OF APPOINTMENT

Welcome, we look forward to you joining us at Klok Systems India Private Limited and become a part of our exciting journey ahead of us in building a great company together.

Thanks

Manjula
HR Manager
Klok Systems India Private Limited

****Important:** The compensation information is confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. The company will treat any violation of this as a serious matter.

1. Appointment

We are pleased to offer you a full-time role as **Engineer Trainee** with **Klok Systems India Private Limited** (hereinafter referred to as 'Klok Systems' or the 'Company' as the context may require).

2. Commencement Date

Your employment commences on **01-08-2023**. If you do not report on the mentioned date this letter of appointment will stand withdrawn.

3. Salary

Your total Cost To Company (CTC) is **INR 3,00,000 (Three Lakh)** per annum. The breakdown of your CTC, other allowances, perquisites and benefits is attached in Appendix A.

Salary is reviewed annually based on your performance, the external market relativity and affordability to the company. You will be on probationary period for 6 months and permanent employment will be confirmed after reviewing your performance.

4. Memorandum of Undertaking (MOU)

A MOU shall be signed between Employee (candidate offered for the said position in this document) and Company to serve for a minimum of 3 years from the date of commencement of employment. Please refer Appendix B for detailed MOU terms and conditions.

5. Annual Leaves

Your annual paid leave is 18 working days per calendar year. At the end of the year, all the unused leaves can be carried forwarded and these unused leaves will be paid [with the basic] at the time of retirement.

The Company encourages employees to avail the leaves and at the time of termination [excluding the retirement] of employment all the leaves will get lapse.

6. Termination of Employment

We hope your association with us will be a very long one. However, your employment with the company may be terminated:

a) Upon confirmation, by either party giving no less than three months written notice or salary in lieu of notice period. Once your resignation has been accepted by the Company, you cannot withdraw your resignation without the expressed consent of the Company. In the event of you having any incomplete assignment, the company will have the discretion to relieve you only at the end of three months' notice period.

Initial 6 months to be on probation period. During this period, company reserves the right to terminate the employment, if performance is not satisfactory. As such, during this probation period, if the employee decides to resign, a notice period of 3 months is applicable.

- b) Upon retirement, when you reach the retirement age of 60 years. [For age proof, the Company considers only the Date of Birth (DoB) as mentioned, in the SSLC/School Leaving Certificate. The DoB once furnished and admitted shall be final and no change will be entertained.
- c) If you at any time, as a result of ill-health, accident or any physical or mental disability, are prevented from performing your duties after considering a reasonable period. In the event of such ill-health, accident or any physical or mental disability, you are required to inform the Company and provide such details as may be required.
- d) If you remain absent without leave or overstay without obtaining leave after the expiry of leave ordinarily granted or subsequently extended, you will be deemed to have abandoned your employment on your own accord and your employment will automatically come to an end.
- e) Failure in background verification will be terminated immediately.

The Company may, at its discretion, give you salary in lieu of notice or arrange for you to go on paid leave ("Garden Leave") and not participate in the Company operation for some or all of the written notice period. During such Garden leave, the Company may require you to have no contact with all or any of the Company's agents, employees, customers, clients, distributors and suppliers.

Any unutilized leave you may be eligible for may not be used to reduce the period of notice you are required to serve unless otherwise agreed by the Company.

Notwithstanding the above, the Company, will be entitled, without notice, to terminate your employment if you are found guilty of any gross misconduct, breaches of the Company's ethics and any of the terms of this contract, including but not limited to any serious or repeated breach of the terms of your employment or insubordination, dishonest, or any other act which is deemed prejudicial to the interests of the Company in the reasonable opinion of the Directors of the Company or which may injure the reputation of the Company.

The last day of employment will be known as the "Termination Date" for the purpose of this Letter.

Upon termination of employment, for any reason, you are required to promptly return all Company properties – which include but not limited to all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the Company or any of its associated or branches or their clients. And will not retain any copies or extracts there from.

7. Contextual Verification

Before you commence employment, please review the information that follows, as it outlines important details of your offer of employment; subject you fulfilling the following conditions:

- a) Copy of a valid PAN / Aadhaar Number /Passport Number
- b) Copies of your education certificates, university transcripts and professional certificates / Affiliations, if applicable.
- c) Copy of the resignation acceptance letter from your last employer.
- d) Copy of your latest pay-slip.
- e) Possession of a valid right to work document in India.
- f) Successfully complete with satisfactory results:
 - a pre-employment background screening
 - 2 professional reference checks
 - A pre-employment medical health screening

8. Confidentiality

You will keep confidential all information of the Company and its related corporations which is confidential, proprietary, or private in nature ("Confidential Information"), and which you may obtain and derive directly or indirectly whether by reason of your employment with the Company or otherwise. The said Confidential Information may include or can relate to, (though is not confined to): intellectual property, business and marketing plans, financial data, clients and employees lists, products and product development, dealings, transactions and information concerning the Company's business or clients.

You will not divulge to any person or entity whatsoever any Confidential Information which comes to your knowledge during your employment except where:

- a) expressly authorized by the Company;
- b) the Confidential Information is in the public domain other than through your act or default; or
- c) you are obliged by law to disclose such Confidential Information.

We expect all employees to keep Confidential Information carefully guarded from any form of improper use and you will at no time wither while you are in the employment of the Company or after the cessation of such employment, disclose any Confidential Information to any person, firm ort Corporation, or use of the Confidential Information in any way other than for the benefit of the Company and with it full knowledge and consent.

This clause will survive any termination of your employment with the Company.

9. Loyalty and Exclusivity

During your period of employment with the Company, you will in all matters act diligently, honestly and faithfully to the Company and in the Company's best interests and in like manner perform all duties assigned to you and devote your time and attention to the discharge of such duties, and you will not in any way whatsoever cause or permit any damage to the Company's interests. You will not engage in any business activity contrary to the interests of the Company and must seek the prior written permission of the Company before engaging in any business activities outside the Company, including without prejudice to the generality of the foregoing, any activity which:

- a) might involve you in the use or disclosure of information confidential or proprietary to the Company, or to any third part to which the Company owes a duty of confidence, or
- b) might result in the making of inventions or the creation of technical information in areas for which you are employed by the Company, or
- c) involves organization with whom you may have dealings with on behalf of the Company, or
- d) might otherwise detract from your performance of your duties for the Company.

10. Warranties

You confirm and warrant that:

- a) you have carefully read and fully understand all the provisions of this Letter.
- b) you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even if you are subject to a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or, to the best of your knowledge, threatened against you.
- c) you have not been the subject of any adverse court judgment which threatens your solvency or substantially compromises your financial security.
- d) you have all the necessary licenses, permission, consents, approvals, qualifications and memberships required to perform the duties under this Letter.
- e) You have never been suspended, censured or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority.

This employment is on the basis that the information submitted by you is complete and correct. You agree and acknowledge that if it is found that the information submitted is false or incomplete or that you have concealed certain material information which detrimentally impacts the employment with the Company, the Company may terminate your employment without providing any notice or pay in lieu thereof.

11.Law

Your conduct at all times should reflect observance of the National and local laws and the rules and regulations of the Company as from time to time in effect. If you are found involved in any criminal controversy or convicted of an offence involving moral turpitude which would bring dis-repute to the company, you are liable for appropriate disciplinary action by the management including termination from the service of the company.



In all matters not covered above, the statutory regulations/ provisions applicable or the laws of the Company applicable to your position, which may be framed from time to time, will govern you.

It is expressly agreed that the terms and condition contained in this Letter and the Appendices, constitute the entire employment contract between you and the Company. It supersedes any previous oral and written agreements, understandings and communication between us except where this Letter and the Appendices preserve them.

Please sign and return the duplicate copy of this Letter and Appendices, to the undersigned within 3 days from the date of this Letter to signify your acceptance of the terms and condition of employment.

We look forward to a mutually beneficial association with you.

Thanking you,

Manjula
HR Manager
Klok Systems India Private Limited

ENDORSEMENT

I hereby confirm acceptance of the above appointment, on the terms and conditions stipulated therein.

Place:

Signature of the Candidate:

APPENDIX A – RENUMURATION SUMMARY

RENUMURATION SUMMARY		
Components	Per Month (INR)	Per Year (INR)
Fixed Component		
Basic	8600	103200
House Rent Allowance	4300	51600
Conveyance Allowance	1600	19200
Flexi Allowance	4786	57436
Subtotal A (Base Salary)	19286	231436
Retirals – Company Contribution		
Provident Fund	1800	21600
Gratuity	414	4964
Subtotal B (Retirals)	2214	26564
(A+B)	21500	258000
Variable Pay - C		42000
COST TO COMPANY (A+B+C)		300000

Variable Pay:

This will be paid based on the performance of the individual and company.

- Mid-Year Review : A maximum of 50% (6 months from the date of joining)
- Annual Review : A maximum of 50%

Flexi Allowance:

Flexi Allowance can be changed as per your tax planning. Flexi Allowance amount has Multiple options like Medical, Leave Travel Allowance, Food Coupons, Internet and Mobile Post-paid Bills.

Please Note: The below expenses will be deducted from Flexi Allowance:

- Mediclaim Insurance for Employee and his/her dependents [Spouse and upto 2 children's].
- Provident Fund contribution - Employee share of INR 1800/- per month.



A Laxmi GROUP COMPANY

Nahars Engineering India Pvt. Ltd.

Unit II - Srvy # 57 & 56/4, Blr-Tirupathi Hwy,
Narsapura - village, District - Kolar, Bengaluru 563133 - KA (India)
+91 97663 99667 | CIN No. U34300MH1998PT205651
admin@laxmigroup.net.in | www.laxmigroup.net.in

REF:NEIPL-UIII/HR&A/LOI-GET/RSN/052023

May 31, 2023

Mr. Ravi Kumar S N
S/o Mr.Narayanappa
Siddanahalli -Village
Sulikunte -Post
Bangarapet -Taluk & Kolar-District
KARNATAKA - 563 120

ravi6708453@gmail.com

SUB: OFFER FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Mr. Ravi Kumar

Greeting.

This has reference to the process of selection you have undergone with us. We are pleased to inform you, that you are being offered the position of Graduate Engineer Trainee (GET) in our organisation as per the terms and conditions conveyed to you during selection process.

You are required to join us on or before June 07, 2023. You are required to bring the documents mentioned in the Annexure – A. A LOI in detail will be sent shortly to your e-mail id.

Looking forward to be part of Laxmi Group and have a long memorable and fruitful association.

With best wishes.

Your truly

for **NAHARS ENGINEERING INDIA PVT. LTD.**

Ramgopal K S
31/05/2023
RAMGOPAL K S
H R Business Partner
Corporate HR & A
+91 8884439512
ramgopalks@laxmigroup.net.in



REF:NEIPL-UII/HR&A/LOI-GET/PS/052023

May 31, 2023

Mr. Prashanth S
S/o Mr. Sriramachari
Sorakayalahalli - Village
Masthi - Hobali
Malur - Taluk
Kolar - District
KARNATAKA - 563 139

prash4349@gmail.com

SUB: OFFER FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Mr. Prashanth

Greeting.

This has reference to the process of selection you have undergone with us. We are pleased to inform you, that you are being offered the position of Graduate Engineer Trainee (GET) in our organisation as per the terms and conditions conveyed to you during selection process.

You are required to join us on or before June 07, 2023. You are required to bring the documents mentioned in the Annexure – A. A LOI in detail will be sent shortly to your e-mail id.

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With best wishes.

Your truly

for **NAHARS ENGINEERING INDIA PVT. LTD.**


RAMGOPAL K S

H R Business Partner

Corporate HR & A

+91 8884439512

ramgopalks@laxmigroup.net.in



REF:NEIPL-UII/HR&A/LOI-GET/SA/052023

May 31, 2023

Mr. Sameerulla A
S/o Mr. Ameer Jan
67
Doddavalagamadhi - Vill. & Post
Bangarapet - Taluk
Kolar - District
KARNATAKA - 563 120

sameerulla0204@gmail.com

SUB: OFFER FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Mr. Sameerulla

Greeting.

This has reference to the process of selection you have undergone with us. We are pleased to inform you, that you are being offered the position of Graduate Engineer Trainee (GET) in our organisation as per the terms and conditions conveyed to you during selection process.

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With best wishes.

Your truly

for **NAHARS ENGINEERING INDIA PVT. LTD.**



RAMGOPAL K S
H R Business Partner
Corporate HR & A
+91 8884439512
ramgopalks@laxmigroup.net.in



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Narsapura - village, District - Kolar, Bengaluru 563133 - KA (India)
+91 97663 99667 | CIN No. U34300MH1998PT205651
admin@laxmigroup.net.in | www.laxmigroup.net.in

REF:NEIPL-UII/HR&A/LOI-GET/CMR/052023

May 31, 2023

Mr. Chetan M R
S/o Mr.Rajanna M
Muthugadahalli -Village
Shivarapatna -Post
Malur -Taluk & Kolar-District
KARNATAKA - 563101

chethanmr139@gmail.com

SUB: OFFER FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Mr. Chethan

Greeting.

This has reference to the process of selection you have undergone with us. We are pleased to inform you, that you are being offered the position of Graduate Engineer Trainee (GET) in our organisation as per the terms and conditions conveyed to you during selection process.

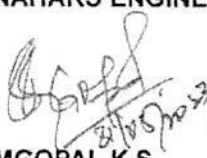
You are required to join us on or before June 07, 2023. You are required to bring the documents mentioned in the Annexure – A. A LOI in detail will be sent shortly to your e-mail id.

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With best wishes.

Your truly

for **NAHARS ENGINEERING INDIA PVT. LTD.**

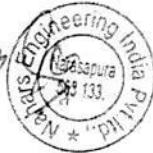

RAMGOPAL K S

H R Business Partner

Corporate HR & A

+91 8884439512

ramgopalks@laxmigroup.net.in



REF:NEIPL-UII/HR&A/LOI-GET/CMR/052023

May 31, 2023

Mr. Venkat C H
S/o Mr.Hanumappa C V
Cheekur - Village
Byerkur - Post
Mulbagal - Taluk
Kolar - District
KARNATAKA - 563 131

vnkvntvenkat@gmail.com

SUB: OFFER FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Mr. Venkat

Greeting.

This has reference to the process of selection you have undergone with us. We are pleased to inform you, that you are being offered the position of Graduate Engineer Trainee (GET) in our organisation as per the terms and conditions conveyed to you during selection process.

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With best wishes.

Your truly

for **NAHARS ENGINEERING INDIA PVT. LTD.**



RAMGOPAL K S
H R Business Partner
Corporate HR & A
+91 8884439512
ramgopalks@laxmigroup.net.in



A **Laxmi** GROUP COMPANY

Nahars Engineering India Pvt. Ltd.

Unit II - Srvy # 57 & 56/4, Blr-Tirupathi Hwy,
Narsapura - village, District - Kolar, Bengaluru 563133 - KA (India)
+91 97663 99667 | CIN No. U34300MH1998PT205651
admin@laxmigroup.net.in | www.laxmigroup.net.in

REF:NEIPL-UIII/HR&A/LOI-GET/RBL/052023

May 31, 2023

Mr. Pavan Kumar B R
S/o Mr. Ramesh B L
Bevahalli - Village
Padmagatta - Post
Mulbagal - Taluk
Kolar - District
KARNATAKA - 563 131

pavankumarmbl007@gmail.com

SUB: OFFER FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Mr. Pavan

Greeting.

This has reference to the process of selection you have undergone with us. We are pleased to inform you, that you are being offered the position of Graduate Engineer Trainee (GET) in our organisation as per the terms and conditions conveyed to you during selection process.

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With best wishes.

Your truly

for **NAHARS ENGINEERING INDIA PVT. LTD.**

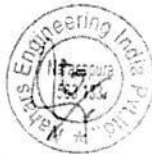
RAMGOPAL K S

H R Business Partner

Corporate HR & A

+91 8884439512

ramgopalks@laxmigroup.net.in





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admin@laxmigroup.net.in | www.laxmigroup.net.in

REF:NEIPL-UII/HR&A/LOI-GET/JHR/052023

May 31, 2023

Mr. Jaswanth H R
S/o Mr.Ramaswamy Reddy
C.Hosahalli -Village
Byerkur - Post
Mulbagal - Taluk
Kolar - District
KARNATAKA - 563 131

ikarthikchinnu@gmail.com

SUB: OFFER FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Mr. Jaswanth

Greeting.

This has reference to the process of selection you have undergone with us. We are pleased to inform you, that you are being offered the position of Graduate Engineer Trainee (GET) in our organisation as per the terms and conditions conveyed to you during selection process.

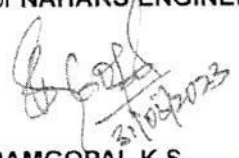
You are required to join us on or before June 07, 2023. You are required to bring the documents mentioned in the Annexure – A. A LOI in detail will be sent shortly to your e-mail id.

Looking forward to be part of Laxmi Group and have a long memorable and fruitful association.

With best wishes.

Your truly

for **NAHARS ENGINEERING INDIA PVT. LTD.**


RAMGOPAL K S

H R Business Partner

Corporate HR & A

+91 8884439512

ramgopalks@laxmigroup.net.in





C. BYREGOWDA INSTITUTE OF TECHNOLOGY

(Approved by AICTE, New Delhi, Recognized by Govt. of Karnataka & Affiliated to VTU, Belagavi)

(An ISO 9001: 2015 Certified Institution)

Kolar - Srinivasapur Road,
KOLAR - 563 101, Karnataka.

REF: CBIT/2022-23/AI&ML/Internship/001

Dated: 12.10.2022

To,
HR-EDC,
ITI Limited,
Dooravaninagar,
BANGALORE - 560016

Sub: "Request for Internship – Reg"

Respected sir,

We take pleasure in introducing C Byregowda Institute of Technology established in 2009. It is approved by All India Council for Technical Education, New Delhi and affiliated to Visvesvaraya Technological University, Belagavi.

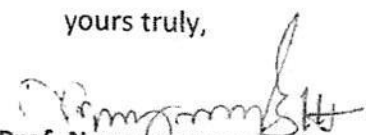
We request your good self to kindly provide practical training to the students of Artificial Intelligence and Machine Learning department of this college.

Sl.No	Name of the Student	USN
01.	Dhanushree N	1CK21AI008
02.	Monika N	1CK21AI022
03.	Noor Fathima S	1CK21AI026
04.	Noor Javeriya	1CK21AI027
05.	Pavithra Gowda N	1CK21AI028

Also kindly extend all possible help them to undergo the training. After the completion of training, we would request you to issue a certificate regarding the performance and conduct of the students during the training. The students will be abiding to the rules and regulations of the organization.

Thanking you,

yours truly,


Prof. Narayanaswamy H
HOD, Dept. of AI&ML 12.10.22

PRINCIPAL
Principal

C. Byre Gowda Institute of Technology
KOLAR - 563 101

From,
AIMK Students,
2nd sem, 1st year,
CBIT College,
Kolar 563101.

Date :- 12/10/2022
Place :- Kolar.

To,
The principle,
CBIT College,
Kolar 563101.

Respected Sir,

Subject :- [Requesting to give permission to do
internship in ITI limited, K.R puram, Bangalore].

Dear Respected principle, we AIMK students,
studying in C Byregowda Institute of Technology by ta-
king an engineering course of AIMK, from the abo-
ve subject we are requesting to provide permission to
do internship in ITI limited in KR puram, there we
are decided to learn about basics of projects, mini
sual world projects and major company projects. we have
also payed Rs 5000/- for PG per head. and we
have payed Rs 1800/- per head for internship in ITI limited
hble Request you to give us permission.
principle Sign:- Thanking you

your faithful
Students

From
Dhanushree N
1st year II Sem
CBIT Kolar

To,
The principal
CBIT college
Kolar

Respected Sir,

Subject:- requesting to accept permission
from my parents.

As my self Dhanushree N studying in 'C'
Byragouda institute of technology by
taking the course of engineering in artificial
intelligence and machine learning [AIML]
my parents are ready to send me bangalore
ITI limited to do internship there, by
paying PG fees 5000/- RS. I request you to
accept my parents permission about my
internship and I request you to provide
me permission for internship.
Thank you.

✓
Parents sign:-
Anand

yours faithfully
Dhanushree N

From,
Noor Javeriya,
1st year 2nd sem,
CBIT, Kolar.

Date :- 12/10/22
place :- Kolar.

To,
The principle,
CBIT college,
Kolar.

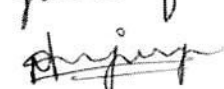
Respected sir,

Subject :- [Requesting to accept permission from my
parents]

As, myself Noor Javeriya studying in C. Byr
-gowda Institute of Technology by taking the course of
Engineering in artificial Intelligence and machine learning
[AIML]. my parents are ready to send me banglor
ITI limited to do Internship there. by paying PG fees
5000/- Rs. I request you to accept my parents perm
-ission about my Internship and you I request you
to provide me permission for Internship.

Thanking you


Parents Sign:-
Rehana Sultan
9620565853
8123970443

Your's faithfully.


Date: 12/10/22

from,

Noor fathima.S

Ist year

2nd sem AIML

Kolar

To,

The principle

CBIT Kolar

Respected Sir,

Subject: Requesting to accept permission from my parents.

As above subject, I am Noor fathima.S Studying in CBIT college by taking the course of AIML Engineering. my parents are ready to send me to Bangalore ITI limited company to do Internship

Thank you

yours faithfully
fathima.S

Parents Sign:

Yasmeen Sultan

Li

✓

From,

Date: 18/10/22

Pavithra.N

1st year 2nd sem.

CBIT Kolar

TO,

The principle,

CBIT Kolar

Respected Sir,

Subject : Requesting to accept permission
from my parents.

As, myself Pavithra.N. studying in C. Byregowda Institute of technology by taking the course of Engineering in artificial intelligence and machine learning [AIML]. My parents are ready to send me banglore ITI limited to do internship there by paying PG fees. 5000/- Rs. I Request you to accept my parents permission about my Internship and I request you to provide me permission for Internship

Parents sign:

Manju



Thank you

Your faithful
student.

Pavithra.N.

From,
MONIKA, IV,
1st year 2nd sem,
CBIT Kolar.

Date: 13/10/20

To,
The Principle,
CBIT Kolar.

Respected Sir,

Sub: "Requesting to accept permission from my parents".

As above mentioned subject, I am Monika, IV. studying in I. Basegowda Institute of Technology by taking the course of Engineering in AIML. My parents are ready to send me to Bangalore ITI limited to do Internship there by paying Ph fees 5000/- Rs. I request you to accept my parents permission about my Internship and I request you to provide me permission for Internship.

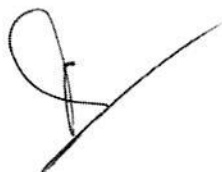
Parents signature:

Nagaraj, T

Thank You

Yours faithful
Student

Monika, IV



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S T

UST/84955407/21402719
02/11/2023

Deepika R
Bangalore

Sub: Letter of Offer

Dear Deepika,

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 "Tester I - Semiconductor Product Validation", T1.

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.300,000.00/- (Rupees Three Lakh) per annum, Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 06/11/2023. 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 06/11/2023. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

U .
S T

automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 06/11/2023. 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
Director HR

Deepika, R

Execution by the Employee:

I, Deepika R, 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

To

02-09-2023


Sandhya N.
C/o Nagaraja
Gadigenahalli Village
Kembaliganahalli, Bangalore Rural
Karnataka -562114
Phone No:+918088450682

Dear Sandhya

LETTER OF APPOINTMENT

Welcome, we look forward to you joining us at **Klok Systems India Private Limited** and become a part of our exciting journey ahead of us in building a great company together.

Thanks



Manjula
HR Manager
Klok Systems India Private Limited

****Important:** The compensation information is confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. The company will treat any violation of this as a serious matter.

To

02-09-2023

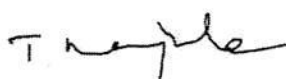
Sindhu J.S.
D/o K.Srinivas
Janapanahalli (Village)
Holur, Kolar
Karnataka -563126
Phone No:+919606520257

Dear Sindhu

LETTER OF APPOINTMENT

Welcome, we look forward to you joining us at **Klok Systems India Private Limited** and become a part of our exciting journey ahead of us in building a great company together.

Thanks



Manjula
HR Manager
Klok Systems India Private Limited

****Important:** The compensation information is confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. The company will treat any violation of this as a serious matter.

To
Anantha Kumar M.R.
Marenahalli, Kolar
Karnataka -563126
Phone No:+919353682295

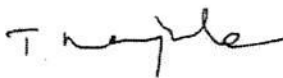
02.09.2023

Dear Anantha Kumar

LETTER OF APPOINTMENT

Welcome, we look forward to you joining us at **Klok Systems India Private Limited** and become a part of our exciting journey ahead of us in building a great company together.

Thanks



Manjula
HR Manager
Klok Systems India Private Limited

****Important:** The compensation information is confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. The company will treat any violation of this as a serious matter.

RE: QSpiders 2024 Batch!!! Free Incubation-placement integrated Boot camp program Final Selection List

1 message

shreedeepa.s <shreedeepa.s@qspiders.in>

To: devikarani.l@qspiders.com, gkvshiv@gmail.com
 Cc: naniachariatchala26jan2018@gmail.com, tharunr2025@gmail.com, tcdivyashree@gmail.com, shravanirgowda54@gmail.com, dhanushreenaidu1514@gmail.com, jayasreekokku@gmail.com, srilekhajh77@gmail.com, vishnuvshamsa@gmail.com, udbhavinarayanswamy@gmail.com, likithram0820@gmail.com, sheiksf10@gmail.com, samreent326@gmail.com, hvmeghana372@gmail.com

Hello Sir/Mam

Good Afternoon

Greetings from QSpiders

As your students are selected for our Free Internship placement integrated boot camp program their Date of Joining/Reporting is scheduled on 6th June 2024

1 week prior to the above given dates we will call you & selected students to allot/decide the nearest Q/JSpiders

so we request students to be prepared on the dates & 1/2 days prior reporting students will also have official Online Onboarding by our CEO/founder for which

Any Query please call - 7349196677/ 8867795448

From: devikarani.l@qspiders.com [mailto:devikarani.l@qspiders.com]

Sent: Friday, 29 March, 2024 05:07 PM

To: gkvshiv@gmail.com

Cc: naniachariatchala26jan2018@gmail.com; tharunr2025@gmail.com; tcdivyashree@gmail.com; shravanirgowda54@gmail.com; dhanushreenaidu1514@gmail.com; jayasreekokku@gmail.com; deekshagowda2113@gmail.com; vidyas200338@gmail.com; srilekhajh77@gmail.com; vishnuvshamsa@gmail.com; udbhavinarayanswamy@gmail.com; shravanirgowda54@gmail.com; hvmeghana372@gmail.com; mmusaib152@gmail.com; 'Shreedeepa' <shreedeepa.s@qspiders.in>; mary.j@qspiders.com

Subject: RE: QSpiders 2024 Batch!!! Free Incubation-placement integrated Boot camp program Final Selection List

[Caution: This message came from an external domain. Please report if there are any suspicious attachment, links or requests for sensitive information.]

Hello Sir/Ma'am

Please find below Updated 2024 Incubation Selected Students

Full Name	Mobile	Emails	Degree Type	Degree Stream	10th Marks
M VINOD KUMAR	8867546627	naniachariatchala26jan2018@gmail.com	bachelor of engineering	computer engineering	82.2
Tharun R	9019196685	tharunr2025@gmail.com	bachelor of engineering	electronics and communication engineering	82.8
Divya Shree T C	7204223895	tcdivyashree@gmail.com	bachelor of engineering	computer science	92.7
Shravani R	9008772857	shravanirgowda54@gmail.com	bachelor of engineering	computer science	84
Dhanushree V	7795233539	dhanushreenaidu1514@gmail.com	bachelor of engineering	electronics and communication engineering	82
Kokku Jayasree	9902126109	jayasreekokku@gmail.com	bachelor of engineering	computer engineering	9.7
Lakshmi Singh S	9008550877	lakshmisingshs2003@gmail.com	bachelor of engineering	computer engineering	81
Devaki N	9108545314	nagarajdevaki2@gmail.com	bachelor of engineering	computer science	94
Deeksha CN	9591178726	deekshagowda2113@gmail.com	bachelor of engineering	computer engineering	91
Vidya S	7338080422	vidyas200338@gmail.com	bachelor of engineering	computer science	89.9
SRILEKHA J H	7795740488	srilekhajh77@gmail.com	bachelor of engineering	computer science	75.9
Vishnu V S	7349511958	vishnuvshamsa@gmail.com	bachelor of engineering	computer science	89.6
Udbhavi K N	9113275580	udbhavinarayanswamy@gmail.com	bachelor of engineering	computer science	89.6
Shravani R	9008772857	shravanirgowda54@gmail.com	bachelor of engineering	computer science	84
Likith. T. N	9844585865	likithram0820@gmail.com	bachelor of engineering	computer science	75
Sheik Bilal	9611553323	sheiksf10@gmail.com	bachelor of engineering	computer engineering	49
Samreen taj	7899793649	samreent326@gmail.com	bachelor of engineering	mechanical engineering	87.36
Meghana hv	8792522659	hvmeghana372@gmail.com	bachelor of technology	computer science	88.32

Mohammed Musaab S	6383210050	mmusaib152@gmail.com	bachelor of engineering	computer engineering	70
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Thanks & Regards,

L Devika Rani Shelke
Business Manager

QSpiders Campus Connect

E-Mail:- devikarani.l@qspiders.com

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad |AP|Pune | Mumbai | Kolkatta |Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

From: devikarani.l@qspiders.com <devikarani.l@qspiders.com>

Sent: 28 March 2024 19:09

gkvlshiv@gmail.com

naniachariatchala26jan2018@gmail.com; sheiksf10@gmail.com; lakshmisinghs2003@gmail.com; likithram0820@gmail.com; vishnuvshamsa@gmail.com; dhanushree srilekhajh77@gmail.com; vidyas200338@gmail.com; nagarajdevaki2@gmail.com; jayasreekokku@gmail.com; 'Shreedeepea' <shreedeepea.s@qspiders.in>; mary.j@qspider

Subject: QSpiders 2024 Batch!!! Free Incubation-placement integrated Boot camp program Final Selection List

Hello Sir/Mam,

Good Evening,

We are happy to announce the Final Selects for Free Incubation placement integrated Boot camp program of 2024 passing Batch from your college.

We heartily congratulate students for getting offered & we officially welcome all the selected students to Q/J/PYSpiders.

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & also please revert us with the date of joining along with



Qspiders Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd

INCUBATION OFFER LETTER

Dated:

Dear Sir/Mam,

We are happy to inform you that Below 2024 passing batch Students from c. byregowda institute of technology(CBIT) of been Selected in our Incubation Screening Drive.

Full Name	Mobile	Emails	Degree Type	Degree Stream	10th Percentage/CGPA
M VINOD KUMAR	8867546627	naniachariatchala26jan2018@gmail.com	bachelor of engineering	computer engineering	82.2
Sheik Bilal	9611553323	sheiksf10@gmail.com	bachelor of engineering	computer engineering	49
Lakshmi Singh S	9008550877	lakshmisinghs2003@gmail.com	bachelor of engineering	computer engineering	81
Likith. T. N	9844585865	likithram0820@gmail.com	bachelor of engineering	computer science	75
Vishnu V S	7349511958	vishnuvshamsa@gmail.com	bachelor of engineering	computer science	89.6
Dhanushree V	7795233539	dhanushreenaidu1514@gmail.com	bachelor of engineering	electronics and communication engineering	82
Deeksha CN	9591178726	deekshagowda2113@gmail.com	bachelor of engineering	computer engineering	91

Divya Shree T C	7204223895	tcdivyashree@gmail.com	bachelor of engineering	computer science	92.7
Tharun R	9019196685	tharunr2025@gmail.com	bachelor of engineering	electronics and communication engineering	82.8
SRILEKHA J H	7795740488	srilekhajh77@gmail.com	bachelor of engineering	computer science	75.9
Vidya S	7338080422	vidyas200338@gmail.com	bachelor of engineering	computer science	89.9
Devaki N	9108545314	nagarajdevaki2@gmail.com	bachelor of engineering	computer science	94
Kokku Jayasree	9902126109	jayasreekokku@gmail.com	bachelor of engineering	computer engineering	9.7

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 **Software Testing/Software Development/Python & General Aptitude.**
- On successful completion of their training they will be awarded with course completion Certificate
- 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 of reporting with all semester marks cards, 10th 12th/PUC & Degree[Till Now], 1 Govt ID proof & 2 passport size photo.

This letter is valid only on respective date of joining only, which will be communicated once we discuss with your placement officer & we would also send you the joining & location confirmation mail. If you join on any other date, free trainin

Thank & Regards

QSpiders Campus Connect Team.

For Selected students anything in further information or Query contact only on below numbers according to college

State/Location - Karnataka - 8867795448/7349196677/9663035838

[Note- This mail is a final confirmation of your selection, No Commercials involved & students while reporting can take a print/show the mail confirmation to the respective concerns @ QSPYSpiders]



Thanks & Regards,

E Devika Rani Shelke
Business Manager

QSpiders Campus Connect

E-Mail- devikarani.l@qspiders.com

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad |AP|Pune | Mumbai | Kolkatta |Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

4 attachments



image002.png
11K



image003.png
3K

image005.png
1K



image001.jpg
3K

CBIT students trained & placed through VLSIGURU

2 messages

VLSIGuru Institute <contact@vlsiguru.com>
To: Venkatesh Gk <gkvlshiv@gmail.com>

Tue, Sep 5, 2023 at 3:54 PM

Hi Sir,

Below are the details that you had asked for.

- Students from your college who have been placed after receiving training from VLSIGURU:

1. Vijay Kumar - placed in **onsemi**
2. Sai Charan - placed in **Capgemini**
3. Lokesh Kumar - placed in **Capgemini**
4. Rajesh - placed in **Capgemini**
5. Gowthami - placed in **Capgemini**

- Students from your college currently undergoing training with us:

1. Asha MA
2. Sai Krishna Singh R
3. RAJKUMAR K R
4. Hema Swetha S
5. Adarsh nayak nv
6. Yamuna Shree.S
7. ANUSHA HN
8. Gayithri K
9. Vinay.HS
10. POOJITHA S
11. Fiza Imaan
12. Divyashree M K
13. Bhavani B
14. Monisha K

Thanks and Regards,
Harsha.Y
VLSIGuru
+91-7022172803

Venkatesh Gk <gkvlshiv@gmail.com>
To: VLSIGuru Institute <contact@vlsiguru.com>

Tue, Sep 5, 2023 at 4:46 PM

Thanks
[Quoted text hidden]

DUXCON'S CAMPUS DRIVE DAY PLANNER

1 message

susmita.r@duxcon.in <susmita.r@duxcon.in>
To: Duxcon Relation <relation@duxcon.in>
Cc: roy@duxcon.in

Wed, Oct 4, 2023 at 5:30 PM

Dear Sir,

According to our campus recruitment initiative, we plan to conduct an assessment (YR. 2024 BATCHES, INCASE THERE ARE 2023 PASSOUTS WE WILL INCLUDE THEM ALSO) before selecting candidates for our P3 program.

Students needs to submit the form in the given link below, (F0 level)

<https://forms.gle/ZAdmAXPKsWMW6PPF9>

We will have a team of about six individuals, including senior management. We might require assistance from your team as well. The entire drive is expected to take around seven hours to complete.

We need an attendance of full house for

Pre-session at 10 am sharp.: Our Chief Mentor Roy will provide an interactive session to students which will focus on

1. The areas of the knowledge development require for the fresher man to merge the gap with industry.
2. Areas of the competency for IT business process & technical.
3. Assessments, Scholarship & placement process.
4. Our job assured program for the fresher / Q & A

Post Pre-Session: Duxcon will announce the candidates who are shortlisted and eligible to participate in a one-hour written test. This test will cover technical, general, aptitude, and basic engineering topics. (F1 level)

Lunch Break (1.15 pm to 2.15 pm)

Post Lunch Break Duxcon will identify Eligible candidates for General/Group Discussion (F2 Level)

Post F2 Duxcon will take F2F interview for final candidates (F3 Level)

WE will have a quick chat with your TPO/Head and we will depart

The final selection will be declared within 7 Days

****PLEASE REVERT US THE DATE FOR YOUR COLLEGE BY NEXT COUPLE OF DAYS, SINCE WE HAVE TO COMPLETE ALMOST 12-14 BANGALORE COLLEGES IN 16 DAYS AND HELP US ON "ZERO OVERLAP"**

Regards

Susmita R

Head of Corporate Relation

Duxcon

9035149624

Rethinking College Placements for Student Success - Cognavi

1 message

Pruthvi raj <pruthviraj@cognavi.com>
To: Venkatesh Gk <gkvshiv@gmail.com>
Cc: "placement@cbitkolar.edu.in" <placement@cbitkolar.edu.in>

Fri, Oct 6, 2023 at 9:10 AM

Dear G K Venkatesh,

I trust this message finds you well. My name is Pruthviraj, and I represent Cognavi, an innovative solution that can truly transform the way CBIT approaches student employability.

The Student Portal: Empowering CBIT Students

Our focus at Cognavi is on empowering students to thrive in a dynamic and competitive job market. We understand that CBIT shares this commitment to providing students with the best opportunities for success.

Benefits for Students:

Our Student Portal offers students a wealth of benefits that can significantly enhance their employability:

- **Access to a Wide Range of Job Opportunities:** Students gain access to a diverse array of job opportunities, increasing their chances of finding the perfect match.
- **Personalized Job Recommendations:** Our AI-driven system offers tailored job recommendations based on each student's unique skills and career aspirations.
- **Professional Resume Building:** We provide tools and guidance to help students create impressive resumes that stand out to potential employers.
- **Career Resources:** Students can access a wealth of career resources, including interview tips, skill development courses, and industry insights.
- **Networking Opportunities:** Our platform facilitates networking within CBIT and with industry professionals, helping students expand their professional circles.

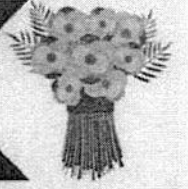
Benefits for CBIT:

Cognavi's Student Portal is designed to benefit not only students but also the university itself:

- **Customized Career Insights:** Gain insights into the skills and career trends that matter most to your students and the job market. This data allows CBIT to align its curriculum and career services effectively.
- **Holistic Student Profiles:** Move beyond traditional academic assessments by building holistic student profiles that encompass strengths, aspirations, and areas for development.
- **Analytics for Continuous Improvement:** Leverage data-driven insights to make informed decisions and enhance employability initiatives continually.

Skillforge placements drive 2 : 07/02/2024

Congratulations



Spandana N

Brunda R

Kundan Singh

Neelambika Govindapurmath

Yashwanth

Nagesh V

Janavi S

Sanjana BM

Dhanush K P

Firoz P

Sanjana MS

Gagan N

Srishty

OVIYA A

Arati Ashok Bugadikatti

Pooja Kabadige


Annapurna Benner

Abdul khalique

Omkar M Patil

Sneha v

***Above 20 students successfully
placed through TNSIF placements
at***

 **SkillForge**

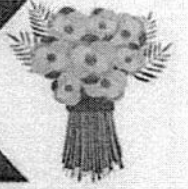
As

Inside Sales Specialist

Salary. - 4.3 LPA

Skillforge placements drive 2 : 07/02/2024

Congratulations



Spandana N

Brunda R

Kundan Singh

Neelambika Govindapurmath

Yashwanth

Nagesh V

Janavi S

Sanjana BM

Dhanush K P

Firoz P

Sanjana MS

Gagan N

Srishty

OVIYA A

Arati Ashok Bugadikatti

Pooja Kabadige

Annapurna Benner

Abdul khalique

Omkar M Patil

Sneha v

***Above 20 students successfully
placed through TNSIF placements
at***



SkillForge

As

Inside Sales Specialist

Salary. - 4.3 LPA



LEADERS IN TECHNOLOGY TRAINING

SOFTWARE TRAINING | OUT SOURCING | SOLUTION

ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

web technologies, and database MySQL/sql server.

- ✓ Assignments –coding & aptitude
- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **Maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

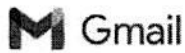
- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on 28 Th March 2024 during the first session of the Online Class.

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com



Venkatesh Gk <gkvlshiv@gmail.com>

Congratulations-Batch 2024-LETTER OF INTENT- C Byregowda Institute of technology, Kolar-FOR FREE TRAINING AND PLACEMENT by PALLE TECHNOLOGIES- Bangalore

1 message

Palle Technologies <babuvr@techpalle.com>
To: ibbudadu166@gmail.com, jayasreekokku@gmail.com
Cc: Venkatesh Gk <GKVLSHIV@gmail.com>, satish reddy <sreddy@techpalle.com>

Wed, Mar 27, 2024 at 10:55 AM

Dear Students,

Greetings from Palle Technologies

Congratulations, you have been selected for the free Training & Placement program under CSR by Palle Technologies.

Please find attached the letter of intent as below

This year the CSR Training and Placement Program will be conducted in **Hybrid mode**,

The Online Training Program for Aptitude and Analytical Skills will start from **28 Th March 2024 at 6:00 PM from Monday to Friday.**

The Offline Free Technology Training and Placement Program under CSR will start from **June 3 rd 2024.**

Before Offline Free Technology Training and Placement Program Starts, all the Student Educational and other documents like College ID Card, Aadhaar Card, Voter ID or Driving License are verified. So Student is required to carry all the relevant documents for offline Free Technology Training and Placement Program

Documents required: All mark sheets (x, xii, graduation), Aadhaar card, 1 passport size photo.

The zoom link will be shared on **28 Th March 2024 at 5:00 PM** on Palle Technologies **WhatsApp.Group**

Selected Students must join the official WhatsApp group created by Palle Technologies for Free Training and Placement Program under CSR with below link.

<https://chat.whatsapp.com/BuOU6e0D4r512DcEr1oOf8>

NOTE- All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on 28 Th March 2024 during the first session of the Online Class

—
Thanks and regards

V Rangaswamy Babu
9620-201-359
Palle Technologies,
#15/6,3rd Floor,Manish Complex,(Above State Bank of India)
Opp. LEVIN Hospital HSR LAYOUT,
Bangalore-560068.
INDIA
<http://techpalle.com/>
II ISO 9001:2015 Certified II NASSCOM Member II
We assure your success.

2 attachments

LOI-Batch2024-C Byregowda Institute of technology,Kolar-2.pdf
458K

LOI-Batch2024-C Byregowda Institute of technology,Kolar-1.pdf
458K

Offer Letter and Terms of Employment

Date: 09.11.2023

Dear Janavi S,

At the outset, we would like to extend our sincere thanks for exploring career opportunities with KPIT. We want to build KPIT as Best Place to Grow by providing the fastest career growth opportunity, cutting edge work with leading clients in a collaborative environment. Further to our discussions, we are delighted to extend you an offer of employment.

- Designation: **Associate Software Engineer**
- Grade: **A**

Your Total Target Compensation will be Rs. 4,50,000/- (Four Lakh and Fifty Thousand) per annum detailed in Annexure A along with the key benefits.

Kindly confirm your acceptance within 5 days from the date of this offer beyond which it will be null and void.

Your offer is subject to following clauses:

- a. You are required to go through our Flagship Foundation Level Training program - 'Genesis', led by the Education and Competency Development (ECoDe) Team of KPIT. Your performance in this program would be assessed and tracked in the form of a Merit-List.
- b. The Genesis program would be followed by an Internship Program (online/offline or hybrid) for a stipulated duration, mapped to specific KPIT Practices. Your commencement of internship in these practices at KPIT would be determined basis the Merit-list. Onboarding to live projects would commence only on completion of the final examinations.
- c. The selection and joining decision at KPIT will stand cancelled in the event of failure in the penultimate / final semester BE Examinations or if the performance in Genesis program and Internship engagement is sub-par.

Remuneration:

- Stipend of INR 25,000 will be paid during your genesis training program.
- Monthly salary as per TTC would commence post genesis training program.

The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid documents.

A new assignment, workplace and colleagues, await you to jumpstart your career to achieve our vision of building a global Mobility Organization. You are going to be a part of an organization with compelling mission and Culture of Excellence.

For: **KPIT Technologies Limited**



Abinash Mohapatra
Sr. Group Manager - EcoDe
Head - Campus Recruitment



ALLIANCE UNIVERSITY

*Private University established in Karnataka State by Act No. 34 of year 2010
Recognized by the University Grants Commission (UGC), New Delhi*

LETTER OF APPOINTMENT

December 22, 2023

Ms. Danushree V,
Institute: C. Byre Gowda Institute of Technology
Bengaluru.

Dear Ms. Danushree V,

Greetings from the HR Department!

We refer to the interview you had with us for the position of "Intern" in the Office of Admissions at Alliance University.


We are pleased to confirm the offer of internship position on the terms and conditions mutually discussed and agreed upon:

1. The period of internship will be February 1st 2024 – June 3rd 2024.
2. Your stipend for this position is Rs. 20,000/- PM (Rupees Twenty Thousand only) basis your performance, time commitment and delivery of assigned tasks.
3. Your working hours would be from 8:30 AM to 4:30 PM on all working days. Should the nature of work require you to contribute beyond the hours of work, we would expect you to fulfill the same.
4. You are required to commit a minimum of 48 hours in a week for work at the Office of Admissions. Should you the nature of work require you to contribute beyond the minimum agreed number of hours, we would expect you to fulfill the same.
5. You shall be bound by all the rules and regulations of Alliance University.
6. You will not be eligible for any leaves or other benefits of Alliance University, as applicable to full time employees.
7. At all given times, you will maintain confidentiality and shall not disclose any information unless otherwise warranted, only with prior consent of your reporting manager.
8. You will be required to sign in and sign out every day in a register that will be maintained by your department.

On completion of your graduation, basis your performance, and submission of necessary documents you will be designated as Admission Counsellor in the Office of Admissions and your gross salary would be Rs.41,666/- per month.

Please return the enclosed copy duly signed as a token of your acceptance of the offer.

Yours sincerely,


Ms. Neha Sethi
Director - Human Resources



Accepted
Danushree V



ALLIANCE UNIVERSITY

Private University established in Karnataka State by Act No. 34 of year 2010
Recognized by the University Grants Commission (UGC), New Delhi

LETTER OF APPOINTMENT

December 22, 2023

Ms. Lakshmi Singh S,
Institute: C. Byre Gowda Institute of Technology
Bengaluru.

Dear Ms. Lakshmi Singh S,

Greetings from the HR Department!

We refer to the interview you had with us for the position of "Intern" in the **Office of Admissions** at Alliance University.

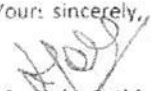
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7. At all given times, you will maintain confidentiality and shall not disclose any information unless otherwise warranted, only with prior consent of your reporting manager.
8. You will be required to sign in and sign out every day in a register that will be maintained by your department.

On completion of your graduation, basis your performance, and submission of necessary documents you will be designated as Admission Counsellor in the Office of Admissions and your gross salary would be Rs.41,666/- per month.

Please return the enclosed copy duly signed as a token of your acceptance of the offer.

Your sincerely,


Ms. Neha Sethi
Director - Human Resources



Accepted
Lakshmi Singh S



ALLIANCE UNIVERSITY

Private University established in Karnataka State by Act No.34 of year 2010
Recognized by the University Grants Commission (UGC), New Delhi

LETTER OF APPOINTMENT

December 22, 2023

Mr. Mohammed Musaib S,
Institute: C. Byre Gowda Institute of Technology
Bengaluru.

Dear Mr. Mohammed Musaib S,

Greetings from the HR Department!

We refer to the interview you had with us for the position of "Intern" in the Office of Admissions at Alliance University.

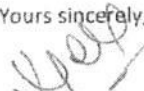
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4. You are required to commit a minimum of 48 hours in a week for work at the Office of Admissions. Should you the nature of work require you to contribute beyond the minimum agreed number of hours, we would expect you to fulfill the same.
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7. At all given times, you will maintain confidentiality and shall not disclose any information unless otherwise warranted, only with prior consent of your reporting manager.
8. You will be required to sign in and sign out every day in a register that will be maintained by your department.

On completion of your graduation, basis your performance, and submission of necessary documents you will be designated as Admission Counsellor in the Office of Admissions and your gross salary would be Rs.41,666/- per month.

Please return the enclosed copy duly signed as a token of your acceptance of the offer.

Yours sincerely,


Ms. Neha Sethi
Director - Human Resources



Accepted
Mohammed Musaib S

25 Th March 2024

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Mohamed Ibrahim
Mohamed Ibrahim
computer science
C Byregowda Institute of technology, Kolar

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the 28 Th March 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be 28 Th March 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.

Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude,



LEADERS IN TECHNOLOGY TRAINING

SOFTWARE TRAINING | OUT SOURCING | SOLUTION

ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

web technologies, and database MySQL/sql server.

- ✓ Assignments –coding & aptitude
- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **Maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on 28 Th March 2024 during the first session of the Online Class.

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

25 Th March 2024

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Kokku Jayasree
jayasreekokku@gmail.com
computer science
C Byregowda Institute of technology, Kolar

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the 28 Th March 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be 28 Th March 2024

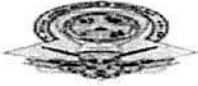
Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.

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 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude,



CBIT Placement <placement@cbitkolar.edu.in>

Complimentary Service of Mock KCET 2024 Online Tests for CBIT - Seventh Sense

1 message

Seventh Sense Assessment <testsense@seventhsensetalent.com>

Fri, Mar 29, 2024 at 6:19 PM

To: placement@cbitkolar.edu.in

Cc: hodcse.cbit2009@gmail.com, Rajeev Swamy <rajeev.swamy@seventhsensetalent.com>, Praveen S <praveen@seventhsensetalent.com>

Dear Respected **Dr.Venkatesh Sir**

Greetings from Seventh Sense Talent Solutions.

I am writing to confirm our commitment to provide Mock KCET 2024 tests as complimentary for **CBIT**, as part of our ongoing partnership with your institution.

We will provide Mock KCET 2024 tests to your institution for distribution among all potential students (+2 & PU). Our Learning and Development (L&D) team has tailored the test patterns to align with the needs of students aspiring to become engineers.

Please confirm the dates for the tests to be scheduled, and we will promptly share the test links accordingly. Additionally, I have enclosed a demo test link for your reference. Your valuable feedback on the demo test would be greatly appreciated:

<https://www.seventhsensetalent.com/s/store/courses/description/Demo-KCET-Test>

Thank you for your collaboration and trust in our services.

Looking forward to your confirmation and feedback. If you have any further inquiries or require assistance, please feel free to reach out to me at 83103 33186

Thanks & Regards

Vikas P

Test Sense

Seventh Sense Talent Solutions

#4, 23rd A Main, 2nd Phase, J. P. Nagar, Bengaluru,

Karnataka - 560078

Mobile : 8310333186 & 9916847774**Landline :** 080 4174 4141**E-mail:** testsense@seventhsensetalent.com**Website:** <https://www.seventhsensetalent.com>**Follow us:** LinkedIn | Instagram | Facebook | YouTube



ALLIANCE UNIVERSITY

*Priyanka University established in Karnataka State by Act No. 11 of 2010
Recognized by the University Grants Commission (UGC), New Delhi*

LETTER OF APPOINTMENT

December 22, 2023

Ms. Danushree V,
Institute: C. Byre Gowda Institute of Technology
Bengaluru.

Dear Ms. Danushree V,

Greetings from the HR Department!

We refer to the interview you had with us for the position of "Intern" in the Office of Admissions at Alliance University.

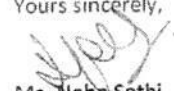
We are pleased to confirm the offer of internship position on the terms and conditions mutually discussed and agreed upon:

1. The period of internship will be February 1st 2024 – June 3rd 2024.
2. Your stipend for this position is Rs. 20,000/- PM (Rupees Twenty Thousand only) basis your performance, time commitment and delivery of assigned tasks.
3. Your working hours would be from 8:30 AM to 4:30 PM on all working days. Should the nature of work require you to contribute beyond the hours of work, we would expect you to fulfill the same.
4. You are required to commit a minimum of 48 hours in a week for work at the Office of Admissions. Should you the nature of work require you to contribute beyond the minimum agreed number of hours, we would expect you to fulfill the same.
5. You shall be bound by all the rules and regulations of Alliance University.
6. You will not be eligible for any leaves or other benefits of Alliance University, as applicable to full time employees.
7. At all given times, you will maintain confidentiality and shall not disclose any information unless otherwise warranted, only with prior consent of your reporting manager.
8. You will be required to sign in and sign out every day in a register that will be maintained by your department.


On completion of your graduation, basis your performance, and submission of necessary documents you will be designated as Admission Counsellor in the Office of Admissions and your gross salary would be Rs.41,666/- per month.

Please return the enclosed copy duly signed as a token of your acceptance of the offer.

Yours sincerely,


Ms. Neha Sethi
Director - Human Resources




Accepted
Danushree V



ALLIANCE UNIVERSITY

Private University established in Karnataka State by Act No. 33 of 1988, 2010
Recognized by the University Grants Commission (UGC), New Delhi.

LETTER OF APPOINTMENT

December 22, 2023

Ms. Lakshmi Singh S,
Institute: C. Byre Gowda Institute of Technology
Bengaluru.

Dear Ms. Lakshmi Singh S,

Greetings from the HR Department!

We refer to the interview you had with us for the position of "Intern" in the Office of Admissions at Alliance University.

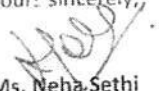
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8. You will be required to sign in and sign out every day in a register that will be maintained by your department.

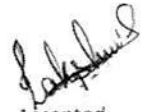
On completion of your graduation, basis your performance, and submission of necessary documents you will be designated as Admission Counsellor in the Office of Admissions and your gross salary would be Rs.41,666/- per month.

Please return the enclosed copy duly signed as a token of your acceptance of the offer.

Your: sincerely,


Ms. Neha Sethi
Director - Human Resources




Accepted
Lakshmi Singh S



ALLIANCE UNIVERSITY

Private University established in Karnataka State by Act No. 34 of 1998/2010
Recognized by the University Grants Commission (UGC), New Delhi

LETTER OF APPOINTMENT

December 22, 2023

Mr. Mohammed Musaib S,
Institute: C. Byre Gowda Institute of Technology
Bengaluru.

Dear Mr. Mohammed Musaib S,

Greetings from the HR Department!

We refer to the interview you had with us for the position of "Intern" in the Office of Admissions at Alliance University.

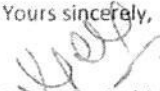
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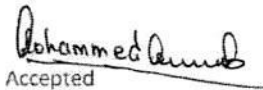
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Yours sincerely,


Ms. Neha Sethi
Director - Human Resources




Accepted
Mohammed Musaib S



CBIT Placement <placement@cbitkolar.edu.in>

Seventh Sense: Request for clearing pending payment due from C BYREGOWDA INSTITUTE OF TECHNOLOGY - CBIT, KOLAR | GENTLE REMINDER

1 message

Payments Seventh Sense <payments@seventhsensetalent.com>

Sat, Mar 16, 2024 at 2:21 PM

To: placement@cbitkolar.edu.in, cbitkolar@gmail.com

Cc: Vinod Prabhu <vinod.prabhu@seventhsensetalent.com>, Rajeev Swamy <rajeev.swamy@seventhsensetalent.com>, Finance Seventh Sense <finance@seventhsensetalent.com>

Dear Respected Dr. G. K. Venkatesh Sir ,

Greetings from Seventh Sense Talent Solutions,

I am Poulin Supriya from the Finance Team of Seventh Sense and I write to you about the pending payment from **C BYREGOWDA INSTITUTE OF TECHNOLOGY - CBIT, KOLAR** to Seventh Sense for the services rendered by us to your institution. The details are as follows

PROGRAM DETAILS	Amount	Cash Received	Pending balance
1661 dt 31.10.2023 CRT Training Program for 1st Year students of CBIT	3,69,600		3,69,600
1662 dt 31.10.2023 CRT Training Program for 2 nd year 3 rd sem students	5,23,204		5,23,204
1710 dt 06.12.2023 for 22.5 hours of CRT Training Program for 1st Year 2nd sem 2026 batch	297,000		297,000
1711 dt 06.12.2023 for 20 hours of CRT Training Program for 2nd year 4th sem 2025 batch	222,640		222,640
1760 dt 16.01.2024 for Personality Development Training Program for 1st Sem Engineering 2027 batch students	208,692		208,692
TOTAL	1,621,136		1,621,136

Mode of payment:

Cheque to be issued in the name of: Seventh Sense People Development Solutions Pvt. Ltd.

Account details for online transfer

Account Number	029705002991
IFSC/NEFT Code	ICIC0000297
Bank & Branch	ICICI, BTM 2 nd Stage, Bangalore - 76
PAN Number	AAPCS1238L

If you want to discuss with me over the phone/in person about the pending payment, kindly let me know. I can visit your campus any time at your convenience

I am available on 9380827102 on the phone and on poulin.s@seventhsensetalent.com via email.

You may also contact the below management representatives for any clarifications

Vinod Prabhu: Managing Director: 991 684 7774

Rajeev Swamy: Vice President: 879 280 0007

I request you to kindly process this payment at your earliest convenience. I hope we can continue and strengthen our relationship in the coming years.

3/20/24, 9:42 AM

C Byregowda Institute of Technology Mail - Seventh Sense: Request for clearing pending payment due from C BYREGOWDA...

Thanks & Regards

Pavan D

Seventh Sense Talent Solutions

#4, 23rd A Main, 2nd Phase, J. P. Nagar, Bengaluru,
Karnataka - 560078

Mobile : +91 9380827102 & +91 9916847774

Landline : 080 4174 4141

E-mail: finance@seventhsensetalent.com

Website: <https://www.seventhsensetalent.com>



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Training & Placement Cell

Placement Statistics 2019-20



Companies	No. of Students Placed
Infosys	2
TCS	2
Ospiders	25
Flipcart	1
Smart brains	2
Freekart	6
Wistron	25
Deloitte	2
DXC Technology	2
1411 Arundocs	2

Companies	No. of Students Placed
Wipro	1
Accenture	1
Capgemini	2
CGI	1
CSS Corp	3
DRDO	1
Dsci Pvt Ltd	2
Wistron	25
Total	105
	47

Sl. No	Student Name	USN	Branch	Mobile Number	Email ID	Status	Branch Name	Company
1	AKSHATHA NADIG	ICK19CS400	CSE	8217461765	akshatharnadig08@gmail.com	Reported	Basavangudi -Jspliders	Dot Mapers IT Limited
2	ANJULA C S	ICK18CS003	CSE	73649626065	anjulags2018@gmail.com	Wrong Number	Basavangudi -Jspliders	
3	ANKITHA R	ICK18CS004	CSE	7676892180	ankithaputy2022@gmail.com	Reported	Basavangudi -Jspliders	Health Tech Solutions
4	ANISHA C	ICK18CS006	CSE	9663462579	anushac918@gmail.com	Not Reported	Basavangudi -Jspliders	Doing Masters
5	ANUSHREE S V	ICK18CS008	CSE	9902790658	anushreesv73@gmail.com	Reported	Basavangudi -Jspliders	Not Placed
6	ARUN KUMAR	ICK18EC017	ECE	6363515940	arunkumar098@gmail.com	No Response		
7	ASHWINI A	ICK18CS010	CSE	7338575195	ashwinil.anilappa@gmail.com	No Response		
8	BHARATH COWDA	ICK18ME007	MECH	8867965699	bharathgowdanb8867@gmail.com	Reported	Basavangudi -Jspliders	Not Placed
9	BHAVYA S M	ICK18CS012	CSE	76192727979	bhavyasmt1108@gmail.com	No Response		
10	CHANDANA M S	ICK18CS013	CSE	9008059941	chandanasrfram20@gmail.com	Reported	Basavangudi -Jspliders	
11	CHARAN KUMAR K	ICK18ME009	MECH	7899018583	charan90966@gmail.com	Reported	Basavangudi -Jspliders	Not Placed
12	CHOWDAREDDY N V	ICK18CS015	CSE	7019556821	chowda810@gmail.com	Reported	Basavangudi -Jspliders	Not Placed
13	DEEPIKA R	ICK18CS017	CSE	7760811325	deepika26deepa@gmail.com	No Response		
14	DIVAKAR M	ICK18ME013	MECH	6362617932	divakar932@gmail.com	Reported	Basavangudi -Jspliders	DXC Technology
15	DIVYA R	ICK18CS019	CSE	9353356325	divyakrds2000@gmail.com	No Response		
16	FIZA KOUSAR	ICK18CS022	CSE	7619408971	fizakousar34@gmail.com	Not Reported		
17	GIRISH BABU S V	ICK17CS019	CSE	9980533274	girishsvbabu123@gmail.com	Reported	Basavangudi -Jspliders	Fiat World
18	HARINI D	ICK18EC009	ECE	8105019638	hharinigowda@gmail.com	Reported	Basavangudi -Jspliders	Asmitha Wireless Technology
19	LAKIL BABU S	ICK18CS030	CSE	6362779685	llklrlaj9972@gmail.com	Reported	Basavangudi -Jspliders	Not Placed
20	MOONUNATH A J	ICK19CS402	CSE	9008970271	ajmanjunath24@gmail.com	Reported	Basavangudi -Jspliders	Cervale
21	MOUNIKA N	ICK18CS039	CSE	6366041834	mounika084@gmail.com	Reported	Basavangudi -Jspliders	BEL Company
22	NANDHINI K	ICK18EC020	ECE	7353232783	nandhinandish25@gmail.com	Reported	Basavangudi -Jspliders	Not Placed
23	NOOR SABA KHANUM	ICK18CS042	CSE	9449910207	noorsabakhanum@gmail.com	No Response		
24	NOORANI HAJIRA	ICK18EC025	ECE	9380423307	nooranihalra@gmail.com	Reported	Basavangudi -Jspliders	Not Placed
25	PALLAVI N	ICK19CS403	CSE	6361838773	pallavisingh6361@gmail.com	Not Reported		
26	PAVAN KUMAR K M	ICK18CS046	CSE	82906095954	pavanaradhya27@gmail.com	Wrong Number		
27	PAWANI A	ICK18CS047	CSE	7338481383	pawania69@gmail.com	Reported	Basavangudi -Jspliders	Not Placed
28	POORVIKA J N	ICK18CS048	CSE	8970391393	jayrampoorvikak@gmail.com	Reported	Basavangudi -Jspliders	Dot Mapers IT Limited
29	PRADEEP REDDY K S	ICK18CS049	CSE	8152945881	pradeepreddy10@gmail.com	Reported	Basavangudi -Jspliders	Auricloud
30	PUSHPA A	ICK18EC022	ECE	91110630387	pushpa.a9901@gmail.com	Reported	Basavangudi -Jspliders	Not Placed
31	RAJANI C S	ICK18CS051	CSE	7204033103	rajanihs0005@gmail.com	Reported	Basavangudi -Jspliders	Not Placed
32	RAKESH K N	ICK18CS052	CSE	9900991957	rakeshk000@gmail.com	Reported	Basavangudi -Jspliders	Digital Harbar
33	RUCCHITHA M	ICK18CS055	CSE	9035517103	ruchithaprajwal@gmail.com	No Response		
34	SANTHOSH KUMAR K	ICK18CS404	CSE	8747811715	ksanthoshhk4@gmail.com	Reported	Basavangudi -Jspliders	Cognizant
35	SATHISHA G	ICK17CS045	CSE	8660512276	sathishdhoat100@gmail.com	No Response		
36	SEHAR FATHIMA N	ICK18CS059	CSE	9535941174	seharfathima7@gmail.com	No Response		
37	SHAISTA	ICK18CS061	CSE	7406656478	shagufatshaishta@gmail.com	Not Reported		
38	SHALINI V NARAYAN	ICK18CS062	CSE	7019779814	shalininarayan@gmail.com	No Response		
39	SHILPASHREE M	ICK19CS405	CSE	9606882827	shilpashreem13699@gmail.com	No Response		
40	SHREEVANITHA J H	ICK18EC005	ECE	9980579062	shreevanithajh@gmail.com	Reported	Basavangudi -Jspliders	Thascero

C BYRE GOWDA INSTITUTE OF TECHNOLOGY**PLACED STUDENTS LIST - 2021****DEPARTMENT OF ECE**

1	BHAVANA VN	1ck17ec003	Software developer @hcl
2	Chaithra H G	1ck17ec005	HARMAN
3	Dhanush M	1CK17EC006	Working at Caggemini Engeneering
4	GOWTHAMI KM	1CK17EC008	Project Engineer at WIPRO
5	Harshitha G	1ck17ec009	Project Engineer at WIPRO
6	Keerthi prabhu	1ck17ec011	Assosiate engineer in caggemini
7	LOKESH C	1CK17EC014	Caggemini engineering
8	Mahesh M	1CK17EC015	Corporate trainer
9	Praveena S	1CK17EC021	Product Development Engineer
10	Rajesh B M	1CK17EC023	HCL
11	Sandya B	1CK17EC027	DXC technology
12	Santosh	1CK17EC028	Caggemini engineering
13	SAICHARAN N	1CK17EC029	DXC technology
14	Selvam	1ck17ec030	HCL
15	SURENDRA GOWDA V	1CK17EC036	Associate engineer in Harman connected services
16	Tarunya C	1ck17ec038	RTL design and Verification engineer, Dxcrr hardware technology
17	vijaykumar kr	1ck17ec040	Industry
18	NAGESHA A S	1CK18EC407	Starmark Solutions
19	BHAVANI S	1CK17EC004	IVY MOBILITY
20	KEERTHI R	1CK17EC012	My Gate Way
21	RASHMI R	1CK17EC024	Tomkin
22	RENUKA Y	1CK17EC025	DXC Technologies
23	SHILPA N	1CK17EC032	Cognizant
24	KAVITHA A N	1CK18EC404	OTG Technologies
25	MANJUNATH J	1CK18EC405	TCS
26	SHIVAKUMAR T	1CK18EC411	TCS
27	RAVICHANDRA N	1CK18EC410	Mphasis

C BYRE GOWDA INSTITUTE OF TECHNOLOGY

PLACED STUDENTS LIST - 2022

DEPARTMENT OF CSE

SL.NO	USN	NAME	COMPANY NAME
1	1CK18CS057	Saniya Fahadi S	CAPGEMINI
2	1CK18CS075	Sucharitha B V	Capgemini
3	1CK18CS033	Manasa M	Infosys
4	1CK18CS063	Shankar Narayan K	Infosys
5	1CK18CS080	Swathi K	INFOSYS
6	1CK18CS034	MANJUNATH M R	Capgemini
7	1CK18CS025	Jaweriya Sultana	Infosys
8	1CK18CS024	Jashwanth s	BIRLASOFT , WIPRO
9	1CK18CS080	Swathi K	Infosys, Capgemini
10	1ck18cs044	Nuthan M	BETSOL
11	1ck18cs041	Navyashree RN	Atos Syntel
12	1CK18CS084	V Sneha	TCS
13	1CK18CS012	Bhavya SM	KLOK SYS PVT LTD
14	1CK18CS002	AISHWARYA R C	TCS
15	1CK18CS012	Bhavya SM	Careerlabs Intrenship Based Hiring
16	1CK18CS004	Ankitha R	
17	1CK18CS022	Fiza Kousar	
18	1CK18CS059	Sehar Fathima N	
19	1CK18CS009	Anjula G S	
20	1CK18CS010	Anusha A.R	
21	1CK18CS031	M Amrutha Varshini	
22	1CK18CS070	Spoorthi M S	
23	1CK18CS011	Bhavana K.N	
24	1CK18CS008	Anusree.s.v	
25	1CK18CS017	Deepika R	
26	1CK18CS061	Shaistha	CSR Drive
27	1CK18CS052	Rakesh K N	CSR Drive
28	1CK18CS052	Rakesh K N	CSR Drive
29	1CK19CS402	Manjunath A J	CSR Drive
30	1CK19CS406	Vinay Kumar G	CSR Drive
31	1CK19CS400	Akshatha R Nadig	CSR Drive

C BYRE GOWDA INSTITUTE OF TECHNOLOGY**PLACED STUDENTS LIST - 2022****DEPARTMENT OF ECE**

	NAME	USN	COMPANY
1	Chaitra S	1CK18EC008	Infosys
2	kishore	1CK18EC017	Infosys
3	Mohammed arbaaz	1CK18EC018	Tata consultancy
4	Jeevan H	1CK18EC012	KPIT / Infosys
5	Ambreesh N	1CK18EC004	Clock Systems
6	Nandini K	1CK18EC020	CSR Drive
7	Abhijith N	1CK18EC001	Careerlabs Internship Based Hiring
8	Noorani Hajira	1CK18EC021	
9	Harini D	1CK18EC009	
10	Shreyas Kumar R	1CK18EC026	
11	Karthik Kumar M	1CK18EC014	
12	S Sonupreetham	1CK17EC034	

C BYRE GOWDA INSTITUTE OF TECHNOLOGY

PLACED STUDENTS LIST - 2022

DEPARTMENT OF CSE

1	1CK18CV012	BHARATH BK	CARRER LAB	
2	1CK18CV041	PRABHU GOWDA	CARRER LAB	

C BYRE GOWDA INSTITUTE OF TECHNOLOGY**PLACED STUDENTS LIST - 2022****DEPARTMENT OF MEC**

1	1CK19ME001	Abhilash M	Pentagon
2	1CK19ME404	Naveen Kumar S V	
3	1CK19ME407	Srinkantha	

Placement Statistics 2020-21

Companies	No. of Students Placed
Infosys	1
ABC pvt Ltd	7
Alpha Nine Marines Services	24
Increwin Pvt Ltd	1
MindTree	1
Ospiders	16
Total	50

Placement Statistics 2021-22

Companies	No. of Students Placed
Capgemini	4
INFOSYS	7
TCS	3
Atos Syntel	1
BETSOL	1
BIRLASOFT	1
WIPRO	1
Career Labs	26
CSR Drive	7
Pentagon	10
Klolk India Pvt Ltd	2
Total	63



Almawiz Technologies Pvt. Ltd.

Offer Letter and Terms of Employment.

Almawiz Technologies
3/10/2023



Harivasanth D N

Dwarasandra (v),kallur (p),

Srinivaspur(taluk),

Kolar (district)

Pincode – 563135

Dear Hari,

We are delighted to offer you a position as a **Junior Product Engineer** with Almawiz Technologies Private Limited (<http://www.almawiz.com>). Almawiz will provide you a total compensation package that consists of your base salary, performance bonus plan and participation in our stock plan.

The Total Cost to Company of your base salary, bonus and benefits is Rs 3,20,000/-.

Your Total Cost to Company amount includes the following:-

- An annualized base salary of Rs 3,20,000/- (Rs. Three Lakh Twenty Thousand only) (including HRA, Commutation allowance and special allowance)

Tax at the applicable rate shall be deducted at source from your salary.

(Please refer to Annexure 'B' for details)

Your anticipated start date will be 13th March 2023 with modalities as explained in Annexure 'A'.

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

We are looking forward to your joining us. Our top priority is to employ individuals, like you, who can use their technology knowledge and creativity to add value to Almawiz and its consumers. We are sure that you would find life with Almawiz to be motivating and challenging.

You are expected to work from home till the pandemic threat to environment eases out. You would need to send digitally scanned and attested copies of documents mentioned in Annexure 'C'. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Almawiz.

Kindly return a copy of this letter duly counter signed by you, within a week, in acceptance of the terms and conditions set out herein. Please refer to the Annexure 'A' of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter,



you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

Best Regards


For Almawiz Technologies Pvt. Ltd.


Director

Trudeau Ramiro Fernandes

for Almawiz Technologies Pvt Ltd.

I hereby accept and agree to this employment contract. I agree to abide by the policies, rules and regulations of the Company as detailed below.

Signature :  _____


Name : Harivasanth D N

Date : 10/03/2023

Fill this section ONLY upon joining, I hereby confirm my joining date as below:

13/03/2023

(Confirmed joining date)

Signature :  _____



*Almawiz Technologies (Pvt) Ltd.
#649, Royal Park Residency, JP Nagar 9th Phase, Bangalore 560062*

ANNEXURES

Annexure 'A'- Terms of Employment

Annexure 'B'- Elements of Compensation

Annexure 'C'- Documents to be submitted on the Date of Joining



Annexure 'A'- Terms of Employment

We are detailing below some of the significant terms of employment and employment policies that will apply to you at Almawiz Technologies Private Limited (<http://www.almawiz.com>). Please ensure that you read and fully understand all the policies.

This offer supersedes all prior understandings, negotiations and agreements, whether written or oral, between you and Almawiz as to the subject matter covered by this offer letter. During the term of your employment with the Company, you will be subject to all rules and regulations in accordance with Company policy as applicable, enforced, amended or altered from time to time.

COMPENSATION AND BENEFITS

Your annual compensation will be as per the schedule annexed here to and will be subject to deduction of tax at source. It should be appreciated that salary structure is designed based on certain statutory / IT laws and keeping in line with industry norms/ practices and employee feedback. Hence it is subject to change based on any of these inputs or on promotion or depending on the options exercised by you for claiming certain tax friendly benefits on your joining.

Your total compensation package is the sum total of Base, and benefits mentioned below:

A. Base

(Base comprises of fixed and flexible elements of base compensation.

People have a choice to decide on the flexible elements of base compensation.)

Fixed Elements of Base Compensation

- Basic salary
- Conveyance Allowance
- Medical Insurance (Contribution deducted on enrolment)

Flexible Elements of Base Compensation

- House Rent Allowance (HRA)
- Special Allowance

B. Performance Bonus

Performance bonus is paid once annually and would be depended on your individual performance as rated by you supervisor, performance to company and performance of the solution that you are engineering.



MANDATORY TENURE

From commencement of the commercial engagement, you would need to work with Almawiz for a minimum period of one year. As collateral, you are required to provide your original degree certificate which will be duly returned to you after completion of one year.

PROBATION

You will be on a probation period of 6 months from the start date of your employment. During this period, either party may terminate your employment by providing prior notice in writing to the other party, in accordance to the Notice Period clause given below.

NOTICE PERIOD OR TERMINATION OF AGREEMENT

A notice period of 30 days is required by either party in written for an eventuality of termination of this agreement, subject to terms and conditions set forth herein below.

Subject to terms and conditions set forth herein below.

- The employment offered under this agreement shall be valid until either party terminates it by giving to the other party the number of days of prior notice specified above. Such notice may be given at any time during the course of employment. You are employed by Almawiz “at will” and not for any specific term.
- In the event an employee requests for adjustment of his/her un-availed privilege leave against the stipulated notice period then the company may in its discretion agree to do so.
- Almawiz reserves the right, at its sole discretion, to terminate your employment without providing the required period of notice, by paying salary in lieu of notice.
- You acknowledge that if you fail to provide the minimum notice period of thirty days as stated above, Almawiz is bound to suffer substantial damages caused due to improper transition of work, delay in completion of solutions. Therefore, considering the gravity of damages that could be suffered by the company, the company reserves its right to assess and seek suitable support from you as it deems fit.
- In case of breach of these Terms of Employment or misconduct (which includes amongst other things failure to return to work after vacation, absconding from work, taking actions injurious to Almawiz's business or reputation, undertaking fraudulent acts, obtaining a criminal conviction), Almawiz may terminate your employment without prior notice and without any payment in lieu of notice, and all benefits shall be withdrawn with immediate effect.
- There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.



TERMINATION WITHOUT CAUSE

In case of breach of these Terms of Engagement or misconduct (which includes amongst other things failure to return to work after vacation, absconding from work, taking actions injurious to Almawiz's business or reputation, undertaking fraudulent acts, obtaining a criminal conviction), Almawiz may terminate your engagement without prior notice and without any payment in lieu of notice, and all benefits shall be withdrawn with immediate effect.

COMPANY PROPERTY AND CONFIDENTIALITY

Please note that the conditions of this offer letter are specific to each individual and therefore, the terms should be held in confidence.

During your employment with Almawiz, we may disclose to you, certain trade secrets or confidential proprietary information. You agree that you will hold in confidence, and not disclose to anyone outside of Almawiz any of our trade secrets and our confidential or proprietary information, or similar information that you may receive from us with respect to Almawiz or any of our existing or prospective solutions. Upon joining, you will be required to sign the standard Almawiz Non-Disclosure, Non-Solicitation and Non-Competition Agreement regarding these and other matters relating to your employment.

INTELLECTUAL PROPERTY

All the proprietary rights title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with the Company, shall vest with the Company absolutely.

CODE OF ETHICS

It is imperative for you to fully comprehend Almawiz's Code of Ethics, discoursed to you during Induction and abide by it.

DISCLOSURE AGREEMENT

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 (es) or activities of the Company, and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between you or any immediate relative, any such interests or circumstances which may arise during your employment.

ABSCONDING CLAUSE

If you absent yourself without approved leave or remain absent beyond the period of leave originally approved or subsequently extended, the same shall be considered as you having voluntarily terminated the employment without giving notice unless you



- Return to work within three days of the commencement of such absence, and
- Give an explanation to the satisfaction of the Company regarding such absence.

LEAVE

You will be entitled to leave, holidays and other service benefits as per the rules of the Company as amended from time to time.

PLACE OF WORK

You will be based out of Dwarasandra (v), kallur (p), Srinivaspur(taluk), Kolar (district) 563135. in this role and will operate from your home office, till the pandemic threat to environment eases out.

WORK SHIFTS

Please note that may Almawiz require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the company.

EMPLOYMENT RESTRICTIONS

Your employment with Almawiz is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity or being a partner in a partnership firm or a Director on the Board of any Company, or having any other affiliation that will detract from your full time employment with Almawiz.

BACKGROUND CHECK

This clause is applicable to you during your probation period also.

Your appointment is subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically cancelled and your services will be terminated. Based on the results of such background check, Almawiz reserves the right to take disciplinary action against you as appropriate.

CHANGE OF ADDRESS

You shall keep Almawiz informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by Almawiz on your last known address (as



Almawiz Technologies (Pvt) Ltd.
#649, Royal Park Residency, JP Nagar 9th Phase, Bangalore 560062

intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.



Annexure 'B' to Offer Letter

Salary break up	Monthly	Annual
Basic @50%	10,000	1,20,000
HRA @ 40% of Basic	4,000	48,000
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Other Allowance	3,150	37,800
Monthly Gross	20,000	2,40,000
Retiral Benefits		
PF - Company Contributions	0	0
Gratuity @ 4.8 of Basic	0	0
Total of Others	0	0
Fixed Gross Salary	20,000	2,40,000
Incentive Components		
Performance Linked Incentive	0	80,000
Cost to the company (CTC)	20,000	3,20,000

The above stated elements of compensation are taxable as per applicable income Tax Laws.

Elements of Compensation	Frequency of Payment/ Claim
A. Base	
<p>Base comprises of fixed and flexible elements of base compensation.</p> <p>People have a choice to decide on the flexible elements of base compensation.</p>	
<u>Fixed Elements of Base Compensation</u>	
1. Basic salary	
	Monthly
2. Conveyance allowance	
<p>Conveyance amount is paid to people to meet transportation expenses for official purposes. This component is calculated at Rs. 800 per month. Conveyance allowance is not available for people opting for a company leased car.</p>	Monthly
3. Medical Allowance	
<p>Medical allowance will be provided as per policies of our medical expenses incurred and that would be applicable to you and your immediate family.</p>	Monthly
<u>Flexible Elements of Base Compensation</u>	
4. House Rent Allowance (HRA)	
<p>HRA is paid to people to meet cost of rental accommodation. HRA is a flexible component and can be fixed by the person between 10% and 21% of Base Salary.</p>	Monthly
6. Other Allowance	
<p>The other allowance is equal to Base minus (Fixed elements plus Flexible Elements) chosen by the person</p>	Monthly
B. Performance Bonus	
<p>Performance bonus is paid annually based on performance parameters.</p>	



Annexure 'C' to Offer Letter

Documents to be submitted on the Date of Joining

1. Duplicate copy of the offer letter duly accepted (if not submitted already)
2. Photocopy of your graduation and post graduation/highest certificate/degree along with the final year or consolidated mark sheet (2 copies)
3. Two photocopies of your Passport (If you don't have a Passport please carry 2 copies of your Pan Card)
4. Relieving letter and last pay slip/ service letter/ experience letter of your last 02 organizations (2 copies)
5. Current financial year Form 16 / Tax computation sheet
6. 2 passport size photographs for the Salary Account.
7. Any of the following documents as your 'proof of identity' to open a salary account
 - Valid Passport
 - Voter's ID Card
 - Pan Card
 - Ration Card



Almawiz Technologies Pvt. Ltd.

Offer Letter and Terms of Employment.

Almawiz Technologies
3/4/2023



Karthik Kumar M
Thattanagunte village
Devarayasamudra post Avani hobli Mulbagal taluk
Kolar district
Pincode – 563127

Dear Karthik,

We are delighted to offer you a position as a **Junior Product Engineer** with Almawiz Technologies Private Limited (<http://www.almawiz.com>). Almawiz will provide you a total compensation package that consists of your base salary, performance bonus plan and participation in our stock plan.

The Total Cost to Company of your base salary, bonus and benefits is Rs 3,40,000/-.

Your Total Cost to Company amount includes the following:-

- An annualized base salary of Rs 3,40,000/- (Rs. Three Lakh Forty thousand) (including HRA, Commutation allowance and special allowance)

Tax at the applicable rate shall be deducted at source from your salary.

(Please refer to Annexure 'B' for details)

Your anticipated start date will be 06th March 2023 with modalities as explained in Annexure 'A'.

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

We are looking forward to your joining us. Our top priority is to employ individuals, like you, who can use their technology knowledge and creativity to add value to Almawiz and its consumers. We are sure that you would find life with Almawiz to be motivating and challenging.

You are expected to work from home till the pandemic threat to environment eases out. You would need to send digitally scanned and attested copies of documents mentioned in Annexure 'C'. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Almawiz.

Kindly return a copy of this letter duly counter signed by you, within a week, in acceptance of the terms and conditions set out herein. Please refer to the Annexure 'A' of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter,

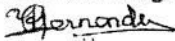


Almawiz Technologies (Pvt) Ltd.
#649, Royal Park Residency, JP Nagar 9th Phase, Bangalore 560062

you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

Best Regards

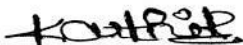
For Almawiz Technologies Pvt. Ltd.


Director

Trudeau Ramiro Fernandes

for Almawiz Technologies Pvt Ltd.

I hereby accept and agree to this employment contract. I agree to abide by the policies, rules and regulations of the Company as detailed below.

Signature :  _____

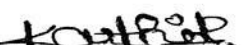
Name : Karthik Kumar M

Date : 04/03/2023

Fill this section ONLY upon joining, I hereby confirm my joining date as below:

06/03/2023

(Confirmed joining date)

Signature :  _____



*Almawiz Technologies (Pvt) Ltd.
#649, Royal Park Residency, JP Nagar 9th Phase, Bangalore 560062*

ANNEXURES

Annexure 'A'- Terms of Employment

Annexure 'B'- Elements of Compensation

Annexure 'C'- Documents to be submitted on the Date of Joining



Annexure 'A'- Terms of Employment

We are detailing below some of the significant terms of employment and employment policies that will apply to you at Almawiz Technologies Private Limited (<http://www.almawiz.com>). Please ensure that you read and fully understand all the policies.

This offer supersedes all prior understandings, negotiations and agreements, whether written or oral, between you and Almawiz as to the subject matter covered by this offer letter. During the term of your employment with the Company, you will be subject to all rules and regulations in accordance with Company policy as applicable, enforced, amended or altered from time to time.

COMPENSATION AND BENEFITS

Your annual compensation will be as per the schedule annexed here to and will be subject to deduction of tax at source. It should be appreciated that salary structure is designed based on certain statutory / IT laws and keeping in line with industry norms/ practices and employee feedback. Hence it is subject to change based on any of these inputs or on promotion or depending on the options exercised by you for claiming certain tax friendly benefits on your joining.

Your total compensation package is the sum total of Base, and benefits mentioned below:

A. Base

(Base comprises of fixed and flexible elements of base compensation.

People have a choice to decide on the flexible elements of base compensation.)

Fixed Elements of Base Compensation

- Basic salary
- Conveyance Allowance
- Medical Insurance (Contribution deducted on enrolment)

Flexible Elements of Base Compensation

- House Rent Allowance (HRA)
- Special Allowance

B. Performance Bonus

Performance bonus is paid once annually and would be depended on your individual performance as rated by you supervisor, performance to company and performance of the solution that you are engineering.



MANDATORY TENURE

From commencement of the commercial engagement, you would need to work with Almawiz for a minimum period of one year. As collateral, you are required to provide your original degree certificate which will be duly returned to you after completion of one year.

PROBATION

You will be on a probation period of 6 months from the start date of your employment. During this period, either party may terminate your employment by providing prior notice in writing to the other party, in accordance to the Notice Period clause given below.

NOTICE PERIOD OR TERMINATION OF AGREEMENT

A notice period of 30 days is required by either party in written for an eventuality of termination of this agreement, subject to terms and conditions set forth herein below.

Subject to terms and conditions set forth herein below.

- The employment offered under this agreement shall be valid until either party terminates it by giving to the other party the number of days of prior notice specified above. Such notice may be given at any time during the course of employment. You are employed by Almawiz “at will” and not for any specific term.
- In the event an employee requests for adjustment of his/her un-availed privilege leave against the stipulated notice period then the company may in its discretion agree to do so.
- Almawiz reserves the right, at its sole discretion, to terminate your employment without providing the required period of notice, by paying salary in lieu of notice.
- You acknowledge that if you fail to provide the minimum notice period of thirty days as stated above, Almawiz is bound to suffer substantial damages caused due to improper transition of work, delay in completion of solutions. Therefore, considering the gravity of damages that could be suffered by the company, the company reserves its right to assess and seek suitable support from you as it deems fit.
- In case of breach of these Terms of Employment or misconduct (which includes amongst other things failure to return to work after vacation, absconding from work, taking actions injurious to Almawiz's business or reputation, undertaking fraudulent acts, obtaining a criminal conviction), Almawiz may terminate your employment without prior notice and without any payment in lieu of notice, and all benefits shall be withdrawn with immediate effect.
- There will be no waiver of the aforesaid notice period requirements unless otherwise specified in this letter or subsequently communicated to you.



TERMINATION WITHOUT CAUSE

In case of breach of these Terms of Engagement or misconduct (which includes amongst other things failure to return to work after vacation, absconding from work, taking actions injurious to Almawiz's business or reputation, undertaking fraudulent acts, obtaining a criminal conviction), Almawiz may terminate your engagement without prior notice and without any payment in lieu of notice, and all benefits shall be withdrawn with immediate effect.

COMPANY PROPERTY AND CONFIDENTIALITY

Please note that the conditions of this offer letter are specific to each individual and therefore, the terms should be held in confidence.

During your employment with Almawiz, we may disclose to you, certain trade secrets or confidential proprietary information. You agree that you will hold in confidence, and not disclose to anyone outside of Almawiz any of our trade secrets and our confidential or proprietary information, or similar information that you may receive from us with respect to Almawiz or any of our existing or prospective solutions. Upon joining, you will be required to sign the standard Almawiz Non-Disclosure, Non-Solicitation and Non-Competition Agreement regarding these and other matters relating to your employment.

INTELLECTUAL PROPERTY

All the proprietary rights title and interests in any and all intellectual properties, such as ideas, inventions, or works which are conceived, developed or prepared by you during your employment with the Company, shall vest with the Company absolutely.

CODE OF ETHICS

It is imperative for you to fully comprehend Almawiz's Code of Ethics, discoursed to you during Induction and abide by it.

DISCLOSURE AGREEMENT

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 (es) or activities of the Company, and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between you or any immediate relative, any such interests or circumstances which may arise during your employment.

ABSCONDING CLAUSE

If you absent yourself without approved leave or remain absent beyond the period of leave originally approved or subsequently extended, the same shall be considered as you having voluntarily terminated the employment without giving notice unless you



- Return to work within three days of the commencement of such absence, and
- Give an explanation to the satisfaction of the Company regarding such absence.

LEAVE

You will be entitled to leave, holidays and other service benefits as per the rules of the Company as amended from time to time.

PLACE OF WORK

You will be based out of Thattanagunte village Devarayasamudra post Avani hobli Mulbagal taluk Kolar district Pincode - 563127. in this role and will operate from your home office, till the pandemic threat to environment eases out.

WORK SHIFTS

Please note that may Almawiz require you to work in shifts as determined by business needs. Reasonable effort will be made to give you advance notice of such shift changes to minimize any inconvenience to you. Your work timings may vary according to the shift assigned to you. Shift Work will be in accordance with the prevalent "Shift Work Policy" of the company.

EMPLOYMENT RESTRICTIONS

Your employment with Almawiz is conditional upon your not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity or being a partner in a partnership firm or a Director on the Board of any Company, or having any other affiliation that will detract from your full time employment with Almawiz.

BACKGROUND CHECK

This clause is applicable to you during your probation period also.

Your appointment is subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically cancelled and your services will be terminated. Based on the results of such background check, Almawiz reserves the right to take disciplinary action against you as appropriate.

CHANGE OF ADDRESS

You shall keep Almawiz informed of your latest postal address at all times and intimate in case of change of address. Any communication sent to you by Almawiz on your last known address (as



Almawiz Technologies (Pvt) Ltd.
#649, Royal Park Residency, JP Nagar 9th Phase, Bangalore 560062

intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.



Annexure 'B' to Offer Letter

Salary break up	Monthly	Annual
Basic @50%	10,000	1,20,000
HRA @ 40% of Basic	4,000	48,000
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Other Allowance	3,150	37,800
Monthly Gross	20,000	2,40,000
Retiral Benefits		
PF - Company Contributions	0	0
Gratuity @ 4.8 of Basic	0	0
Total of Others	0	0
Fixed Gross Salary	20,000	2,40,000
Incentive Components		
Performance Linked Incentive	0	50,000 (6 months)
		50,000 (6 months)
Cost to the company (CTC)	20,000	3,40,000

The above stated elements of compensation are taxable as per applicable income Tax Laws.

Elements of Compensation	Frequency of Payment/ Claim
A. Base	
<p>Base comprises of fixed and flexible elements of base compensation.</p> <p>People have a choice to decide on the flexible elements of base compensation.</p>	
<u>Fixed Elements of Base Compensation</u>	
1. Basic salary	
	Monthly
2. Conveyance allowance	
<p>Conveyance amount is paid to people to meet transportation expenses for official purposes. This component is calculated at Rs. 800 per month. Conveyance allowance is not available for people opting for a company leased car.</p>	Monthly
3. Medical Allowance	
<p>Medical allowance will be provided as per policies of our medical expenses incurred and that would be applicable to you and your immediate family.</p>	Monthly
<u>Flexible Elements of Base Compensation</u>	
4. House Rent Allowance (HRA)	
<p>HRA is paid to people to meet cost of rental accommodation. HRA is a flexible component and can be fixed by the person between 10% and 21% of Base Salary.</p>	Monthly
6. Other Allowance	
<p>The other allowance is equal to Base minus (Fixed elements plus Flexible Elements) chosen by the person</p>	Monthly
B. Performance Bonus	
Performance bonus is paid annually based on performance parameters.	

Annexure 'C' to Offer Letter

Documents to be submitted on the Date of Joining

1. Duplicate copy of the offer letter duly accepted (if not submitted already)
2. Photocopy of your graduation and post graduation/highest certificate/degree along with the final year or consolidated mark sheet (2 copies)
3. Two photocopies of your Passport (If you don't have a Passport please carry 2 copies of your Pan Card)
4. Relieving letter and last pay slip/ service letter/ experience letter of your last 02 organizations (2 copies)
5. Current financial year Form 16 / Tax computation sheet
6. 2 passport size photographs for the Salary Account.
7. Any of the following documents as your 'proof of identity' to open a salary account

- Valid Passport
- Voter's ID Card
- Pan Card
- Ration Card

wlstron

Wistron Infocomm Manufacturing
(India) Private Limited,

Sy.No: 43/1,2,3, 111,112/1,2, 113, 115/1,2,3,4,
117/1,3,4,118/1,2, 120/1,2, 121/1,2,3,122,123,
Achchathanahalli Village, Narasapura Hobli, Ki
Kolar District - 563133, Telephone: +91 80-613
<https://www.wistron.com>

WMI2/HR/CON/2023/0716

Date: 19/08/2023

Mr. Pavan V

E-Code: MI23060018

Dear Pavan,

CONFIRMATION LETTER

With reference to your appointment letter dated 01/06/2023, we are pleased to inform you that, your services have been **confirmed** based on your performance during your probation period.

The **confirmation** is with effect from 30/08/2023.


All other terms and conditions of your appointment letter dated 01/06/2023, remains same and accordingly your services rules / regulations are applicable as it is.

For more information feel free to contact HR department.

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

Yours faithfully,

for Wistron Infocomm Manufacturing (India) Pvt Ltd.,


Julie Hsiao
Director - HR

I accept the above terms and conditions.....

(Emp. Signature with date)

Rakuten Symphony

Date Jun 14, 2024

Dear ABHIJITH N,

Congratulations!

We are delighted to confirm your offer of employment at Rakuten Symphony India:

Designation: Software UI Engineer

Joining Date: Jun 24, 2024

Annual Fixed Compensation: 6,00,000 (Six Lakhs Rupees) (please see annexure A for details).

Location: Indore

The word Rakuten stands for "Optimism", believing in the future. We have a rich culture of innovation where we promote sharing, discussing, and executing ideas at all levels that enhance the value outcome of our products. Rakuten Symphony is one of those innovative initiatives whose vision is to change the world by connecting people in the most efficient way. It's a great time to be part our exciting journey in creating amazing products that help everyone connect better.

We look forward to you joining us soon and be part of a team to create better products and better future for the society.

Welcome Aboard, ABHIJITH

Subbu Gonella,
Chief Human Resource Officer
Rakuten Symphony India

(This is a computer generated document and does not require signature)

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Rakuten Symphony RB
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Hobli, Bangalore East Tq Bangalore, 560102,
India

Rakuten Symphony India Pvt. Ltd.
3rd Floor, C21 Business Park, C21 Square

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Annexure A

A. Your Annual Fixed Compensation

Your Annual Gross emoluments will be Six Lakhs. This is a gross AFC figure. A breakup of the same is attached with this offer letter as Annexure B. This salary (AFC) is subject to Income tax as per the applicable income tax laws of India. Meaning, income tax will be deducted per month from your monthly salary amount as per the applicable tax bracket for your salary, after considering your investments under the relevant sections of the Income tax law in an annualized basis.

All other terms and conditions of your employment agreement will remain unchanged. Your salary details are strictly private and confidential and should not be disclosed or discussed with others.

Relocation Assistance of INR 60,000/- (INR Sixty Thousand) payable after submitting the claim details to Finance with reporting managers approval subject to the below conditions-

- Relocation Assistance will only be provided if the Base location and Employee location are different.
- Relocation Assistance claims with proper Supporting Documents and Invoices will have to be submitted within three months of service
- The Relocation Assistance will be credited the following month based on the 'New Hire Relocation' policy
- The Relocation Assistance will stand nullified in case of your exit within 1 year. You shall be liable to pay back the entire amount to the company
- Any Income tax applicable against the Relocation amount paid shall be on to your account.

Candidate Acceptance Sign and Date

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Annexure B

Your Total Rewards at Rakuten Symphony India Annual Fixed Compensation Breakup	
Basic	3,00,000
HRA	2,40,000
PF	21,600
Special Allowance	38,400
Annual Fixed Compensation (A)	6,00,000
Insurance Benefit*	30,000
Gratuity Benefit	14,430
Benefits Cost (B)	44,430
Cost to the Company (C = A+ B)	6,44,430

Key Points

*Insurance benefits is approximate value incurred by company for each employee. This is depiction of insurance benefit provided to an employee and cannot be reimbursed or claimed by the employee.

**Relocation Bonus, is subject to terms and conditions mentioned in the offer letter and employment contract.

Provident Fund is a retirement plan where the employee can choose to contribute Option (i) INR 1,800 OR Option (ii) 12% of basic salary during the time of joining only. Employee and Employer PF contribution will be borne out of CTC itself.

Gratuity is at 4.81% of your Basic Salary and its payable on separation, subject to completion of 4 years eight months of service in the company with the prevailing acts.

Any tax liability arising out of these allowances, perquisites and reimbursements will be borne by the employees.

Failing to submit all the required joining documents within three weeks from the date of issue of this offer letter, the Company reserves the absolute right to revoke the offer/terminate the employment, anytime during the employment with the company, at its sole discretion.

Annexure C

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Terms and Conditions of Employment

You shall be governed by the following terms and Conditions of Service during your employment with Rakuten Symphony India Private Limited (hereafter referred to as the "Company"), and those that may be amended from time to time.

1. Statement of facts

The company has made the offer of employment on the basis of the bonafide statements and facts provided by you. A background verification will be conducted which is a mandatory requirement for all employees of Rakuten Symphony India to continue with this engagement.

2. Duties

- During working hours, you shall use your best energies and abilities to serve the Company faithfully and shall comply with the rules, regulations and procedures as notified by the Company in letter and spirit. You are expected at all times assiduously and to the best of your ability, experience and talent, perform all of the duties that may be assigned, from time to time by the Company
- During the employment, you shall not directly or indirectly engage in any conduct averse to the best interests of the Company. Also, you shall not divulge any confidential information or violate any agreement with any third party including your prior employers or their clients
- You may also at any time, be seconded/ transferred to or re-appointed by any of the Company's Affiliates, as the case may be. In such an event, you will be required to observe and comply with policies and regulations of the Company, seconded/ transferred/ re-appointed to
- You shall adhere to all applicable Company policies which may be subject to change from time to time

3. Conduct

You shall at all times, maintain exemplary conduct and decorum and shall uphold honesty and integrity in all your actions. You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.

4. Confidentiality

- You must maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, dealings with information relating to suppliers, employees, agents, distributors and customers
- You shall not take copies of confidential documents or information for your own purposes and forthwith upon termination, you shall return to the Company all documents, records and accounts in any form (including but not limited to, electronic, mechanical, photographic, & optic recording) relating to matters concerning the business or dealings or affairs of the Company

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India

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- You shall not during the employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with the Manager you report to or the local HR head
- You shall follow all Company confidentiality policies including IT security policies and Code of Ethics

5. Place of work

- You will be in employment at Company premises or as directed by the Company or Company officials, but, as and when necessary you may work at other Rakuten group Company's offices
- The Company reserves the right to transfer on a temporary or permanent basis to the other job functions or departments within the Company and assign such other duties as may be deemed fit in the interest of the Company

6. Hours of work

- Specific working hours will be determined by your respective local Manager
- Depending on the needs of the department, you may be required to work outside the official hours for the proper performance and discharge of your duties
- Depending on Business needs, you may be required to work on shift basis (applicable for certain teams). The shift timings will be notified by the Manager and may change from time to time with prior notice

7. Probationary Period

You will be on 180 days of assessment from the date of joining before the employment is made permanent. Company reserves the right to terminate the employment in case your performance, behaviour and / or conduct during the probation period is found unsatisfactory, with immediate effect. Probation will be deemed confirmed/permanent if there is no communication from your Manager/HR regarding extension during the probation period. During probation period, the notice period will be 30 days. Notice period shall be recovered in lieu of the notice period shortfall. The Company reserves the right to either continue your employment during your notice period or relieve you with immediate effect at its discretion without payment or any entitlements.

8. Alternate Employment

As a full-time employee of Company, you are not allowed to undertake any other job, honorary or remunerative, employment, contract, freelance work, business, or assume any public office, without written permission from Company.

9. Background Verification

This offer and employment is subject to successful verification of your history of employment, educational qualifications, and other details deemed appropriate by the company. Any discrepancy in the verification of the declared information will result in termination of employment without notice or revocation of the offer.

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10. Termination of Employment & Notice Period

The employment may be terminated at any time, either by you or Company without any reason by giving 60 calendar days' written notice or two months' fixed salary in lieu of the notice to the other party. If the termination is initiated by Company, the company will give 60 days' notice period or two months' fixed salary in lieu of the notice to the employee. The Company reserves the right to waive off the notice period.

If the termination is initiated by the employee, the employee must give 60 days' written notice period to the Company. It is important to complete all activities related to knowledge transfer and training other employees, as necessary. In some situations, Company can agree two months' basic salary payout in lieu of the notice to the company. The Company reserves the right to waive off the notice period and also allow your existing earned vacation to be adjusted against the entire or partial notice period. In case the employee requests for early release, the notice will be recovered on the basic salary.

The Company reserves the right to terminate your service / employment at any time without notice period should you be guilty of misdemeanour, misconduct, negligence, or any breach of terms and conditions of your employment. The Company has the right to recover any training, conferences, summits, events, classroom courses, web courses costs incurred for you during the preceding 12 months from the date of employment termination.

11. User and Non-Disclosure Agreement

You must not during the employment (other than in the proper performance of your duties) or at any time thereafter use for your own purposes or disclose to any third party any Confidential Material that You will be making use of/ acquiring or adding to and/ or which will be disclosed to You as a result of your relationship with the Company and You must use your best endeavors to prevent such disclosure.

All Confidential Material and all other Property which may have been made or prepared by You, or at your request or have come into your possession or under your control in the course of your employment or which relate in any way to the business (including prospective business) or the affairs of any member of the Company or any Affiliate of the Company or those of any customer, supplier, agent, distributor or sub-contractor of the Company or any Affiliate of the Company are, as between us deemed to be the Company's property. You must handover all such Property, to the Company immediately upon the termination of your employment (or at any earlier time on demand).

You must immediately inform the Company if you become aware of the possession, use or knowledge of any of the Confidential Material by any person not authorized to possess, use or have knowledge of the Confidential Material, whether during your employment or thereafter and you must at the Company's request provide such reasonable assistance as is, to deal with such event.

Nothing in this Clause will prevent you from disclosing Confidential Material where it is required to be disclosed by judicial, administrative, governmental or regulatory process in connection with any action, suit, proceeding or claim or otherwise by applicable law, provided you promptly inform the Company of such requirement.

12. Ownership of Intellectual Property/ Inventions

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For the purposes of this Clause, "Intellectual Property" includes copyrights, patents, trademarks and design rights (whether registered or unregistered), and any applications for such rights, discoveries, inventions, confidential information, know-how and all other equivalent or related rights worldwide. If at any time during the course of the employment, an employee may create or discover or participate in the creation or discovery of any Intellectual Property relating to or capable of being used in the Company's business or the business of any Affiliate from time to time, employee must immediately communicate full details of the Intellectual Property to the Company and such Intellectual Property shall be the Company's or any Affiliate's absolute property worldwide. At the Company's request and expense, an employee will give and supply all information and assistance as may be required to enable the Company to exploit the Intellectual Property and in this connection will assign, make, execute and deliver all and any documents requested by the Company and in relation to such Intellectual Property, do all things that may be necessary or desirable for obtaining, maintaining, extending and if necessary, enforcing and defending, protection for and/ or assigning to the Company or any Affiliate.

An employee will assign to the Company by way of future assignment all copyrights arising in any works or material produced by you during your employment and will do nothing during or after the employment to affect or imperil the validity of any Intellectual Property rights obtained, applied for or to be applied for by the Company or any Affiliate and in particular. Employee will not publish or disclose any information or materials relating to any such Intellectual Property without the Company's prior written consent.

Employee hereby waive absolutely the moral rights (if any) in respect of any such Intellectual Property.

13. Non-Compete Non-Solicitation Clause and Non- disparagement.

During the term of this employment and for a period of 12 months after the termination of your employment with the Company.

- a) You will not directly or indirectly be associated with, manage, operate, control, invest in, or participate in the ownership, management and operation of, undertake, carry on or be employed, engaged or interested in any capacity, or advise, a company or firm that is in business which is competitive with a certain business of the company, unless with the specific approval of the company, in writing
- b) You shall not interfere with or endeavor to entice away from employment or engagement with the Company or any other Affiliate of the Company (or procure or assist the solicitation, interference with or enticement of) any employee, independent contractor and/ or consultant or do any act whereby such employee, independent contractor and or consultant as the case may be is encouraged to terminate their employment or engagement, with the Company or any other Affiliate of the Company
- c) You shall not directly or indirectly, induce or attempt to induce any customer, supplier, dealers, licensee, agents or business relations to cease doing business with the Company, or in any way interfere with the relationship between any customer, supplier, licensee or business entity and the Company or any Affiliate of the Company.
- d) *Non-disparagement : You shall not (during your employment or after cessation thereof for any reason) make or induce any other person to make derogatory or disparaging statements (whether or not you believe the statements to be true) of any kind to any person whatsoever including on social media so far as such statements relate to the Company, its officers,*

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employees, clients, or agents, and may have the potential of causing damage to their interests or reputation. This obligation shall remain operative during and after the term of your employment. The term "social media" shall include social networking sites such as Twitter, Facebook, LinkedIn, WhatsApp, and other online forums that permit users to share information with others in a contemporaneous manne

14. Retirement Age

The retirement age in the company will be Sixty (60) years.

15. Miscellaneous

This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or verbal agreement between the parties in relation to this matter.

I have read and understood the terms of the Offer Letter and accept the above-mentioned terms and conditions of employment with the Rakuten Symphony India Private Limited.

Candidate Acceptance Sign and Date

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Hobli, Bangalore East Tq Bangalore, 560102,
India

Rakuten Symphony India Pvt. Ltd.
3rd Floor, C21 Business Park, C21 Square

02-09-2023

To

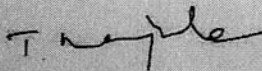
Sandhya N.
C/o Nagaraja
Gadigenahalli Village
Kembaliganahalli, Bangalore Rural
Karnataka -562114
Phone No:+918088450682

Dear Sandhya

LETTER OF APPOINTMENT

Welcome, we look forward to you joining us at **Klok Systems India Private Limited** and become a part of our exciting journey ahead of us in building a great company together.

Thanks





Manjula
HR Manager
Klok Systems India Private Limited

****Important:** The compensation information is confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. The company will treat any violation of this as a serious matter.



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: 2332921

Letter of Intent ("LOI")

Dear Saniya Fahadi,

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, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2332921**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2332921**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2332921**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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ANNEXURE 1

Saniya Fahadi
Analyst and A4

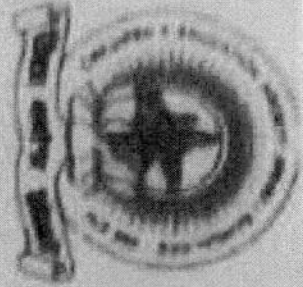
Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your 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

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



Estd. 1974

Children's Education Society (R)

THE OXFORD COLLEGE OF ENGINEERING

BOMMANAHALLI, BANGALORE - 560 068

Tel: 080- 61754601/602

www.theoxford.edu



Sathish R

Course : MTECH

Branch : AIML

Reg.No : 10X23SAM03

Validity : 2023-2025



Principal

CSR Campus Drive - 2022

Dear **Shaistha**,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULLSTACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.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 ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: Shaistha

College Name: C Byregowda Institute Of Technology

Branch: Computer Science Engineering

USN/ Reg Number: 1CK18CS061

Date: 02/06/2022

Student Signature: Shaistha

Best wishes,



Madhusudan. H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951936349
+91 8951828627
+91 8951182617
www.pentagon.space.in
campusconnect@pentagon.space.in

CIN NO.: U74999KA2020PTC133021



Congratulations! You have a job offer for Digital Specialist Engineer Role

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>
To: shankar18k@gmail.com <shankar18k@gmail.com>

Wed, 16 Feb, 2022 at 9:45 pm

Dear Shankar,

Congratulations!

You have cleared the pre-placement interview through Specialist Programmer/ Digital Specialist Engineer Off Campus Drive to receive a job offer for the **Digital Specialist Engineer** role at Infosys.

The Systems Engineer Specialist has been redefined as the Digital Specialist Engineer (DSE) role. It is a niche technical role that requires full-stack capabilities and skills like analytics, artificial intelligence, automation, big data, cloud, cybersecurity, data consulting, digital commerce, interaction, and marketing. Digital specialist engineers work across Infosys business units on special projects to develop integrated applications and bring agility in development with DevSecOps culture.

The compensation offered for this role is **INR 6.25 lakhs per annum**.

Please note:

1. This is a conditional job offer subject to your background verification.
2. You might have appeared in PPI for a different role. The role offered to you is at par with the assessment of your skills from the interview.

Please feel free to write to us at talent.acquisition@infosys.com for any clarifications.

Regards,

Talent Acquisition

Infosys



CAMBRIDGE
INSTITUTE OF TECHNOLOGY

KR Puram, Bengaluru - 560036 | Ph : 080-25618798/99

Temporary ID



Name : Shashirekha, K

Sem : First Sem

Branch : CSE

www.cambridge.edu.in

02-09-2023

To

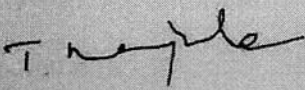
Sindhu J.S.
D/o K.Srinivas
Janapanahalli (Village)
Holur, Kolar
Karnataka -563126
Phone No:+919606520257

Dear Sindhu

LETTER OF APPOINTMENT

Welcome, we look forward to you joining us at **Klok Systems India Private Limited** and become a part of our exciting journey ahead of us in building a great company together.

Thanks



Manjula
HR Manager
Klok Systems India Private Limited

****Important:** The compensation information is confidential. We request you to use discretion in handling your compensation related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. The company will treat any violation of this as a serious matter.



Offer: Computer Consultancy
Ref: TCSL/DT20218188679/Bangalore
Date: 26/11/2021

Ms. V Sneha
78,
Muneshwara Nagar,
Kolar-563101,
Karnataka.
Tel# 91-9945745309

Dear V Sneha,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20218188679

1

TATA CONSULTANCY SERVICES

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



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.



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:



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience 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 unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience 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 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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

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

16. 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.

17. 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.

18. 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.

19. 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.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

22. 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.

23. 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.

24. 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.

25. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & 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



GROSS SALARY SHEET

Annexure 1

Name	V Sneha
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
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
Xplore/ Learning Incentive****		Upto 60,000

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 Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. **Prior knowledge**

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

5. **Use of third party material**

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

6. **Security policies and Guidelines.**

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

7. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



SDL/HR/SP/281

24th July 2023

**Mr. Srinidhi.K
Kataipalya,
Kolar-563101,
Karnataka.**

Dear Srinidhi

Further to your final interview and discussions with us, we are pleased to offer you the position of **Engineer** with our company on mutually agreed terms and conditions subject to successful reference check & medical fitness.

We expect you to join on or before **02nd August 2023** failing which this offer would be treated as withdrawn.

The detailed appointment letter would be issued to you upon joining.

You are requested to submit a few documents and information as mentioned in the Joining Formalities Checklist at the time of joining.

With warm regards we are looking forward for your association with our organization.

For Sobha Ltd.

ACCEPTED

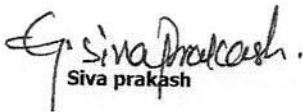
**Srinivas Shetty T
Senior General Manager**

SIGNATURE

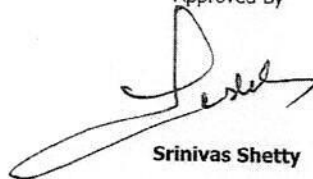
Mr. Srinidhi.K**Engineer**

Remuneration	Per Month	Annual
	Rs.	Rs.
Basic	9,500.00	114,000.00
HRA	3,800.00	45,600.00
Conveyance	3,800.00	45,600.00
Others	1,900.00	22,800.00
Site Allowances	3,200.00	38,400.00
Special Allowance	923.00	11,076.00
Total Salary	23,123.00	277,476.00
Company contribution to P.F.	1,800.00	21,600.00
Gratuity (Payable as per Act)	457.00	5,484.00
Cost To the Company	25,380.00	304,560.00

Prepared By


Siva prakash

Approved By


Srinivas Shetty

(Mr. Srinidhi.K)

*Apart from this you will be eligible for Group medical insurance for yourself, spouse and 2 Kids for 5,00,000 per annum premium will be paid by company

*you will also be eligible for Group personal Accident policy of 7,50,000 per annum premium will be paid by company



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: 2332977

Letter of Intent ("LOI")

Dear Sucharitha B V,

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, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2332977**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2332977**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2332977**

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



Congratulations! You have a job offer for Systems Engineer Role

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Thu, 24 Feb, 2022 at 9:59 pm

Dear Candidate,

Congratulations!

You have cleared the pre-placement interview through Specialist Programmer/ Digital Specialist Engineer Off Campus Drive to receive a job offer for the **Systems Engineer** role at Infosys.

The compensation offered for this role is **INR 3.6 lakhs per annum**.

Please note:

1. This is a conditional job offer subject to your background verification.
2. You might have appeared in PPI for a different role. The role offered to you is at par with the assessment of your skills from the interview.

Please feel free to write to us at talent.acquisition@infosys.com for any clarifications.

Regards,

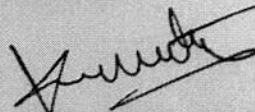
Talent Acquisition

Infosys

C BYRE GOWDA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF PLACEMENTS

LIST OF STUDENTS SELCTED FOR TNSI AND CAPEGEMINI TRAINING

SINo	Name	Mob	Branch
1	Abishek M J		
2	ANUSHA.S		
3	Achuth Gowda N	9483441632	cse
4	Amrutha S	7625021549	cse
5	Balakrishna S	7619224642	cse
6	Brahmitha.A	7338444277	cse
7	Chandan G N	7619579046	cse
8	Chandana N	7625022560	cse
9	Deeksha CN	9743518019	cse
10	Devaki N	8618338153	cse
11	Dhanushree V	9591178726	cse
12	Dileep Kumar T V	9108545314	cse
13	Divya Shree T C	7795233539	cse
14	Faheek Pasha S	7975645955	cse
15	Harsha D S	7204223895	cse
16	J Bhavani	8088314487	cse
17	Kokku Jayasree	7022010225	cse
18	Kundan Singh	7411489134	cse
19	Kushal Gowda SA	9902126109	cse
20	Lakshmi Singh s	8147429936	cse
21	Likith T N	9113881847	cse
22	Lokesh R	9008550877	cse
23	M VINOD KUMAR	9844585865	cse
24	Madhushri M	9148038315	ece
25	Meghana Hv	8867546627	ece
26	Mohamed Ibrahim	9902306359	cse
27	Mohammed Musaib S	8792522659	cse
28	Navatej gowda K R	8618366166	ece
29	Nisarga NV	6383210050	cse
30	Rachel Glory. K	7019992638	ece
31	Ravish kumar G N	8147555464	cse
32	Sharath V	7676160972	ece
33	Sheik	8892585974	cse
34	Shravani R	6361231852	ece
35	Siddagattu Shankara	9611553323	cse
36	Srikanth A N	9008772857	cse
37	Srivathsa S V	9959850084	ece
38	SUHAS K V	8431416915	cse
39	Syed Zafar ulla	8861509575	cse
40	Tabassum	9632777238	ece
41	Tasmiya Anjum	8660329440	cse
42	Tharun R	9640840520	cse
43	Udbhavi K N	9739627723	cse
44	Vidya .S	9019196685	cse
45	Vinay Kumar vr	9113275580	cse
46	Vishnu V S	7338080422	cse
		7337815118	cse
		7349511958	cse


DEAN PLACEMENT



TripleLeaf Designs Pvt. Ltd.

Sy No #155, Sarjapur road, Kodathi gate, Bangalore-560035
Email: tripleleaf.designs@gmail.com Ph: 8660796232

14th August 2023

Ms HARSHITHA M
Bangalore, India

Dear Ms HARSHITHA M,

We are pleased to offer you a position of **Junior Production Analyst** at TripleLeaf Designs Private Limited. You will be posted at our Glamwood Interiors, Marathahalli, Bangalore office (Glamwood Interiors is a brand owned by TripleLeaf Designs Pvt Ltd).

Your appointment is effective from the date of joining which shall be as soon as possible but not later than **14th August 2023** .

COMPENSATION AND BENEFITS

You will be paid salary, other allowances as detailed in Annex I to this letter.

Your compensation and benefits will be reviewed periodically as per Company policy. Increments are discretionary and will be subject to and on the basis of effective performance and results.

LEAVE

You would be eligible for 10 days as Statutory Holidays as would be notified by the Company on an annual basis.

In addition, you will be entitled to 12 (Twelve) working days as annual leave upon completion of each year of service under this employment agreement. You will however not be eligible for any leave during probation period.

PROBATIONARY PERIOD

You will be on probation for a period of 3 (THREE) months from the date of your appointment. If in the opinion of the Company, you are found suitable in the appointed post, your services will be confirmed in writing.



TRIPLELEAF DESIGNS

TripleLeaf Designs Pvt. Ltd.

Sy No #155, Sarjapur road, Kodathi gate, Bangalore-560035
Email: tripleleaf.designs@gmail.com Ph: 8660796232

OTHER WORK

Your position is whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the Company without permission in writing of the Company, except as holder of shares or debentures listed on Stock Exchanges.

TRANSFER

You will be liable to be transferred/assigned/deputed to any other location, department, establishment, factory or branch of the Company or its subsidiary, associate or affiliate, in such capacity as the Company may from time to time determine. On transfer, you will be governed by the terms and conditions of service applicable to the new assignment.

RESPONSIBILITIES

You shall effectively perform to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires. You are expected to fully and actively participate in the operations of the Company and achieve excellence in service and business results.

TRAVEL

You might be placed at any project as and when required by the management. Your project work may require travel to customer premises in Bangalore. Whenever you will be required to undertake travel on Company work and you will be paid travel expenses for that as per the Company rules.

CONFIDENTIALITY AND CONFLICT OF INTERESTS

- a. You will honor any confidentiality agreements you have signed with other companies. If you have any confidential information or trade secrets, written, or otherwise known by you, you are not to bring them to the Company, and you agree not to use them on the job in any way.
- b. You shall agree not to let yourself into any situation which might carry a Conflict of Interest between yourself and the Company. Company's Conflict of Interests policy is described in Annexure II.



TRIPLELEAF DESIGNS

TripleLeaf Designs Pvt. Ltd.

Sy No #155, Sarjapur road, Kodathi gate, Bangalore-560035
Email: tripleleaf.designs@gmail.com Ph: 8660796232

INTELLECTUAL PROPERTY PROTECTION

If you conceive any new or advanced methods of work, improving process/formulae/systems in relation to your work or the operations of the Company, such developments will be fully communicated to the Company and will be and remain sole right/property of the Company.

PAST RECORD

- a. 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, the Company will be at liberty to take appropriate action, including removing you from service without any notice.
- b. You attest that you have not signed a "non-competition" agreement or any other agreement that would prohibit you from working with the Company. This offer is contingent upon reviewing your current confidentiality agreements.

TERMINATION AND NOTICE PERIOD

- a. This contract of employment is terminable by either party giving 15 days notice during probationary period and one month (30 days) notice on confirmation. Either party is not bound to give any reasons for the same. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without being liable to pay compensation for the unexpired period and without being bound to give any reasons for the same.
- b. Having regard to the responsibilities of your function in the Company, in case of your resignation, the Company may require information on your future plans and may place reasonable restrictions in the matter, purely to protect its interests. In case the restrictions are not accepted by you, the Company reserves the right not to relieve you from employment, without in any way being liable to pay you any compensation or benefits for such period.
- c. In any case after you leave the Company, for a period of two years there from, you shall not directly or indirectly, solicit any employee of the Company to leave employment with the Company.

ON SEPARATION

On acceptance of the Separation Notice originating from either side, you will hand over to the Company all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or working notes and you are not entitled to make



TRIPLELEAF DESIGNS

TripleLeaf Designs Pvt. Ltd.

Sy No #155, Sarjapur road, Kodathi gate, Bangalore-560035
Email: tripleleaf.designs@gmail.com Ph: 8660796232

or retain any copies of these items. The Company reserves the right not to relieve you if you do not comply with this requirement.

COMPANY HR POLICIES

Your employment will be generally governed by the HR Policies of the Company as in force from time to time.

We would appreciate if you can confirm that the above terms are acceptable to you and that you accept the appointment, by signing a copy of this Employment Letter and the Annexures.

Yours sincerely

For GlamWood Interiors



Priya Mann,
Managing Director of TripleLeaf Designs Pvt. Ltd.

I agree to accept employment on the terms and conditions specified in this Employment Letter and Annexures.

Signature

Date

Date: 12-Aug-2022

Internship Engagement Letter

This temporary employment agreement hereby entered into between 'ScaleneWorks People Solutions LLP' the Employer, and Usha Kiran S the Trainee.

This serves to confirm the terms and conditions of employment agreed upon between the parties:

1. **DATE OF EMPLOYMENT** 16 August 2022

2. **DURATION OF EMPLOYMENT** This agreement will continue until it terminates on the earliest of any of the following dates or events ...

(a) 16 August 2022; to
(b) 15 September 2022

3. **JOB TITLE** Intern

4. **GRADE** T1

5. **STIPEND** INR. 5,000.00 (Five Thousand per month only)

6. **TIME OF PAYMENT** 05th Day of the subsequent month of Joining

Both parties agree that the foregoing list of duties and responsibilities are not exhaustive and may be changed, modified, or increased at the discretion of the Employer.

The work schedule will vary according to the needs of the Trainee.

As a part-time/temporary Employee, the employee is not eligible to participate in any fringe benefits or retirement programs/ medical or insurance programs.

The agreement shall be governed by the laws of the State of Karnataka and Scalene's Policies & Procedures.

By accepting employment, you agree not to disclose any confidential information regarding this company, any persons employed by this company, or our clients learned in the course of your employment to anyone outside of this company during and after your term of employment

This internship is an at-will employment that may be terminated without cause and without advance notice. Only the president of the company has the authority to modify the terms of your employment.

Except for increases in salary provided at the discretion of the Employer, the terms of this agreement remain in effect until amended in writing and signed by the Employer.

The above terms and conditions are subject to Company Policy documents as amended from time to time. By signing the duplicate copy of this letter and returning it to us, you assert that the terms and conditions of this appointment letter are acceptable to you and that you accept the appointment offered to you according to the terms of this document and other Company Policies.

Notwithstanding anything herein contained, in the event of any breach by you of any of the terms and conditions herein contained or any of the Rules and Regulations of the Company, the Company will have right to terminate your appointment and service without any notice.

Note: Once your clear assessment post 1 month of training, you will receive another offer letter from us.

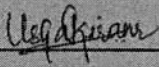
We welcome you to the **ScaleneWorks family** and look forward to a long and mutually beneficial association.

For **ScaleneWorks People Solutions LLP**,



Abhishek Jar
Vice President-HR

I accept all terms and conditions stated in this letter and agree to abide by them at all times.

Name : Usha Kiran R
Signature : 
Date : 04.08.2022

CSR Campus Drive - 2022

Dear **Vinay Kumar G,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULLSTACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.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 ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: Vinay Kumar G

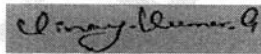
College Name: C.Byregowda Institute Of Technology, Kolar

Branch: Computer Science and Engineering

USN/ Reg Number:1CK19CS406

Date: 1/6/2022

Student Signature



Best wishes,



Madhusudan. H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951936349
+91 8951828627
+91 8951182617
www.pentagon.space.in
campusconnect@pentagon.space.in

CIN NO.: U74999KA2020PTC133021

Appointment Letter

17th September 2022

Ms. Dhakshitha R,
D/o Venkataramappa Ramachandraiah
Mandara Nilaya Tekal Road,
1st Main 3rd Cross,
Behind Mini Hotel,
P C Extension, Bangarapet Kolar,
Kolar - 563101
Email: dhakshit04@gmail.com
Ph: +919743363621

Dear Dhakshitha R,

Subsequent to your interview and discussions, we are pleased to appoint you to **Trainee Engineer** position with Whiteboard Technologies Private Limited (the "Company") on the following terms and conditions, effective from 17-September-2022

Duties. You shall use your best energies and abilities on a fulltime basis to perform duties assigned to you from time to time. Your performance will be reviewed annually. You shall provide reports concerning your work activities from time to time if requested. During your employment, you shall not directly or indirectly seize any corporate opportunities/any business opportunities directly with any clients in USA/Canada or otherwise engage in any conduct adverse to the best interests of the Company. Also, you are instructed not to divulge any confidential information or violate any agreement with your prior employers.

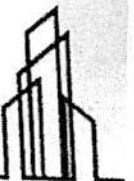
Compensation and Benefits: You shall be compensated at the rate of Rs 20,000/- (Rupees Twenty Thousand Only) CTC per month. You will have one day vacation for every 24 working days completed in the first year.

Relocation and Termination. You are employed by the company on "At-Will Basis". You promptly will comply with the Company's instructions concerning relocation. The Company agrees to provide you with two month advance notice of termination (except no advance notice is required if the termination of your employment is for cause) and you agree to provide the company with two month advance notice of termination of employment after completing your three years mandatory stay with the company. You agree that at least two month advance notice by you is reasonable and necessary under such circumstances due to the substantial effort, time and expense the Company will be required to incur in employing and relocating you and in replacing your services.

Dhakshitha R
17/09/2022

Whiteboard Technologies Private Limited

19/1, Sapthagiri, Nagashettyhalli, Krishnappa Layout, Sanjay Nagar, Bangalore 560094, Karnataka, India



Confidentiality. As part of your employment, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and method of dealings with its customers and employees and you also will develop relationships of special trust and confidence with the Company's customers and employees (collectively, "Confidential Matter"). You agree that such Confidential Matter is for the Company's exclusive benefit and that, both during your employment and at all times thereafter, you will not directly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment, you will promptly return all documents, time sheets and information (including computer generated or stored matters) concerning the Company or its customers and employees.

Non-Competition and Non-Solicitation. During the period of employment and until 24 months following the termination of your employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit the business of (or otherwise deal in a manner adverse to the Company with) or provide any engineering, consulting or detailing services to any customer of the Company (regardless whether or not you personally dealt with that party during your employment) nor directly or indirectly solicit the services of (or otherwise deal in a manner adverse to the Company with) any employee of the Company or induce such employee to terminate his or her employment. You further agree that: (1) the company shall be entitled to injunctive relief as well as damages for any violation by you of paragraphs 4 or 5 of this Agreement (which shall survive the termination of this Agreement and your employment); (2) Indian Laws shall govern this Agreement and its enforcement; (3) jurisdiction and venue is proper in any proceeding to enforce rights hereunder filed in any court located in Bangalore; and (4) all the paragraphs above are intended to be enforced in accordance with their terms but such terms shall be deemed modified as necessary so as to render them valid and enforceable to the fullest extent permissible by applicable law.

Requirement of employment: You are required to submit at your will an agreement to stay with the company for 3 years to join and continue your employment.

Entire Agreement. This agreement represents the entire agreement of the parties, and it supersedes all prior statements, discussions and understandings and may be amended only by a writing signed by both parties.

Dhakshitha R
17/09/2022

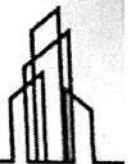
Ms. Dhakshitha R
Agreed and accepted with
the express intent into be
legally bound

Date: 17-September-2022

Balaji L Khandappanavar

Balaji L Khandappanavar
Manager HR & Sales

Date: 17-September-2022



ANNEXURE A

CONDITIONS OF SERVICE

1. Commencement of Employment

The Employee shall be required to submit the following documents in originals, to the Human Resources Department at the time of reporting on the Effective Date prior to the commencement of the employment with the Company,

- i) School Leaving certificates
- ii) Marks Cards
- iii) Latest 3 months pay/salary slip issued by the preceding employer
- iv) Relieving letter
- v) Aadhar Card
- vi) Pan Card
- vii) Other documents as specified by the Human Resource department

Provided that the submission of the above documents shall be a pre-condition for the commencement and continuation of the Employment.

2. Termination & Consequences of Termination

The Employment of the employee and the terms of this Agreement with the Company may be terminated by the Company by giving 60 (sixty) days written notice or two month's basic salary in lieu of such notice period to you. The employment of the Employee may be terminated without notice in the event of,

- i) Nonperformance during the employment period.
- ii) Disciplinary action during the employment period.
- iii) A material breach by the Employee of the terms of this Agreement.

During the review of first quarter, any failure or misrepresentation of facts found to be untrue, the company can terminate the employment with immediate effect.

In the event that you seek to terminate your employment with the Company, you may do so by giving the Company a written notice of 60 (sixty) days of such intention.

Upon termination under clause of this Agreement, the Employee shall stand discharged and released from the performance and liabilities under this Agreement, only upon furnishing of a declaration in the form laid out under separation certificate.

Dhatrikha.R
17/09/2022

Whiteboard Technologies Private Limited

19/1, Sapthagiri, Nagashettyhalli, Krishnappa Layout, Sanjay Nagar, Bangalore 560094, Karnataka, India



3. Non - Solicitation & Competition

The Employee shall not during the term of employment with the Company and for a period of 24 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause, you shall not either:

- i. directly or indirectly solicit, induce, recruit, or encourage any of the Company's employees to leave their employment, undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company.
- ii. 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.
- iii. 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.

A breach under this clause shall be construed to be a material breach of this Agreement and you will be liable for legal action.

The Employees agree that any dispute in this regard, shall be determined by the Management and hereby agree that the decision of the Management in this regard shall be final and binding on you.

Dhakshitha R
17/09/2022

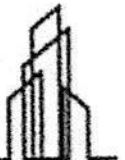
Ms. Dhakshitha R
Agreed and accepted with
the express intent into be
legally bound

Date: 17-September-2022

Balaji L

Balaji L Khandappanavar
Manager HR & Sales

Date: 17-September-2022





SRH Hochschule in Nordrhein-Westfalen
Platz der Deutschen Einheit 1 | 59065 Hamm

Herr
Vishal Chikkavalagamadi Manjunath
Heßlerstraße 15
59065 Hamm
Deutschland

SRH Hochschule in
Nordrhein-Westfalen
Staatlich anerkannte Hochschule

21.01.2022

Immatrikulationsbescheinigung

- inklusive Bescheinigung nach §9 BAföG -

Herr Vishal Chikkavalagamadi Manjunath
mit der Matrikelnummer **11013962**
Geburtsdatum: **05.04.1996** Geburtsort: **karnataka**
ist im **Sommersemester 2022** zum Studium zugelassen/eingeschrieben.

Studiengang:	M.Sc. Supply Chain Management (English)
Angestrebter Abschluss:	Master of Science (M.Sc.)
Hörerstatus:	Vollzeitstudium
Studienbeginn:	01.03.2020
Ende der Regelstudienzeit:	31.08.2022
Studienort:	Campus Hamm, Platz der Deutschen Einheit 1, 59065 Hamm

Startsemester Regelstudienzeit Fachsemester Hochschulsemester Urlaubssemester
(Semester)

SoSe 2020	4	3	5	2
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Hochschulsemester: Sommersemester vom 01.03.-31.08.; Wintersemester vom 01.09.-28./29.02.

Diese Bescheinigung wurde maschinell erstellt und ist ohne Unterschrift und Siegel gültig.
Zusätze und Änderungen bedürfen der ausdrücklichen Bestätigung durch den Studierendenservice.

SRH Hochschule Nordrhein-Westfalen GmbH
Prinz-Friedrich-Karl-Straße 39
44135 Dortmund
T +49 2381 9291-0
info.hshamm@srh.de
www.srh-hochschule-nrw.de
www.srh-campus-rheinland.de

Geschäftsführung:
Prof. Dr. Lars Meierling
Amtsgericht Dortmund HRB
31913
USt-IdNr. DE 241 099 669

Sparkasse Hamm
IBAN DE49 410 500 95 0000 1531 30
BIC WELADED1HAM

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

#3333/4, Krishna Heights, 4th Floor, Bangarpet Road,

C. Byregowda Nagara, KOLAR - 563102.

E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E.,A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref: SKC/04/2022-2023/040

Date : 01-08-2022

Job Offer Letter

Dear, Mr. Vinay Prasad B

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-08-2022]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at - will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.


Best Regards,

Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-08-2022

Salary: 1,80,000/-

Candidate Signature: 

Date: 01-08-2022

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

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E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E.,A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref.SKC/OL/2022-2023/042

Date : 01-08-2022

Job Offer Letter

Dear, Mr. Ankith Kumar

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

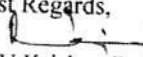
We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-08-2022]

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Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.


Best Regards,


Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-08-2022

Salary: 1,80,000/-

Candidate Signature: 

Date: 01/08/2024

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

#3333/4, Krishna Heights, 4th Floor, Bangarpet Road,

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E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E.,A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref. SKC/04/2022-2023/041

Date : 01-08-2022

Job Offer Letter

Dear, Ms. Apoorva M V

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

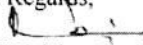
We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-08-2022]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

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Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

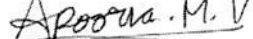
Best Regards,


Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-08-2022

Salary: 1,80,000/-

Candidate Signature: 

Date: 01/08/2022

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



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E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E., A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref. SKC/OL/2022-2023/043

Date : 01-08-2022

Job Offer Letter

Dear, Mr. A S Yashwanth kumar

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

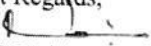
We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-08-2022]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at - will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

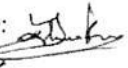
Best Regards,


Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-08-2022

Salary: 1,80,000/-

Candidate Signature: 

Date: 01/08/2022

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

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E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E.,A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref. SKC/OL/2023-2024/051

Date : 01-07-2023

Job Offer Letter

Dear, Ms. Dharani M K

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-07-2023]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at – will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

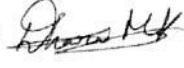
Best Regards,

Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-07-2023

Salary:1,80,000/-

Candidate Signature: 

Date: 01/07/2023

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

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Managing Partner : V. Krishna Reddy, B.E., A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref. SKC/OL/2023-2024/052

Date : 01-07-2023

Job Offer Letter

Dear, Mr. Nagesh M

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

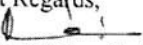
We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-07-2023]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

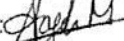
Best Regards,


Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-07-2023

Salary: 1,80,000/-

Candidate Signature: 

Date: 01/07/2023

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



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Managing Partner : V. Krishna Reddy, B.E.,A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref. SKC/OL/2023-2024/053

Date : 01-07-2023

Job Offer Letter

Dear, Ms. Rakshitha T E

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.


We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-07-2023]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at - will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.


Best Regards,


Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-07-2023

Salary: 1,80,000/-

Candidate Signature: 

Date: 01/07/2023

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

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E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E.,A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref. SKC/04/2023-2024/054

Date : 01-07-2023..

Job Offer Letter

Dear, Ms. Ganashree M

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-07-2023]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at - will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date:01-07-2023

Salary:1,80,000/-

Candidate Signature:

Date: 01/07/2023

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

#3333/4, Krishna Heights, 4th Floor, Bangarpet Road,

C. Byregowda Nagara, KOLAR - 563102.

E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E.,A.M.L.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref. SKC/01/2024-2025/062

Date : 01-06-2024

Job Offer Letter

Dear, Mr. Nagesh G S

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-06-2024]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at - will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date:01-06-2024

Salary:1,80,000/-

Candidate Signature:

Date: 01/06/2024

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

#3333/4, Krishna Heights, 4th Floor, Bangarpet Road,

C. Byregowda Nagara, KOLAR - 563102.

E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E.,A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref. SKC/04/2024-2025/063

Date : 01-06-2024..

Job Offer Letter

Dear, Mr. Shivananda N V

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-06-2024]

As the Site Engg. You'll report to Managing Director at Sri KrishnaConstructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at - will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.


Best Regards,

Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date:01-06-2024

Salary:1,80,000/-

Candidate Signature: 

Date: 01/06/24

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



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Managing Partner : V. Krishna Reddy, B.E., A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref:SKC/OL/2021-2022/026

Date : 01-09-2021

Job Offer Letter

Dear, Mr. Manu M V

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-09-2021]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at – will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-09-2021

Salary: 1,80,000/-

Candidate Signature:

Date:

1/9/21

Manu

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



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Managing Partner : V. Krishna Reddy, B.E., A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref: SKC/OL/2021-2022/027

Date : 01-09-2021

Job Offer Letter

Dear, Ms. C M Pooja,

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

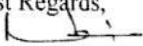
We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-09-2021]

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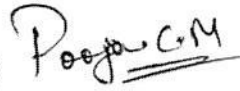
Best Regards,


Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-09-2021

Salary: 1,80,000/-

Candidate Signature: 

Date: 1/9/21

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

#3333/4, Krishna Heights, 4th Floor, Bangarpet Road,

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E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E., A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref: SKC/OL/2021-2022/028

Date : 01-09-2021

Job Offer Letter

Dear, Ms. Ayesha Khanum,

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.


We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-07-2021]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at - will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.


Best Regards,


Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-09-2021

Salary: 1,80,000/-

Candidate Signature: 

Date: 1/9/21

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

#3333/4, Krishna Heights, 4th Floor, Bangarpet Road,

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E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E., A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref:SKC/OL/2021-2022/029

Date : 01-09-2021

Job Offer Letter

Dear, Ms. Pooja G R

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-09-2021]

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Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-09-2021

Salary:1,80,000/-

Candidate Signature:

Date: 1/9/21

GSTIN : 29AEPFS7432H1ZF

Mob. : 9972383333



SRI KRISHNA CONSTRUCTIONS

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E-mail : vkreddy_2006@yahoo.co.in

Managing Partner : V. Krishna Reddy, B.E.,A.M.I.E.,

Reg No. CBS/C1/CLVIL/12093/2020

Ref: SKC/OL/2021-2022/030

Date : 01-09-2021...

Job Offer Letter

Dear, Ms. Niveditha G R

Congratulations! Sri Krishna Constructions, Kolar is pleased to select you as **Site Engineer**.


We'll focus on wrapping up a few more formalities, including the successful completion of your new role by (background check, reference check, etc.) and aim to get you settled into your new role by [01-09-2021]

As the Site Engg. You'll report to Managing Director at Sri Krishna Constructions.

You'll be a regular employee of Sri Krishna Constructions. Please keep in mind, this employment offer is in no way a legally binding contract. As an at – will employee, both you and Sri Krishna Constructions are able to terminate employment for any reason at any time.

Sri Krishna Constructions looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.


Best Regards,


Er. V Krishna Reddy
Managing Partner

Position: Site Engineer

Date: 01-09-2021

Salary: 1,80,000/-

Candidate Signature: 

Date: 1/9/21

Date:07-08-2024

Ref:FHHTIMDPL/FXBL/7801/FATP SCM Department_FXBL/SCM Warehouse Management
Section_FXBL/2024

To,
Mr Harsha D S
Near main road
Dodamaladoddi(v) J Thimmasandra(p),
Kolar,Karnataka-563135

Dear Harsha D S

Sub: Offer Letter for the Position of "Trainee"

With reference to your application and subsequent interview you had with us, we are pleased to offer an employment in our company as "Trainee" as per the terms agreed mutually and your annual CTC will be ₹297,600 as per Annexure. The detailed appointment order will be given to you at the time of your joining.

You will be based at our Bangalore office. You should be prepared to work anywhere in India. The company reserves the right to transfer you to any office, department or establishment forming a part of our company.

Please sign and return the duplicate copy of this letter as token of acceptance of terms of this letter and you are required to join us on or before **14-08-2024** failing which this offer will be treated as cancelled. We welcome you to our organization and look forward to a long and mutually beneficial association with us.

Foxconn Hon Hai Technology India Mega Development Private Limited



CHU SHUO-CHIH
Director
DIN:09534674

DECLARATION:

I accept the terms of this offer letter (Including Annexure) issued by Foxconn Hon Hai Technology India Mega Development Private Limited, I Will be reporting for duty on 14-08-2024.

Signature of **Harsha D S**

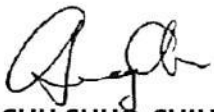
Name : Harsha D S
Designation : Trainee
Grade : TR2
Department : FATP SCM Department_FXBL
Location : Karnataka

Particulars	Monthly	Annual	Remark
Basic Salary	12,000	144,000	
House Rent Allowance	5,000	60,000	
Special Allowance	1,000	12,000	
Leave Travel Allowance	2,000	24,000	
City Compensatory Allowance	3,000	36,000	*See below of No.5
Gross Pay (A)	23,000	276,000	
Employer Provident Fund	1,800	21,600	*See below of No.1&2
Employer ESIC	0	0	*See below of No.1&2
Subtotal (B)	1,800	21,600	
Grand Total (C = A+B)	24,800	297,600	

NOTE:

1. EPF/ESIC deduction will be made at the rate as per prevailing EPF & ESIC Act.
2. Company contribution to EPF/ESIC will be the maximum limit as per prevailing Act. Rules.
3. Gratuity will be paid as per Gratuity Act.
4. You are eligible for Company Group Mediciam Policy.
5. City Compensatory Allowance applicable to Bangalore work location.
6. Other Allowance will be paid as per company Policy.
7. ₹5 per day will be deducted for Canteen.
8. If any false statements and documents submitted, the offer will be revoked.
9. Employer shall be entitled to change or modify the salary Structure from time to time according to need.
10. Income Tax deduction will be made as per prevailing Karnataka Tax on Profession, Trades, Callings and Employment Act and Income Tax Act.

Foxconn Hon Hai Technology India Mega Development Private Limited



CHU SHUO-CHIH

Director

DIN:09534674

Signature of **Harsha D S**

Job Offer Letter

Dear HARSHA D S,

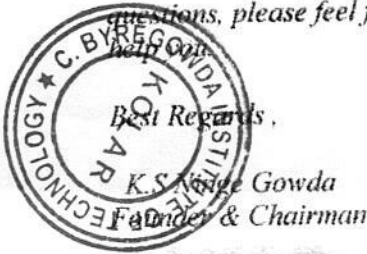
Congratulations! AANS Technologies is excited to call you our new **System Analyst**

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to



K.S. Gowda
Founder & Chairman

K.S. Gowda

Position: System Analyst

Date: 4/4/2024

Salary: 5 Lakh/Annum

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear KHUSHAL GOWDA SA,

Congratulations! AANS Technologies is excited to call you our new **System Analyst**

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.



Best Regards,

K.S Ninge Gowda
Founder & Chairman

K.S. Ninge Gowda

Position: System Analyst

Date: 4/4/2024

Salary: 5 Lakh/Annum

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear **LOKESH R**,

Congratulations! AANS Technologies is excited to call you our new System Analyst

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

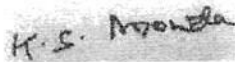
As the software Engg. you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies, Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: System Analyst

Date: 4/4/2024

Salary: 5 Lakh/Annum

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear **RAVISH KUMAR GN**,
Congratulations! **AANS Technologies** is excited to call you our new **System Analyst**

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

As the software Engg. you'll report to (manager/supervisor) at **AANS Technologies**.

You'll be a regular employee of **AANS Technologies**. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and **AANS Technologies** are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,



K.S Ninge Gowda
Founder & Chairman

K.S. Ninge Gowda

Position: **System Analyst**

Date: **4/4/2024**

Salary: **5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear THARUN R

Congratulations! AANS Technologies is excited to call you our new **System Analyst**

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

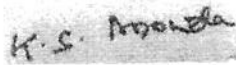
As the software Engg. you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to assist you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: System Analyst

Date: 4/4/2024

Salary: 5 Lakh/Annum

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear DHANUSHREE V,

Congratulations! AANS Technologies is excited to call you our new **System Analyst**

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

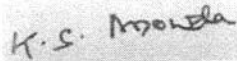
As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: System Analyst

Date: 4/4/2024

Salary: 5 Lakh/Annum

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear DEEPAK BN,

Congratulations! AANS Technologies is excited to call you our new **System Analyst**

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K. S. Ninge Gowda
Founder & Chairman



Position: System Analyst

Date: 4/4/2024

Salary: 5 Lakh/Annum

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear ACHUTH GOWDA,

Congratulations! AANS Technologies is excited to call you our new **System Analyst**

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

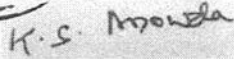
As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



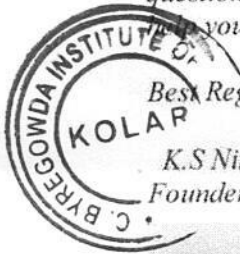
Position: System Analyst

Date: 4/4/2024

Salary: 5 Lakh/Annum

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear UDBHAVI K N.

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

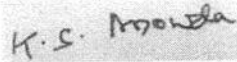
As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear TASMIYA ANJUM,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

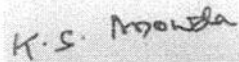
As the software Engg. you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear TABASSUM,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman

K.S. Ninge Gowda

Position: **Junior Software Engineer**

Date: 4/4/2024

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____



Job Offer Letter

Dear SYED ZAFAR ULLA,
Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

As the software Engg. you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,



B.Y.R. Gouda
Founder & Chairman

Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear **SRIVATHSA S V**,

Congratulations! **AANS Technologies** is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

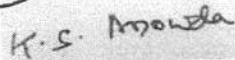
As the software Engg, you'll report to (manager/supervisor) at **AANS Technologies**.

You'll be a regular employee of **AANS Technologies**. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and **AANS Technologies** are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear SRIKANTH A N,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

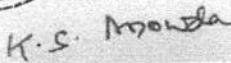
As the software Engg. you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K. S. Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear SHRAVANI R,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



K.S Ninge Gowda

Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear SAHANA P M,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.


We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies, Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,



Ninge Gowda
Founder & Chairman

Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear PAVAN T M,
Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

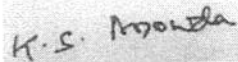
As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: 4/4/2024

Salary: 3.5 Lakh/Annum

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear NISARGA N V,
Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

Ninge Gowda
Founder & Chairman

K.S. Monda

Position: **Junior Software Engineer**

Date: 4/4/2024

Salary: 3.5 Lakh/Annum

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear NISARGA N V,
Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

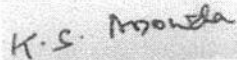
As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: 4/4/2024

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear MEGHANA H V,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

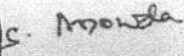
As the software Engg. you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear LIKITH T N,
Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

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AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best Regards,



S Ninge Gowda
Founder & Chairman

S. Ninge Gowda

Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear HARSHITH S,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

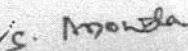
As the software Engg, you'll report to (manager/supervisor) at AANS Technologies.

You'll be a regular employee of AANS Technologies, Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and AANS Technologies are able to terminate employment for any reason at any time.

AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear HARINI G L,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

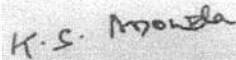
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Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear **DILEEPKUMAR T V**,
Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

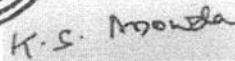
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Best Regards,

Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear CHETHAN N,
Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

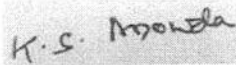
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Best Regards,

K.S. Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear CHANDANA N,
Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

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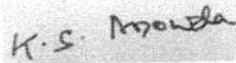
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Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear BHAVANI J.

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

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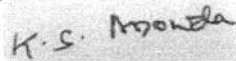
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Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear BANUSHREE G,
Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

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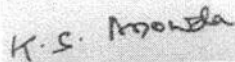
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Best Regards,

K.S Ninge Gowda
Founder & Chairman



Position: **JuniorSoftware Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear ANUSHA S,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

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AANS Technologies looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Regards,

Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear AMRUTHA S,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

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Best Regards,

K. S. Srinivas Gowda
Founder & Chairman

K. S. Srinivas Gowda

Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

Job Offer Letter

Dear TANVEER PASHA,
Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

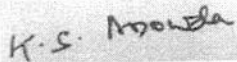
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Best Regards,

Ninge Gowda
Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____



Job Offer Letter

Dear ANUSHA.S,

Congratulations! AANS Technologies is excited to call you our new **Software Test Engineer**.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, reference check, etc.), and aim to get you settled into your new role by [start date].

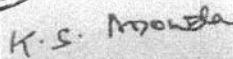
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Founder & Chairman



Position: **Junior Software Engineer**

Date: **4/4/2024**

Salary: **3.5 Lakh/Annum**

Candidate Signature: _____

Date: _____

