



CITY ENGINEERING COLLEGE

Approved by AICTE New Delhi & Affiliated by VTU, Belagavi
Doddakallasandra, Off Kanakapura Main Road,
Next to Gokulam Apartment, Bangalore - 560 062.



CRITERION 5 – STUDENT SUPPORT AND PROGRESSION

KEY INDICATOR: 5.2 Student Progression.

Metric Number: 5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years.

Number and List of students placed along with
placement details for the Academic Year
2019-20

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	Drushya K	Computer Science & Engineering	2020	Cognizant Technology Solutions India	4,01,986
	Bharath Subrahmanya	Computer Science & Engineering	2020	TATA Consultancy Services	3,36,875
	Vandana N	Computer Science & Engineering	2020	DXC Technology	3,60,000
	Bharath Subrahmanya	Computer Science & Engineering	2020	Infosys	3,60,000
	Chaitra .R	Computer Science & Engineering	2020	Infosys	3,60,000
	Deekshitha H S	Computer Science & Engineering	2020	Infosys	3,60,000
	Kaunain Fathima M	Computer Science & Engineering	2020	Infosys	3,60,000
	Keerthana T E	Computer Science & Engineering	2020	Infosys	3,60,000
	Mohanashree .R	Computer Science & Engineering	2020	Infosys	3,60,000
	Prasad D Shet	Computer Science & Engineering	2020	Infosys	3,60,000
	Yathish K S	Electronics & Communication	2020	Infosys	3,60,000
	Monika S	Computer Science & Engineering	2020	Legato Health Technologies LLP	3,25,000
	Kumar Gaurav	Computer Science & Engineering	2020	Cognizant	4,00,000
	Drushya K	Computer Science & Engineering	2020	Cognizant	4,00,000
	Tejaswi Y D	Computer Science & Engineering	2020	Cognizant	4,00,000
	Chandana A V	Computer Science & Engineering	2020	Cognizant	4,00,000
	Shirisha Rao A	Computer Science & Engineering	2020	Cognizant	4,00,000
	Upender Kumar Yadav	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Akash K S	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Akshatha Rajesh	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Arpitha G	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Chiranjeevi M	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Divya Shree S	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Imran Pasha	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	Megha G	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Mohammed Shahid F	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Nisarga M	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Prajwal Kumar R	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Prem Kiran R	Computer Science & Engineering	2020	Intellipaat Software Solutions Private Limited	2,64,000
	Amir Haruni	Computer Science & Engineering	2020	Hinduja Global Solutions Limited	4,50,000
	Amrita Chandrashekha	Computer Science & Engineering	2020	Hinduja Global Solutions Limited	4,50,000
	Amulya V	Computer Science & Engineering	2020	Hinduja Global Solutions Limited	4,50,000
	Ankitha S T	Computer Science & Engineering	2020	H G S Global Solutions Limited	4,50,000
	Arjun M Bhardwaj	Computer Science & Engineering	2020	Hinduja Global Solutions Limited	4,50,000
	Arpitha R	Computer Science & Engineering	2020	Hinduja Global Solutions Limited	4,50,000
	Ayesha Rumana	Computer Science & Engineering	2020	Hinduja Global Solutions Limited	4,50,000
	Ayesha Siddiqa	Computer Science & Engineering	2020	Hinduja Global Solutions Limited	4,50,000
	Bharath N	Computer Science & Engineering	2020	Hinduja Global Solutions Limited	4,50,000
	Narasimha Murthy P K	Civil Engineering	2020	Hinduja Global Solutions Limited	3,12,000
	Merchant Saeed Hame	Civil Engineering	2020	Hinduja Global Solutions Limited	3,12,000
	Aditya Shankar R	Civil Engineering	2020	Hinduja Global Solutions Limited	3,12,000
	Rahul Das D M	Civil Engineering	2020	Hinduja Global Solutions Limited	3,12,000
	Naveen Diddy	Civil Engineering	2020	Hinduja Global Solutions Limited	3,12,000
	Abhishek A	Mechanical Engineering	2020	Hinduja Global Solutions Limited	3,12,000
	Akhilesh Rao	Mechanical Engineering	2020	Hinduja Global Solutions Limited	3,12,000
	Arun B	Mechanical Engineering	2020	Hinduja Global Solutions Limited	3,12,000
	Arvind Rao E	Mechanical Engineering	2020	Hinduja Global Solutions Limited	3,12,000
	Bijay Kumar Yadav	Mechanical Engineering	2020	Hinduja Global Solutions Limited	3,12,000
	Murthynaik R	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556
	Vasuki P	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	Deepa N	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556
	Dhruva Kumar B S	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556
	Ganesha Kashyapa A	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556
	Hemanth Kumar M	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556
	Nagayya M	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556
	Pradyumna Hk	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556
	Santhosh S	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556
	Shiva Shakthi Bharti	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556
	Shreyas E S	Electronics & Communication	2020	Prematix Software Solution Pvt Ltd	1,85,556
	Mounika P	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Nagashree P S	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Naveena S	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Navya Shree S	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Niranjan K V	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Nisha S Bhat	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Nishath Banu	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	P.Chaithra	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Pavithra V	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Pooja B	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Poorvika M	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Prajwal S	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Rakshitha U	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Ramya S K	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Ranjith S E	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Rohit Vishwanath Kop	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Sachin S	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2019-20	Sachin V Patil	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Sahana N	Computer Science & Engineering	2020	ChattingBirds Pvt Ltd	2,40,000
	Sanjana G	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Sanjana S Rao	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Shailashree Subray Bha	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Shilpa K	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Shilpashree K	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Shirisha Rao A	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Sindhu V	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Sirikrishna P M	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Soumya U	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Sourav B	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Sushmita A Koppa	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Swaroop R Mallige	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Syeda Maheen Naaz	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	T Surendra	Computer Science & Engineering	2020	Trickle Solutions LLP	3,50,900
	Aadil Hassan Dar	Civil Engineering	2020	Byju's	3,75,000
	Abdul Rahim Khan	Civil Engineering	2020	Byju's	3,75,000
	Anoop H P	Civil Engineering	2020	Byju's	3,75,000
	Arunkumar B R	Civil Engineering	2020	Byju's	3,75,000
	Avinash Shetkar	Civil Engineering	2020	Byju's	3,75,000
	Mohammedfazil Attar	Civil Engineering	2020	Byju's	3,75,000
	Mohammed Imran Mus	Civil Engineering	2020	Byju's	3,75,000
	Pradeepa H	Civil Engineering	2020	Byju's	3,75,000
	Prakash N	Civil Engineering	2020	Byju's	3,75,000
	Rahul K V	Civil Engineering	2020	Byju's	3,75,000

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	Sagar M V	Civil Engineering	2020	Byju's	3,75,000
	Sanjay M	Civil Engineering	2020	Byju's	3,75,000
	Shashank N S	Civil Engineering	2020	Byju's	3,75,000
	Vijay R	Civil Engineering	2020	Byju's	3,75,000
	Sanketh S	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Amith M	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Chetan Kamble	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	M Virupakshi	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Mohammed Hussain	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Mohan Kumar K M	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Navdeep P	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Naziya Banu D	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Priyanka Rao S	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Thippayya	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Maheshchand M R	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Manjunatha M P	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Sri Manju M	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Srikanta	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Veeresh R	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Vikas H M	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Vikramaditya Gururaj	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Yathish T	Civil Engineering	2020	Trickle Solutions LLP	2,40,000
	Pawan Kumar Yadav	Mechanical Engineering	2020	Exotic Learning Nirvoday Pvt. Ltd.	3,12,000
	Pradeep C N	Mechanical Engineering	2020	Exotic Learning Nirvoday Pvt. Ltd.	3,12,000
	Punith Raj L C	Mechanical Engineering	2020	Exotic Learning Nirvoday Pvt. Ltd.	3,12,000
Santosh Kumar R	Mechanical Engineering	2020	Exotic Learning Nirvoday Pvt. Ltd.	3,12,000	

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	Shashank Patil	Mechanical Engineering	2020	Exotic Learning Nirvoday Pvt. Ltd.	3,12,000
	Srinivas Rao Bangale	Mechanical Engineering	2020	Exotic Learning Nirvoday Pvt. Ltd.	3,12,000
	Sudarshan	Mechanical Engineering	2020	Exotic Learning Nirvoday Pvt. Ltd.	3,12,000
	Tanunandana D S	Mechanical Engineering	2020	Exotic Learning Nirvoday Pvt. Ltd.	3,12,000
	Vignesh D	Mechanical Engineering	2020	Ashok Leyland Limited	4,00,000
	Chyavan Chandrashekl	Mechanical Engineering	2020	Koch Business Solutions India Pvt Ltd.	4,80,000
	Manjunatha P N	Mechanical Engineering	2020	Robert Bosch Engineering	5,00,000
	Sachin D S	Mechanical Engineering	2020	Koch Business Solutions India Pvt Ltd.	4,80,000
	Venu C D	Mechanical Engineering	2020	Ashok Leyland Limited	4,00,000
	Virupakshappa Araker	Mechanical Engineering	2020	Koch Business Solutions India Pvt Ltd.	4,80,000
	Vinay R	Mechanical Engineering	2020	Robert Bosch Engineering	5,00,000
	Apoorva P N	Electronics & Communication	2020	Verizo	1,80,000
	Bharathi Bai S	Electronics & Communication	2020	Worksbot	4,00,000
	Bhavana K	Electronics & Communication	2020	Expleo	3,63,000
	Chethan R	Electronics & Communication	2020	Accenture	4,40,000
	Dhanushree B R	Electronics & Communication	2020	Infosys	3,00,000
	Dileepa M	Electronics & Communication	2020	Cognizant	4,50,000
	Gowtham D	Electronics & Communication	2020	Wipro	3,50,000
	Hima S	Electronics & Communication	2020	Capgemini	3,00,000
	Kavya K	Electronics & Communication	2020	TCS	3,36,000
	Keerthana S R	Electronics & Communication	2020	Mycaptain	3,45,000
	Madhushree S	Electronics & Communication	2020	Accenture	4,40,000
	Meena B	Electronics & Communication	2020	Cognizant	4,50,000
	Mylooru Hemanth	Electronics & Communication	2020	Capgemini	3,00,000
	Namana B	Electronics & Communication	2020	Accenture	4,40,000
	Nikhil Kumar	Electronics & Communication	2020	Verizo	1,80,000

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	Pavankumar A	Electronics & Communication	2020	TCS	3,36,000
	Pavithra A	Electronics & Communication	2020	Capgemini	3,00,000
	Pooja C R	Electronics & Communication	2020	Betsol	3,10,000
	Poornima H R	Electronics & Communication	2020	Betsol	3,10,000
	Prasanna Kumar K	Electronics & Communication	2020	Betsol	3,10,000
	Raghunandan A Ramu	Electronics & Communication	2020	Betsol	3,10,000
	Rakshitha B M	Electronics & Communication	2020	Betsol	3,10,000
	A P Inchara	Electronics & Communication	2020	Betsol	3,10,000
	Anup B Mahishi	Electronics & Communication	2020	Betsol	3,10,000
	Kavya S	Electronics & Communication	2020	Betsol	3,10,000
	Pavan V Jyothi	Electronics & Communication	2020	Betsol	3,10,000
	Ningaraja Y B	Electronics & Communication	2020	Betsol	3,10,000
	Geetha R Somani	Computer Science & Engineering	2020	Velankani	3,00,000
	Geethanjali	Computer Science & Engineering	2020	Velankani	3,00,000
	Goutami Kodiya	Computer Science & Engineering	2020	Velankani	3,00,000
	Harini G R	Computer Science & Engineering	2020	Velankani	3,00,000
	Harshini M N	Computer Science & Engineering	2020	Velankani	3,00,000
	Harshitha M N	Computer Science & Engineering	2020	Velankani	3,00,000
	Jayanth S	Computer Science & Engineering	2020	Velankani	3,00,000
	Varshini A M	Computer Science & Engineering	2020	Velankani	3,00,000
	Varun G R	Computer Science & Engineering	2020	Velankani	3,00,000
	Vignesh Kumar S	Computer Science & Engineering	2020	Velankani	3,00,000
	Vikas V	Computer Science & Engineering	2020	Velankani	3,00,000
	Vishal Kumar	Computer Science & Engineering	2020	Velankani	3,00,000
	Yamini R	Computer Science & Engineering	2020	Velankani	3,00,000
	Yashoda A	Computer Science & Engineering	2020	Velankani	3,00,000

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
	Mohammed Zuhaib	Computer Science & Engineering	2020	Velankani	3,00,000
	Pradeep Kumar N	Computer Science & Engineering	2020	Velankani	3,00,000
	Bharath S G	Information Science & Engineering	2020	Velankani	3,00,000
	Poornachandra L	Computer Science & Engineering	2020	Velankani	3,00,000
	Rabiya Kouser	Computer Science & Engineering	2020	Velankani	3,00,000
	Alisha N	Computer Science & Engineering	2020	Velankani	3,00,000
	Rakshitha R	Electronics & Communication	2020	Hinduja Global Solutions Limited	4,50,000
	Sahana N K	Electronics & Communication	2020	Hinduja Global Solutions Limited	4,50,000
	Sandhya S	Electronics & Communication	2020	Hinduja Global Solutions Limited	4,50,000
	Sindhushree N	Electronics & Communication	2020	Hinduja Global Solutions Limited	4,50,000
	Soumya Gundad	Electronics & Communication	2020	Hinduja Global Solutions Limited	4,50,000
	Sriyansh Kumar	Electronics & Communication	2020	Hinduja Global Solutions Limited	4,50,000
	Supriya L	Electronics & Communication	2020	Hinduja Global Solutions Limited	4,50,000
	Tejas A Chavan	Electronics & Communication	2020	Hinduja Global Solutions Limited	4,50,000

28-Jan-2020

Dear Drushya K,
B.Tech/B.E., Computer Science & Engineering
City Engineering College, Bangalore



Candidate ID – 14049254

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature: *Drushya*

Date: *28/01/2020*

8/4/24, 11:49 AM



City Engineering College Mail - infosys

City Engineering College Placement <placements@cityengineeringcollege.ac.in>

infosys

1 message

VTU Placement <vtuplacement2018@gmail.com>
To: Placements@cityengineeringcollege.ac.in

Sat, Oct 26, 2019 at 10:52 PM

91	Bharathi Subrahmanya	bharathacp@gmail.com	25-Jan-99	CITY ENGINEERING COLLEGE	Vemana IT
92	Chaitra .R	chaitraravikumar18@gmail.com	29-Nov-98	CITY ENGINEERING COLLEGE	Vemana IT
93	Deekshitha H S	deekshitha6.dh@gmail.com	06-Jul-99	CITY ENGINEERING COLLEGE	Vemana IT
94	Kaunain Fathima M	kaunain0808@gmail.com	08-Nov-98	CITY ENGINEERING COLLEGE	Vemana IT
95	Keerthana T E	keaths.98@gmail.com	19-May-98	CITY ENGINEERING COLLEGE	Vemana IT
96	Mohanashree .R	mohanashreeramu23@gmail.com	23-Aug-98	CITY ENGINEERING COLLEGE	Vemana IT
97	Prasad D Shet	prasaddshet7@gmail.com	15-Jun-98	CITY ENGINEERING COLLEGE	Vemana IT
98	Yathish K S	smsyl3z@gmail.com	20-Mar-98	CITY ENGINEERING COLLEGE	Vemana IT

Prof. Karthik.K.R
Special officer- Examination
&
Placements coordinator
VTU CPC Bangalore



Offer: Computer Consultancy
Ref: TCSL/DT20195437188/Bangalore
Date: 13/09/2019

Mr. Bharath Subrahmanya
#26 Th Main Road,
Kuvempu Nagar, Doddkalsandra,
Bangalore-560062,
Karnataka.
Tel# 91-8660515102

Dear Bharath Subrahmanya,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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/DT20195437188

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TATA CONSULTANCY SERVICES

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



25-June-2020

Monika S
Bangalore

Reg: Offer of employment

Dear Monika,

We are pleased to offer you the position of **Associate Software Engineer** at **Legato Health Technologies LLP** and your work location will be **Bangalore - RGA Tech Park**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 325,000 / - (Rupees Three Lakhs Twenty Five Thousand Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

A one-time joining bonus of **INR 25,000/- (Rupees Twenty Five Thousand Only)** will be paid to you on the first regular paycycle administratively feasible following your employment with Legato and is subject to all applicable withholdings. In the event you decide to resign from Legato within a year of your start date, you agree to unconditionally reimburse Legato the full amount of the joining bonus on your last working day with Legato or alternatively, Legato will be entitled, in accordance with applicable law, to adjust the joining bonus from the full and final settlement due to you and you expressly agree to the same.

You will be on probation with Legato for a period of nine (9) months from the date of commencement of your employment. Post the probation period you will automatically be deemed to be confirmed, if your performance during the Probation Period is considered satisfactory by Legato. The decision for confirmation or termination post the probation period will be final by the company.

During the Probation Period, you and Legato shall both have the right to unilaterally terminate your employment upon providing two (2) weeks' prior written notice or payment in lieu thereof.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence from your effective date of joining i.e. **29-June-2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Monika S
Date:

Legato Health Technologies LLP | www.legatohealth.com

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru, Karnataka - 560045
Ph: 080-6152-0000 | GSTIN: 29AAHFL3010G22L

Branch Office: Floors 8 and 9 of T1 and T2, Laxmi Infobahn,
Kokapet Village, Gandipet Mandal, Ranga Reddy Dist.,
Telangana - 500075 | Ph: 040-6817-0000 | GSTIN: 36AAHFL3010G12R

Branch Office: RGA Tech Park, Floor 8-11, Block-2,
Chikkakannalli Village, Sarjapur Main Road, Bangalore,
Karnataka - 560035 | GSTIN: 29AAHFL3010G22L

LLPIN: AAL-0928 | PAN: AAHFL3010G

8/4/24, 11:47 AM

City Engineering College Mail - Provisional selection list of Cognizant



City Engineering College Placement <placements@cityengineeringcollege.ac.in>

Provisional selection list of Cognizant

2 messages

Binoy Mathew <drbinoymathew@gmail.com>
To: City Engineering College Placement <placements@cityengineeringcollege.ac.in>

236	AM	12441675589046	Kumar Gaurav	Ajit Kumar Singh	kumargaurav2014_14@gmail.com	Indian	Male	1998-06-16
237	AM	12441675473132	Drushya K	Rangaswamy K	drushyarangaswamy@gmail.com	Indian	Female	1998-05-20
238	AM	12441675450980	Tejaswi Y D	Devaraju Y B	tejaswiyd@gmail.com	Indian	Female	1999-03-08
239	AM	12441675264307	Chandana A V	venkata subba rao A	chandana.svs@gmail.com	Indian	Female	1998-06-19
240	AM	12441675331146	Shirisha Rao A	A Anna Rao	shirishara349@gmail.com	Indian	female	1998-06-26

Dr. Binoy Mathew M.Com, MBA, I.T.B, PGDCA, I.C.E.I, DPC, OPTP, I.I.E (Ph.D) Ph.D
Associate Professor & Director, Centralized Placement Cell(CPC)
Visvesvaraya Technological University
Bangalore Regional Centre,
RHCS Layout, Annapurameshwan Nagar,
Nagarabhatti, Bangalore - 560091
Karnataka
Mobile:3448622548
binoyfm@yahoo.co.in, placement@vtu.ac.in

City Engineering College Placement <placements@cityengineeringcollege.ac.in>
To: Binoy Mathew <drbinoymathew@gmail.com>

Thu, Nov 28, 2019 at 1:46 PM

Dear sir,

Surely will cascade this information to all selected students.

Thank u very much for this concern sir, Ur doing really good work.

pray to God to bless u with full every to work more.
(Quoted text hidden)

To

Date: 15th May, 2020

Upender Kumar Yadav

Subject: Offer Letter

Dear Upender Kumar Yadav

In reference to your application, we would like to congratulate you on being selected for Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Akash K S

Subject: Offer Letter

Date: 15th May, 2020

Dear Upender Kumar Yadav

In reference to your application, we would like to congratulate you on being selected for Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Akshatha Rajesh

Subject: Offer Letter

Date: 15th May, 2020

Dear Akshatha Rajesh

In reference to your application, we would like to congratulate you on being selected for IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To
Arpitha G
Subject: Offer Letter

Date: 15th May, 2020

Dear Arpitha G

In reference to your application, we would like to congratulate you on being selected for IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Again, congratulations and we look forward to working with you.

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Chiranjeevi M

Subject: Offer Letter

Date: 15th May, 2020

Dear Chiranjeevi M

In reference to your application, we would like to congratulate you on being selected for IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 15th May, 2020

Divya Shree S

Subject: Offer Letter

Dear Divya Shree S

In reference to your application, we would like to congratulate you on being selected for Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 15th May, 2020

Imran Pasha

Subject: Offer Letter

Dear Imran Pasha

In reference to your application, we would like to congratulate you on being selected for Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 15th May, 2020

Megha G

Subject: Offer Letter

Dear Megha G

In reference to your application, we would like to congratulate you on being selected for IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht

Director – Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 15th May, 2020

Mohammed Shahid F

Subject: Offer Letter

Dear Mohammed Shahid F

In reference to your application, we would like to congratulate you on being selected for IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 15th May, 2020

Nisarga M

Subject: Offer Letter

Dear Nisarga M

In reference to your application, we would like to congratulate you on being selected for Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Dewaker Singh Bisht
Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 15th May, 2020

Prajwal Kumar R

Subject: Offer Letter

Dear Prajwal Kumar R

In reference to your application, we would like to congratulate you on being selected for IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

To

Date: 15th May, 2020

Prem Kiran R

Subject: Offer Letter

Dear Prem Kiran R

In reference to your application, we would like to congratulate you on being selected for IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

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Yours truly,

For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

June 22, 2020

HR/BP/1221/1812

Ms. Amir Haruni
Bangalore.

Letter of Appointment

Dear Amir Haruni,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **August 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
- 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and professional qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

Yours sincerely,


Kiran Kumar G

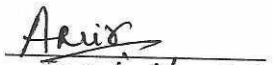
Deputy General Manager – Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


22/06/2020
Amir Haruni

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

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

Corporate Identity Number.L92199MHI995PLC084610



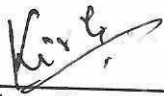
HINDUJA GROUP

ANNEXURE II - SALARY & ALLOWANCES

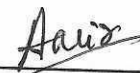
Candidate Name:	Amir Haruni		
Designation:	Associate Software Engineer Automation		
Grade:	M0		
Components:	w.e.f - DOJ	Location:	Bangalore
		Monthly	Annual
"A" FIXED			
Basic Pay			
House Rent Allowance		13,472	161,664
Shift Allowance		5,389	64,668
Skill Allowance		5,000	60,000
City Compensatory Allowance		5,000	60,000
"A" Sub-total - Gross Pay		4,816	57,792
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus			
Provident Fund - <i>Employer's Contribution</i>		1,123	13,472
Gratuity		1,800	21,600
"B" Sub-total - Retiral Benefits		648	7,776
Total Fixed Compensation (A + B)		3,571	42,846
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay			
Total Cash Compensation (A + B + C)		37,248	446,970
"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium			
Total Cost to Company: (A + B + C + D)		253	3,030
		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family.	Rs. 702,000[^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000^{**}	
Medical Insurance Coverage	Self and dependant family members are covered for Group Medclaim Insurance under Family Floater.	Rs. 150,000^{**}	
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable[^]	
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land.	As applicable[^]	
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable[^]p.m	
Professional Tax	If any as per the applicable rules in your state.	As applicable[^]p.m	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable[^]p.m	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a^{**}	

[^] Statutory Schemes are subject to change as per the Law from time to time.

^{**} These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.



Kiran Kumar G
 Deputy General Manager - Human Resources
 Hinduja Global Solutions Limited



Amir Haruni
 Date:

June 22, 2020

HR/BP/1221/1813

Ms. Amritha Chandrashekhar
Bangalore.


Letter of Appointment

Dear Amritha Chandrashekhar,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **August 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
 - 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and professional qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

Yours sincerely,

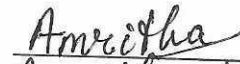

Kiran Kumar G
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Amritha Chandrashekhar
22/06/2020

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

Corporate Office: Gold Hill Square Software Park, No. 690, 1st Floor, Hosur Road, Bommanahalli, Bengaluru - 560 068. India. Telephone: 91-80-4643 1000 / 4643 1222
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Corporate Identity Number.L92199MH1995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Amritha Chandrashekhar		
Designation:	Associate Software Engineer Automation		
Grade:	MO	Location:	Bangalore
Components:	w.e.f - DOJ	Monthly	Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
City Compensatory Allowance		4,816	57,792
"A" Sub-total - Gross Pay		33,677	404,124
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		1,123	13,472
Provident Fund - <i>Employer's Contribution</i>		1,800	21,600
Gratuity		648	7,776
"B" Sub-total - Retiral Benefits		3,571	42,846
Total Fixed Compensation (A + B)		37,248	446,970
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		-	-
Total Cash Compensation (A + B + C)		37,248	446,970
"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium		253	3,030
Total Cost to Company: (A + B + C + D)		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family:	Rs. 702,000 [^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000 ^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000 ^{**}	
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Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land.	As applicable [^]	
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable [^] p.m	
Professional Tax	If any as per the applicable rules in your state.	As applicable [^] p.m	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable [^] p.m	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a ^{**}	

[^] Statutory Schemes are subject to change as per the Law from time to time.

^{**} These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

Kiran

Kiran Kumar G
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

Amritha

Amritha Chandrashekhar
Date:

June 22, 2020

HR/BP/1221/1813

Ms. Amulya V
Bangalore.

Letter of Appointment

Dear Amulya V,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **August 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
 - 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and professional qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

Yours sincerely,



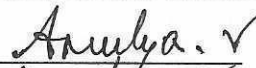
Kiran Kumar G
Deputy General Manager – Human Resources
Hinduja Global Solutions Limited

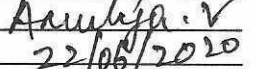
I have read the Appointment Letter and I fully understand and accept the terms & conditions contained herein.

Signature: _____

Name: _____

Date: _____





22/06/2020

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

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Corporate Identity Number.L92199MHI995PLC084610



HINDUJA GROUP

June 22, 2020

HR/BP/1221/1815

Ms. Ankitha S T
Bangalore.

Letter of Appointment

Dear Ankitha S T,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as “**Associate Software Engineer Automation**”. The details of your entitlements and your salary are as per Annexure –II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **December 16, 2021**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
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Yours sincerely,



Kiran Kumar G

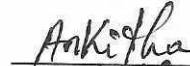
Deputy General Manager – Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Ankitha S.T
22/06/2020

Encl: Annexure – I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.


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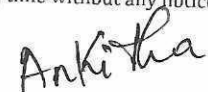
Corporate Identity Number.L92199MHI995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Ankitha S T		
Designation:	Associate Software Engineer Automation		
Grade:	M0		
Components:	w.e.f - DOJ	Location:	Bangalore
	"A" FIXED	Monthly	Annual
Basic Pay			
House Rent Allowance		13,472	161,664
Shift Allowance		5,389	64,668
Skill Allowance		5,000	60,000
City Compensatory Allowance		5,000	60,000
"A" Sub-total - Gross Pay		4,816	57,792
	"B" RETIRAL BENEFITS	33,677	404,124
Advance against Statutory Bonus			
Provident Fund - <i>Employer's Contribution</i>		1,123	13,472
Gratuity		1,800	21,600
"B" Sub-total - Retiral Benefits		648	7,776
Total Fixed Compensation (A + B)		3,571	42,846
	"C" VARIABLE PAY	37,248	446,970
"C" Sub-total - Variable Pay			
Total Cash Compensation (A + B + C)		-	-
	"D" INSURANCE / OTHER BENEFITS	37,248	446,970
Medical / GPA Insurance Premium			
Total Cost to Company: (A + B + C + D)		253	3,030
		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family.	Rs. 702,000 [^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000 ^{**}	
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Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable [^] p.m	
Professional Tax	If any as per the applicable rules in your state.	As applicable [^] p.m	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable [^] p.m	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a ^{**}	

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 Kiran Kumar G
 Deputy General Manager - Human Resources
 Hinduja Global Solutions Limited


 Ankitha S T
 Date:

June 22, 2020

HR/BP/1221/1816

Mr. Arjun M Bhardwaj
Bangalore.

Letter of Appointment

Dear Arjun M Bhardwaj,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **December 16, 2021**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
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Yours sincerely,


Kiran Kumar G

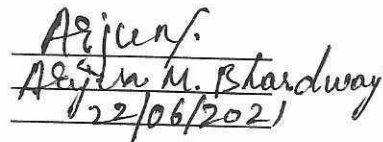
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Arjun M. Bhardwaj
22/06/2021

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.


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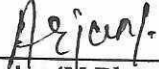
Corporate Identity Number.L92199MHI995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Arjun M Bhardwaj		
Designation:	Associate Software Engineer Automation		
Grade:	MO	Location:	Bangalore
Components:	w.e.f - DOJ	Monthly	Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
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Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable [^] p.m	
Professional Tax	If any as per the applicable rules in your state.	As applicable [^] p.m	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable [^] p.m	
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Kiran Kumar G
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited


Arjun M Bhardwaj
Date:

To
Arpitha G
Subject: Offer Letter

Date: 15th May, 2020

Dear Arpitha G

In reference to your application, we would like to congratulate you on being selected for IntelliPaat Software Solutions Pvt, Ltd. Your work is scheduled to start on **13th July, 2020**. You will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary (30Days Salary) will be dispersed along with your **4th** month's salary.
- During first 6 months Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 7,25,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,
For IntelliPaat Software Solutions Private Limited



Dewaker Singh Bisht
Director – Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

June 22, 2020

HR/BP/1221/1818

Ms. Ayesha Rumana
Bangalore.

Letter of Appointment

Dear Ayesha Rumana,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as **"Associate Software Engineer Automation"**. The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **August 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
 - 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and professional qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

Yours sincerely,



Kiran Kumar G

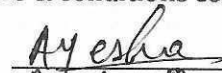
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Ayesha Rumana
22/06/2020

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

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

Corporate Identity Number.L92199MH1995PLC084610




HINDUJA GROUP

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Ayesha Rumana		
Designation:	Associate Software Engineer Automation		
Grade:	M0	Location:	Bangalore
Components:	w.e.f - DOJ	Monthly	Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
City Compensatory Allowance		4,816	57,792
"A" Sub-total - Gross Pay		33,677	404,124
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		1,123	13,472
Provident Fund - <i>Employer's Contribution</i>		1,800	21,600
Gratuity		648	7,776
"B" Sub-total - Retiral Benefits		3,571	42,846
Total Fixed Compensation (A + B)		37,248	446,970
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		-	-
Total Cash Compensation (A + B + C)		37,248	446,970
"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium		253	3,030
Total Cost to Company: (A + B + C + D)		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family:	Rs. 702,000 [^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000 ^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000 ^{**}	
Medical Insurance Coverage	Self and dependant family members are covered for Group Mediclaim Insurance under Family Floater.	Rs. 150,000 ^{**}	
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable [^]	
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land.	As applicable [^]	
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable [^] p.m	
Professional Tax	If any as per the applicable rules in your state.	As applicable [^] p.m	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable [^] p.m	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a ^{**}	

[^] Statutory Schemes are subject to change as per the Law from time to time.

^{**} These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.


Kiran Kumar G
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited


Ayesha Rumana
Date:

June 22, 2020

HR/BP/1221/1819

Ms. Ayesha Siddiqua
Bangalore.

Letter of Appointment

Dear Ayesha Siddiqua,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure –II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **August 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty–
- 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and professional qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure – I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

Yours sincerely,



Kiran Kumar G


Deputy General Manager – Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:



Ayesha Siddiqua
22/06/2020

Encl: Annexure – I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

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Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018. India. Telephone: 91-22-2496 0707 Fax: 91-22-2497 4208 Website: www.teamhgs.com

Corporate Identity Number.L92199MH1995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Ayesha Siddiqa		
Designation:	Associate Software Engineer Automation		
Grade:	M0	Location:	Bangalore
Components:	w.e.f - DOJ	Monthly	Annual
"A" FIXED			
Basic Pay			
House Rent Allowance		13,472	161,664
Shift Allowance		5,389	64,668
Skill Allowance		5,000	60,000
City Compensatory Allowance		5,000	60,000
"A" Sub-total - Gross Pay		4,816	57,792
		33,677	404,124
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		1,123	13,472
Provident Fund - <i>Employer's Contribution</i>		1,800	21,600
Gratuity		648	7,776
"B" Sub-total - Retiral Benefits		3,571	42,846
Total Fixed Compensation (A + B)		37,248	446,970
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		-	-
Total Cash Compensation (A + B + C)		37,248	446,970
"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium		253	3,030
Total Cost to Company: (A + B + C + D)		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family:	Rs. 702,000 [^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000 ^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000 ^{**}	
Medical Insurance Coverage	Self and dependant family members are covered for Group Mediclaim Insurance under Family Floater.	Rs. 150,000 ^{**}	
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable [^]	
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land.	As applicable [^]	
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable [^] p.m	
Professional Tax	If any as per the applicable rules in your state.	As applicable [^] p.m	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable [^] p.m	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a ^{**}	

[^] Statutory Schemes are subject to change as per the Law from time to time.

^{**} These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

Kiran

Kiran Kumar G
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

Ayesha

Ayesha Siddiqa
Date:

June 22, 2020

HR/BP/1221/1820

Mr. Bharath N
Bangalore.

Letter of Appointment

Dear Bharath N,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **August 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
- 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and professional qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

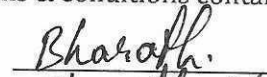
Yours sincerely,


Kiran Kumar G

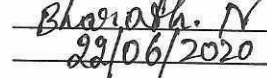
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature:



Name:



Date:



Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

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Corporate Identity Number.L92199MHI995PLC084610





HINDUJA GROUP

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Bharath N		
Designation:	Associate Software Engineer Automation		
Grade:	M0	Location:	Bangalore
Components:	w.e.f - DOJ	Monthly	Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
City Compensatory Allowance		4,816	57,792
"A" Sub-total - Gross Pay		33,677	404,124
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		1,123	13,472
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Gratuity		648	7,776
"B" Sub-total - Retiral Benefits		3,571	42,846
Total Fixed Compensation (A + B)		37,248	446,970
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		-	-
Total Cash Compensation (A + B + C)		37,248	446,970
"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium		253	3,030
Total Cost to Company: (A + B + C + D)		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family:	Rs. 702,000[^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000^{**}	
Medical Insurance Coverage	Self and dependant family members are covered for Group Mediclaim Insurance under Family Floater.	Rs. 150,000^{**}	
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable[^]	
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land.	As applicable[^]	
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable^{^p,m}	
Professional Tax	If any as per the applicable rules in your state.	As applicable^{^p,m}	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable^{^p,m}	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a^{**}	

[^] Statutory Schemes are subject to change as per the Law from time to time.

^{**} These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.


Kiran Kumar G
 Deputy General Manager – Human Resources
 Hinduja Global Solutions Limited


Bharath N
 Date:



Date: 28-March-20

Name	Narsimha Murthy P K
------	---------------------

Offer Letter

Dear EXOTICAN ,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

Out of the many candidates you are selected to join the EXOTIC Learning to work at India's Top Live Online Skill Development Classes Platform. We are excited for you to formally begin working with us.

Salary: We confirm offering annual compensation of **612000** (six lakh twelve thousand) comprising INR **312000/-** and a variable component of **INR 300000/-** per annum and a retention bonus of **100000/-**.

Your salary and other benefits will be as set out in Schedule 1, hereto. Your salary will be paid monthly as direct deposit to your Bank account by the 1st week of the subsequent month. The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

Timings: You will observe the timings prevalent in the establishment or establishments where your services are made use of. The normal working days are Wednesday through Monday (Sales Shift). You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

Work Location: While the **21** days of training will be remote and online, post certification you are expected to report to work from Home. On successful completion of On Job Training certification you will be granted **15** days cooling period. The role will include tele-calling and conducting online sales conduction from the Home.

Training: The 21 days of training includes 8 days of dedicated instructional sessions on the product, platform and processes. With Day 9 being an off, the candidate will have Day 10 to Day 21 to meet the certification criteria, this will be their OJT or On the Job Training Period.

Probation Period: You will be on probation for 90 Days during which your performance will be reviewed however you are expected to clear the On-the-Job Training (OJT) Certification in 21 days. Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



Date: 28-March-20

Name	Merchant Saeed Hameed
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Offer Letter

Dear EXOTICAN ,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

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Work Location: While the **21** days of training will be remote and online, post certification you are expected to report to work from Home. On successful completion of On Job Training certification you will be granted **15** days cooling period. The role will include tele-calling and conducting online sales conduction from the Home.

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Probation Period: You will be on probation for 90 Days during which your performance will be reviewed however you are expected to clear the On-the-Job Training (OJT) Certification in 21 days. Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



Date: 28-March-20

Name	Adithya Shankar R
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Offer Letter

Dear EXOTICAN ,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

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Probation Period: You will be on probation for 90 Days during which your performance will be reviewed however you are expected to clear the On-the-Job Training (OJT) Certification in 21 days. Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



Date: 28-March-20

Name	Rahul Das D M
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Offer Letter

Dear EXOTICAN ,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

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Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



Date: 28-March-20

Name	Naveen Diddy
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Offer Letter

Dear EXOTICAN ,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

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Work Location: While the **21** days of training will be remote and online, post certification you are expected to report to work from Home. On successful completion of On Job Training certification you will be granted **15** days cooling period. The role will include tele-calling and conducting online sales conduction from the Home.

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Probation Period: You will be on probation for 90 Days during which your performance will be reviewed however you are expected to clear the On-the-Job Training (OJT) Certification in 21 days. Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



Date: 28-March-20

Name	Abhishek A
------	------------

Offer Letter

Dear EXOTICAN ,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

Out of the many candidates you are selected to join the EXOTIC Learning to work at India's Top Live Online Skill Development Classes Platform. We are excited for you to formally begin working with us.

Salary: We confirm offering annual compensation of **612000** (six lakh twelve thousand) comprising INR **312000/-** and a variable component of **INR 300000/-** per annum and a retention bonus of **100000/-**.

Your salary and other benefits will be as set out in Schedule 1, hereto. Your salary will be paid monthly as direct deposit to your Bank account by the 1st week of the subsequent month. The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

Timings: You will observe the timings prevalent in the establishment or establishments where your services are made use of. The normal working days are Wednesday through Monday (Sales Shift). You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

Work Location: While the **21** days of training will be remote and online, post certification you are expected to report to work from Home. On successful completion of On Job Training certification you will be granted **15** days cooling period. The role will include tele-calling and conducting online sales conduction from the Home.

Training: The 21 days of training includes 8 days of dedicated instructional sessions on the product, platform and processes. With Day 9 being an off, the candidate will have Day 10 to Day 21 to meet the certification criteria, this will be their OJT or On the Job Training Period.

Probation Period: You will be on probation for 90 Days during which your performance will be reviewed however you are expected to clear the On-the-Job Training (OJT) Certification in 21 days. Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



Date: 28-March-20

Name	Ahkilesh Rao
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Offer Letter

Dear EXOTICAN ,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

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Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



Date: 28-March-20

Name	Arun B
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Offer Letter

Dear EXOTICAN ,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

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Date: 28-March-20

Name	Arvind Rao E
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Offer Letter

Dear EXOTICAN ,

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Date: 28-March-20

Name	Bijay Kumar Yadav
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Offer Letter

Dear EXOTICAN ,

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Letter of Offer

Date : 03/02/2020

Dear Murthynaik R

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization as a "Software Trainee".

The company after through discussion has resolved to fix pay at INR 185,556.00/- as gross salary per Annum, as mentioned in the Annexure.

Your employment with us will be governed by the Terms & Conditions of our company.

Employment as per this offer is subject to :

1. You are being medically fit
2. Satisfactory evidence and verification of successful course completion and other required Certificates
3. Signing agreement on the Date of joining

This offer has been made based on the information furnished by you. However if there is any discrepancy in the copies of documents or certificates given by you as a proof, we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

Wishing you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming World Class Company. We assure you of our support for your professional development and growth.

Thank You,



Indhumathi G

Human Resource



Letter of Offer

Date : 03/02/2020

Dear Vasuki P,

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization as a "Software Trainee".

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Thank You,



Indhumathi G

Human Resource

Letter of Offer

Date : 03/02/2020

Dear Deepa N,

Sub: Letter of Offer for Employment

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Thank You,



Indhumathi G

Human Resource

Letter of Offer

Date : 03/02/2020

Dear Dhruva Kumar B S,

Sub: Letter of Offer for Employment

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Indhumathi G

Human Resource

Letter of Offer

Date : 03/02/2020

Dear Ganesha Kashyapa A,

Sub: Letter of Offer for Employment

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Indhumathi G

Human Resource

Letter of Offer

Date : 03/02/2020

Dear Hemanth Kumar M,

Sub: Letter of Offer for Employment

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Thank You,



Indhumathi G

Human Resource

Letter of Offer

Date : 03/02/2020

Dear Nagayya M,

Sub: Letter of Offer for Employment

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Thank You,



Indhumathi G

Human Resource

Letter of Offer

Date : 03/02/2020

Dear Pradyumna H K,

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization as a "Software Trainee".

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Thank You,



Indhumathi G

Human Resource



Letter of Offer

Date : 03/02/2020

Dear Santhosh S,

Sub: Letter of Offer for Employment

We are pleased to offer you an appointment in our organization as a "Software Trainee".

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Thank You,



Indhumathi G

Human Resource

Letter of Offer

Date : 03/02/2020

Dear Shiva Shakthi Bharti,

Sub: Letter of Offer for Employment

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Indhumathi G

Human Resource



Letter of Offer

Date : 03/02/2020

Dear Shreyas E S,

Sub: Letter of Offer for Employment

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Thank You,



Indhumathi G

Human Resource

+91 9578844488

info@chattingbirds.com

https://www.chattingbirds.com



ChattingBirds

Appointment Letter

Dear Mounika P,

ChattingBirds is pleased to congratulate you that we are happy to welcome you in our organization, **Welcome to ChattingBirds Pvt Ltd.**, for the position of “Trainee Software Engineer” your appointment will commence on 06/01/2020.

As “**Trainee Software Engineer**”, you will be entitled to a monthly starting remuneration in the format as tabulated below (TDS and any relevant taxes if applicable shall be deducted) for which you can find in your monthly pay slip.

Position	Period	Package
Unpaid Intern	45 days (From 14 th June 2023)	-NIL-
Paid Intern	3 months	Rs. 8000
Probation	6 months	Rs. 15000
Trainee Software Engineer	6 months	Rs. 20000 (added bonus)

***Your pay scale shall be negotiated on every review meeting, and it shall be adjusted based on performance.

During your Internship period the stay shall be arranged by the company, we have a zero tolerance policy against any illegal misbehaviors in the place of stay provided by the company or anywhere you represent the company.

Your Commitment to the company is expected to be a minimum of 2 years time period, mentors will be present for your future skill and personal development.

As an employee of ChattingBirds Pvt Ltd., you are entitled to be eligible for your MS (Masters degree) from IIT madras without Gate examination post your employment of minimum 3 years with us.

You are expected to be present in our Manufacturing office on all working days which is at Hosur to which you have been provided the address of. Unless there are no medical or personal emergency, we are not hoping to see you take a day off.

+91 9578844488

info@chattingbirds.com

https://www.chattingbirds.com



ChattingBirds

Appointment Letter

Dear Nagashree PS,

ChattingBirds is pleased to congratulate you that we are happy to welcome you in our organization, **Welcome to ChattingBirds Pvt Ltd.**, for the position of “Trainee Software Engineer” your appointment will commence on 06/01/2020.

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ChattingBirds

Appointment Letter

Dear Naveena S,

ChattingBirds is pleased to congratulate you that we are happy to welcome you in our organization, **Welcome to ChattingBirds Pvt Ltd.**, for the position of “Trainee Software Engineer” your appointment will commence on 06/01/2020.

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ChattingBirds

Appointment Letter

Dear Navyashree S,

ChattingBirds is pleased to congratulate you that we are happy to welcome you in our organization, **Welcome to ChattingBirds Pvt Ltd.**, for the position of “Trainee Software Engineer” your appointment will commence on 06/01/2020.

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ChattingBirds

Appointment Letter

Dear Niranjan K V,

ChattingBirds is pleased to congratulate you that we are happy to welcome you in our organization, **Welcome to ChattingBirds Pvt Ltd.**, for the position of “Trainee Software Engineer” your appointment will commence on 06/01/2020.

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ChattingBirds

Appointment Letter

Dear Nisha S Bhat,

ChattingBirds is pleased to congratulate you that we are happy to welcome you in our organization, **Welcome to ChattingBirds Pvt Ltd.**, for the position of “Trainee Software Engineer” your appointment will commence on 06/01/2020.

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+91 9578844488

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ChattingBirds

Appointment Letter

Dear Nishath Banu,

ChattingBirds is pleased to congratulate you that we are happy to welcome you in our organization, **Welcome to ChattingBirds Pvt Ltd.,** for the position of “Trainee Software Engineer” your appointment will commence on 06/01/2020.

As “**Trainee Software Engineer**”, you will be entitled to a monthly starting remuneration in the format as tabulated below (TDS and any relevant taxes if applicable shall be deducted) for which you can find in your monthly pay slip.

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Unpaid Intern	45 days (From 14 st June 2023)	-NIL-
Paid Intern	3 months	Rs. 8000
Probation	6 months	Rs. 15000
Trainee Software Engineer	6 months	Rs. 20000 (added bonus)

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ChattingBirds

Appointment Letter

Dear P.Chaitra,

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ChattingBirds

Appointment Letter

Dear Pavithra V,

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Appointment Letter

Dear Pooja B,

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ChattingBirds

Appointment Letter

Dear Poorvika M,

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Appointment Letter

Dear Prajwal S,

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Appointment Letter

Dear Rakshitha U,

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Appointment Letter

Dear Ramya S K,

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Appointment Letter

Dear Ranjith S E,

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Appointment Letter

Dear Rohit Viswanath Koppa,

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Appointment Letter

Dear Sachin S,

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Appointment Letter

Dear Sachin V Patil,

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Appointment Letter

Dear Sahana N,

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 19/02/2020

Sanjana G,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

This offer is based on your qualifications and performance during the selection process. You have been chosen for the role of **Full Stack Developer**. You will work on application development and maintenance projects for Trickle Solutions LLP's various business units.

According to the terms and conditions set forth herein, your annual gross salary, including all benefits, will be **3,50,900/-**. The compensation package is broken down in Annexure-1. Please accept this offer by confirming your acceptance online. If you do not accept this job offer within 7 days, it will be assumed that you are not interested in it and it will be withdrawn.

We are thrilled to have you on board! If you have any questions, please contact us at any time. If you do not accept the Trickle Solutions LLP offer within 7 days, it will be assumed that you are not interested in this position, and the offer will be automatically withdrawn.

If you do not join on the date specified in the Trickle Solutions LLP Joining letter after accepting the Trickle Solutions LLP Offer letter, the offer will be automatically terminated at the discretion of Trickle Solutions LLP. We are excited to have you on our team.

Yours Sincerely,

David Kingsly, Director & Recruiter,

Trickle Solutions LLP



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Sanjana S Rao,

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Shailashree Subray Bhat,

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Shirisha Rao A,

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If you do not join on the date specified in the Trickle Solutions LLP Joining letter after accepting the Trickle Solutions LLP Offer letter, the offer will be automatically terminated at the discretion of Trickle Solutions LLP. We are excited to have you on our team.

Yours Sincerely,

David Kingsly, Director & Recruiter,

Trickle Solutions LLP



Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 19/02/2020

Sirikrishna P M,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Attur, Salem - 636102

Date: 19/02/2020

Soumya U,

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 19/02/2020

Sourav B,

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24/14/A, South Kadu,

Attur, Salem - 636102

Date: 19/02/2020

Sushmita A Koppa,

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LLP ID: AAZ-4994

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Date: 19/02/2020

Swaroop R Mallige,

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Syeda Maheen Naaz,

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Trickle Solutions LLP



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Date: 19/02/2020

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David Kingsly, Director & Recruiter,

Trickle Solutions LLP



Offer Letter

Mr. Aadil Hassan Dar

Date: Monday, Feb 17, 2020

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

We are pleased to offer you the position of Associate - Pre Sales on following terms and conditions:

Offer Details:

Designation:	Associate - Pre Sales
Department:	Business Development (51000000)
Employment Type:	Regular
Date of Joining:	Tuesday, June 22, 2020
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum: -	
Fixed Compensation:	375000 INR
Variable Compensation:	100000 INR
Variable Pay Frequency:	Annual

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
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The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

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Offer Letter

Mr. Abdul Rahim Khan

Date: Monday, Feb 17, 2020

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Offer Letter

Ms. Aishwarya A T

Date: Monday, Feb 17, 2020

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Offer Letter

Mr. Anoop H P

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Offer Letter

Mr. Arunkumar B R

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Offer Letter

Mr. Avinash Shetkar

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Offer Letter

Mr. Mohammed Fazil Attar

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Offer Letter

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Offer Letter

Mr. Pradeepa H

Date: Monday, Feb 17, 2020

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Offer Letter

Mr. Prakash N

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Offer Letter

Mr. Rahul K V

Date: Monday, Feb 17, 2020

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Offer Letter

Mr. Sagar M V

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Offer Letter

Mr. Sanjay M

Date: Monday, Feb 17, 2020

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2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.



Offer Letter

Mr. Shashank N S

Date: Monday, Feb 17, 2020

Welcome to BYJU'S!

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

We are pleased to offer you the position of Associate - Pre Sales on following terms and conditions:

Offer Details:

Designation:	Associate - Pre Sales
Department:	Business Development (51000000)
Employment Type:	Regular
Date of Joining:	Tuesday, June 22, 2020
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum: -	
Fixed Compensation:	375000 INR
Variable Compensation:	100000 INR
Variable Pay Frequency:	Annual

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.



Offer Letter

Mr. Vijay R

Date: Monday, Feb 17, 2020

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We are pleased to offer you the position of Associate - Pre Sales on following terms and conditions:

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3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.



Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Sanketh S,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

This offer is based on your qualifications and performance during the selection process. You have been chosen for the role of **Site Engineer**. You will work on planning and maintenance of projects , supervision of construction works for Trickle Solutions LLP's various business units.

According to the terms and conditions set forth herein, your annual gross salary, including all benefits, will be **2,40,000/-**. The compensation package is broken down in Annexure-1.

Please accept this offer by confirming your acceptance online. If you do not accept this job offer within 7 days, it will be assumed that you are not interested in it and it will be withdrawn.

We are thrilled to have you on board! If you have any questions, please contact us at any time.



Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Amith M,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

This offer is based on your qualifications and performance during the selection process. You have been chosen for the role of **Site Engineer**. You will work on planning and maintenance of projects , supervision of construction works for Trickle Solutions LLP's various business units.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Chetan Kamble,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear M Virupakshi,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Mohammed Hussain,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Mohan Kumar K M,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Navdeep P,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Naziya Banu P,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Priyanka Rao S,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Thippayya,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Maheshchand M R,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Manjunatha M P,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Sri Manju M,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Srikantha,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Veeresh R,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

This offer is based on your qualifications and performance during the selection process. You have been chosen for the role of **Site Engineer**. You will work on planning and maintenance of projects , supervision of construction works for Trickle Solutions LLP's various business units.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Vikas H M,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

This offer is based on your qualifications and performance during the selection process. You have been chosen for the role of **Site Engineer**. You will work on planning and maintenance of projects , supervision of construction works for Trickle Solutions LLP's various business units.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Vikramaditya Gururaj Todal,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2020

Dear Yathish T,

Thank you for your interest in working for **Trickle Solutions LLP**. You have completed our preliminary selection process, and we are pleased to make you an offer.

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Date: 28-March-20

Name	PAWAN KUMAR YADAV
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Offer Letter

Dear EXOTICAN ,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

Out of the many candidates you are selected to join the EXOTIC Learning to work at India's Top Live Online Skill Development Classes Platform. We are excited for you to formally begin working with us.

Salary: We confirm offering annual compensation of **612000** (six lakh twelve thousand) comprising INR **312000/-** and a variable component of **INR 300000/-** per annum and a retention bonus of **100000/-**.

Your salary and other benefits will be as set out in Schedule 1, hereto. Your salary will be paid monthly as direct deposit to your Bank account by the 1st week of the subsequent month. The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

Timings: You will observe the timings prevalent in the establishment or establishments where your services are made use of. The normal working days are Wednesday through Monday (Sales Shift). You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

Work Location: While the **21** days of training will be remote and online, post certification you are expected to report to work from Home. On successful completion of On Job Training certification you will be granted **15** days cooling period. The role will include tele-calling and conducting online sales conduction from the Home.

Training: The 21 days of training includes 8 days of dedicated instructional sessions on the product, platform and processes. With Day 9 being an off, the candidate will have Day 10 to Day 21 to meet the certification criteria, this will be their OJT or On the Job Training Period.

Probation Period: You will be on probation for 90 Days during which your performance will be reviewed however you are expected to clear the On-the-Job Training (OJT) Certification in 21 days. Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



Date: 28-March-20

Name	PRADEEP C N
------	-------------

Offer Letter

Dear EXOTICAN,

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Date: 28-March-20

Name	PUNITH RAJ L C
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Offer Letter

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Date: 28-March-20

Name	SANTOSH KUMAR R
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Offer Letter

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Date: 28-March-20

Name	SHASHANK PATIL
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Offer Letter

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Date: 28-March-20

Name	SRINIVAS RAO BANGALE
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Offer Letter

Dear EXOTICAN ,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

Out of the many candidates you are selected to join the EXOTIC Learning to work at India's Top Live Online Skill Development Classes Platform. We are excited for you to formally begin working with us.

Salary: We confirm offering annual compensation of **612000** (six lakh twelve thousand) comprising INR **312000/-** and a variable component of **INR 300000/-** per annum and a retention bonus of **100000/-**.

Your salary and other benefits will be as set out in Schedule 1, hereto. Your salary will be paid monthly as direct deposit to your Bank account by the 1st week of the subsequent month. The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

Timings: You will observe the timings prevalent in the establishment or establishments where your services are made use of. The normal working days are Wednesday through Monday (Sales Shift). You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

Work Location: While the **21** days of training will be remote and online, post certification you are expected to report to work from Home. On successful completion of On Job Training certification you will be granted **15** days cooling period. The role will include tele-calling and conducting online sales conduction from the Home.

Training: The 21 days of training includes 8 days of dedicated instructional sessions on the product, platform and processes. With Day 9 being an off, the candidate will have Day 10 to Day 21 to meet the certification criteria, this will be their OJT or On the Job Training Period.

Probation Period: You will be on probation for 90 Days during which your performance will be reviewed however you are expected to clear the On-the-Job Training (OJT) Certification in 21 days. Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



Date: 28-March-20

Name	SUDARSHAN
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Offer Letter

Dear EXOTICAN,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

Out of the many candidates you are selected to join the EXOTIC Learning to work at India's Top Live Online Skill Development Classes Platform. We are excited for you to formally begin working with us.

Salary: We confirm offering annual compensation of **612000** (six lakh twelve thousand) comprising INR **312000/-** and a variable component of **INR 300000/-** per annum and a retention bonus of **100000/-**.

Your salary and other benefits will be as set out in Schedule 1, hereto. Your salary will be paid monthly as direct deposit to your Bank account by the 1st week of the subsequent month. The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

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Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



Date: 28-March-20

Name	TANUNANDANA D S
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Offer Letter

Dear EXOTICAN,

Congratulations! Exotic Learning is pleased to extend you a conditional offer of employment for the position of **Business Development Associate - Online Sales (Work from Home)**.

Out of the many candidates you are selected to join the EXOTIC Learning to work at India's Top Live Online Skill Development Classes Platform. We are excited for you to formally begin working with us.

Salary: We confirm offering annual compensation of **612000** (six lakh twelve thousand) comprising INR **312000/-** and a variable component of **INR 300000/-** per annum and a retention bonus of **100000/-**.

Your salary and other benefits will be as set out in Schedule 1, hereto. Your salary will be paid monthly as direct deposit to your Bank account by the 1st week of the subsequent month. The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

Timings: You will observe the timings prevalent in the establishment or establishments where your services are made use of. The normal working days are Wednesday through Monday (Sales Shift). You will be required to work for such hours as necessary for the proper discharge of your duties to the Company.

Work Location: While the **21** days of training will be remote and online, post certification you are expected to report to work from Home. On successful completion of On Job Training certification you will be granted **15** days cooling period. The role will include tele-calling and conducting online sales conduction from the Home.

Training: The 21 days of training includes 8 days of dedicated instructional sessions on the product, platform and processes. With Day 9 being an off, the candidate will have Day 10 to Day 21 to meet the certification criteria, this will be their OJT or On the Job Training Period.

Probation Period: You will be on probation for 90 Days during which your performance will be reviewed however you are expected to clear the On-the-Job Training (OJT) Certification in 21 days. Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

Covid Protocols: You are expected to take personal responsibility when it comes to vaccination and follow Covid safety protocols while working.



ASHOK LEYLAND

ASHOK LEYLAND LIMITED

SUBJECT: - CONFIRMATION LETTER

DEAR CANDIDATE,

Consequent to the review of your performance during your interview round held on with HR Department. We have the pleasure in informing you that, you have been placed as a trainee.

All the terms and conditions as discussed in your interview (described below) remain unchanged till further written confirmation.

All the other terms and conditions as detailed in your joining letter remain un-changed, we look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

The Company will be offering you annual fixed compensation of **(INR 4.0 Lakh)**. This Amount does not include allowance and statutory benefits and will be structured in accordance with the Company's Compensation Guidelines. The Designation and Job location will be fixed by ASHOK LEYLAND LIMITED

At the time of reporting, you will come along with photo-copies of all required documents.

REQUIRED DOCUMENTS BY THE ASHOK LEYLAND LIMITED

- 1) Formal Photograph.
- 2) ID Proof
- 3) Qualification Certificates.
- 4) Experience Proof. (IF ANY)
- 5) Security Submission Proof.



KOCH BUSINESS SOLUTIONS INDIA PRIVATE LIMITED

Date: December 05, 2019

TRAINEE ENGAGEMENT LETTER

Dear **CHYAVAN CHANDRASHEKHAR HEGDE**,

Congratulations on your selection in our trainee engagement programme...!

We are delighted to engage you as a **Data Analytics Trainee** at our organization. Your training period will commence from **December 20, 2019**, and end on **March 21, 2020**.

As per company's trainee engagement programme, you will be paid a stipend of **INR 40,000 (Rupees Forty Thousand Only)** per month on **pro-rata basis** of actual attendance recorded in a month. You would be eligible to use our subsidized canteen facility during your training period by paying the applicable charges. You would not be entitled for any other benefits as part of your training engagement.

Please be informed that this letter does not constitute a contract of employment or guarantee you an employment with Koch Business Solutions India Pvt Ltd. This is only a confirmation letter of engaging you as a trainee for a period of 3 months with a stipend. The Company reserves its rights to terminate this training engagement at any given time without any prior notice/reason during the course of engagement. Based on your performance during the training period, the Company may convert you to a full-time employee either during the course of training or on successful completion of the training.

During your training with our organization, you shall follow all the policies, rules and standards of the organization including on confidentiality, IPR, data protection, cyber security, personnel health and safety. **Your standard working hours will be 9.30 AM – 6.30 PM on all working days.** Failure to adhere to the rules and standards may result in immediate termination of your training engagement. On successful completion of the training, you will be issued a training completion certificate from our organization.

Please review, sign, and return the letter to confirm acceptance, no later than close of business on **December 06, 2019**.

Sincerely,
For Koch Business Solutions India Pvt Ltd.

Manish Sinha
HR Leader

I accept the above terms & conditions:

Signature _____ Date 15/12/19

*** Personal and Confidential ***

Mr. MANJUNATHA P N

City Engineering College ,
Candidate Id: 7105419,

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India, Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/64838/2020

Date: 16-April-2020

Dear **Mr. MANJUNATHA P N**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy. The management reserves the right to amend the retirement age from time to time at its sole discretion, and these amendments shall be notified and binding on all Employees on the rolls of the Company with immediate effect.

3. Benefits

You will be entitled to leave benefits of Earned Leave (18 days) and General Leaves (12 days) as per the prevailing Leave policy. The company reserves the rights to alter / amend the leave rule from time to time including leave entitlements.

You will be entitled to a) Hospitalization Insurance - for self and family (for spouse and children up to the age of 23 years) b) Personal Accident Insurance - for self only c) Life Insurance - for self only.

Date: December 05, 2019

TRAINEE ENGAGEMENT LETTER

Dear SACHIN D S,

Congratulations on your selection in our trainee engagement programme...!

We are delighted to engage you as a **Data Analytics Trainee** at our organization. Your training period will commence from **December 20, 2019**, and end on **March 21, 2020**.

As per company's trainee engagement programme, you will be paid a stipend of **INR 40,000 (Rupees Forty Thousand Only)** per month on **pro-rata basis** of actual attendance recorded in a month. You would be eligible to use our subsidized canteen facility during your training period by paying the applicable charges. You would not be entitled for any other benefits as part of your training engagement.

Please be informed that this letter does not constitute a contract of employment or guarantee you an employment with Koch Business Solutions India Pvt Ltd. This is only a confirmation letter of engaging you as a trainee for a period of 3 months with a stipend. The Company reserves its rights to terminate this training engagement at any given time without any prior notice/reason during the course of engagement. Based on your performance during the training period, the Company may convert you to a full-time employee either during the course of training or on successful completion of the training.

During your training with our organization, you shall follow all the policies, rules and standards of the organization including on confidentiality, IPR, data protection, cyber security, personnel health and safety. **Your standard working hours will be 9.30 AM – 6.30 PM on all working days.** Failure to adhere to the rules and standards may result in immediate termination of your training engagement. On successful completion of the training, you will be issued a training completion certificate from our organization.

Please review, sign, and return the letter to confirm acceptance, no later than close of business on **December 06, 2019**.

Sincerely,
For Koch Business Solutions India Pvt Ltd.


Manish Sinha
HR Leader

I accept the above terms & conditions:


Signature 5/12/19
Date



ASHOK LEYLAND

ASHOK LEYLAND LIMITED

SUBJECT: - CONFIRMATION LETTER

DEAR CANDIDATE,

Consequent to the review of your performance during your interview round held on with HR Department. We have the pleasure in informing you that, you have been placed as a trainee.

All the terms and conditions as discussed in your interview (described below) remain unchanged till further written confirmation.

All the other terms and conditions as detailed in your joining letter remain un-changed, we look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

The Company will be offering you annual fixed compensation of **(INR 4.0 Lakh)**. This Amount does not include allowance and statutory benefits and will be structured in accordance with the Company's Compensation Guidelines. The Designation and Job location will be fixed by ASHOK LEYLAND LIMITED

At the time of reporting, you will come along with photo-copies of all required documents.

REQUIRED DOCUMENTS BY THE ASHOK LEYLAND LIMITED

- 1) Formal Photograph.
- 2) ID Proof
- 3) Qualification Certificates.
- 4) Experience Proof. (IF ANY)
- 5) Security Submission Proof.

You have to complete your Document Verification Security **Rs.8, 000/-**-(Eight Thousand rupees only) in favor of company HR department. This payment covers; convince Interview, Courier, accommodation, insurance, Processing & Maintenance charges. The **Refundable** Caution amount deposit of **Rs.8, 000/-** should be paid through any **Nationalized Bank**, Branch closer to you to our **ASHOK LEYLAND LIMITED**.

HR accounting officer in charge of receiving payment of security deposit from Selected candidates.

NAME	VENU C D
DESIGNATION	JUNIOR ENGINEER IN MAINTENANCE DEPARTMENT
OFFEREING SALARY	30,000/- per month + Incentive(4.0 lakh annually)
ACCOMMODATION	HOSTEL + CAB + FOOD
LOCATION	KARNATKA, HUBBALI

(*3 MONTHS TRAINING PERIOD: 23, 000/- per month + Accommodation).

ADDRESS- Shirur Park, Vidya Nagar, Hubballi, Karnataka 580031

JOB DESCRIPTION:-

BUSINESS:-

Sales division (USA and overseas), logistics, public relations, financial and accounting, HR and general affairs, product planning, procurement, etc.

ENGINEER:-

Research, product development (design, experiment), production technology, quality control, service (technical sales), product planning, procurement, information technology, production control, etc.

JOB CATEGORY BUSINESS ENGINEER

CAREER PATH-

ASHOK LEYLAND LIMITED conducts human resource development program based on the long-term employment. **ASHOK LEYLAND LIMITED** creates a six-year training plan for each employee to acquire a multi-skill in order to be able to work around the world, not only in U.S.A.

Date: December 05, 2019

TRAINEE ENGAGEMENT LETTER

Dear VIRUPAKSHAPPA ARAKERI,

Congratulations on your selection in our trainee engagement programme...!

We are delighted to engage you as a **Data Analytics Trainee** at our organization. Your training period will commence from **December 20, 2019**, and end on **March 21, 2020**.

As per company's trainee engagement programme, you will be paid a stipend of **INR 40,000 (Rupees Forty Thousand Only)** per month on **pro-rata basis** of actual attendance recorded in a month. You would be eligible to use our subsidized canteen facility during your training period by paying the applicable charges. You would not be entitled for any other benefits as part of your training engagement.

Please be informed that this letter does not constitute a contract of employment or guarantee you an employment with Koch Business Solutions India Pvt Ltd. This is only a confirmation letter of engaging you as a trainee for a period of 3 months with a stipend. The Company reserves its rights to terminate this training engagement at any given time without any prior notice/reason during the course of engagement. Based on your performance during the training period, the Company may convert you to a full-time employee either during the course of training or on successful completion of the training.

During your training with our organization, you shall follow all the policies, rules and standards of the organization including on confidentiality, IPR, data protection, cyber security, personnel health and safety. **Your standard working hours will be 9.30 AM – 6.30 PM on all working days.** Failure to adhere to the rules and standards may result in immediate termination of your training engagement. On successful completion of the training, you will be issued a training completion certificate from our organization.

Please review, sign, and return the letter to confirm acceptance, no later than close of business on **December 06, 2019**.

Sincerely,
For Koch Business Solutions India Pvt Ltd.


Manish Sinha
HR Leader

I accept the above terms & conditions:


_____, 05/12/2019
Signature Date



*** Personal and Confidential ***

Mr. VINAY R

City Engineering College ,
Candidate Id: 7105419,

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/64838/2020

Date: 16-April-2020

Dear **Mr. VINAY R**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section

31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy. The management reserves the right to amend the retirement age from time to time at its sole discretion, and these amendments shall be notified and binding on all Employees on the rolls of the Company with immediate effect.

3. Benefits

You will be entitled to leave benefits of Earned Leave (18 days) and General Leaves (12 days) as per the prevailing Leave policy. The company reserves the rights to alter / amend the leave rule from time to time including leave entitlements.

You will be entitled to a) Hospitalization Insurance - for self and family (for spouse and children up to the age of 23 years) b) Personal Accident Insurance - for self only c) Life Insurance - for self only.

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India
Managing Director: Mr. Datta Salagame

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02 September 2019

OL No:

ZC764

Dear APOORVA P N,

We congratulate you for being selected for a **3 Months** Training with Verzeo Edutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Trainee**

Training Date: **11 September 2019** to **20 September 2019**

OJT Start Date: **21 September 2019**

OJT End Date: **20 December 2019**

Location of Training: Bangalore

Stipend: **INR 15000** Per Month + **INR 10000** as incentives (Subject to statutory deductions)

Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail**. The **offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH** if we do not receive your acceptance as per the mentioned timeline.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2019**.

SIGNATURE: Apoorva
(Candidate's Signature)

DATE: 02/09/2019

support@verzeo.in

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,

+91 8360682123

HSR Layout, Bengaluru, Karnataka 560102.



Worksbot Applications Private Limited
Carevoyant Campus, 4th Main Road,
4th Main Road, Sipcot IT park,
Siruseri, Chennai - 603103
CIN : U72100TN2014PTC094454

Offer Letter

Name : Reshma C A

Date : 9th February 2020

College : City Engineering College, Bangalore

Dear **BHARATHI BAI S,**

Congratulations!

We are pleased to Offer you employment at **Worksbot Applications Pvt Ltd**. We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as **"Data Scientist"**.

After successful completion of performance evaluation of the project at the end of your internship your Annual Total Compensation will be **INR 4,00,000PA (Four Lakhs only)** at time of your probation period. After your probation period, you will be appointed as permanent employee as per the company norms.

Your services are transferable and you can be seconded or deputed by the company in any operation/ projects or any other establishment in India, at the sole discretion of the management.

If found insubordination during internship and gross negligence of duties for which you are making yourself liable for necessary action or corrective action up to and including discharge.

We will inform you the D.O.J after completing your internship. At the time of joining please submit the photocopy of following documents (Educational documents, 5 Passport size photograph, Address proof and Id proof (Aadhaar Card, PAN Card)).

Regards,

Murali T

Manager-Human Resource



Ref: EXP/GET/22-23/OFF/545
16-January-2022

Offer Letter

BHAVANA K
#15/1, GF5, sai sushi
10th Cross, Bsk 3rd Stage
Teachers Colony, Bangalore - 70

Dear **BHAVANA K**,

We thank you for your interest in our company and for participating in the interview process. Further to the discussions we have had, we are happy to make you an offer for joining Expleo Solutions Limited as **Graduate Engineer Trainee**.

Offer Details

Your Monthly CTC will be ₹ **16,300** (Rupees Sixteen Thousand Three Hundred Only) inclusive of all allowances subject to applicable statutory deductions and employee benefits

You are also eligible for the following statutory benefits,

- a. ESI on Gross Pay of ₹ 10,000 (0.75% of Employee contribution and 3.25% of Employer contribution)
- b. PF on Basic Pay ₹ 7,000 (12% of Employee contribution and 12% of Employer contribution)
- c. Gratuity as per applicable rate as per act.
- d. GMC 2 lakhs for employee and dependents.
- e. GPA and GTL 10 lakhs applicable only for employee
- f. Bonus at applicable rate as per act.

You would be under training with continuous evaluation process of 4 months and post successful completion of the training, you will be an employee of Expleo. We would be issuing an offer CTC of ₹ **3,63,164** (Three Lakhs Sixty-Three Thousand One Hundred and Sixty-Four Only) per annum as cost to the company while joining as regular employee. Refer Annexure below

The above offer is subject to the following terms and conditions:

1. You being found medically fit at all times.
2. You submitting true copies of all your scholastic/academic and extra-curricular attainments along with proof of your age and of last drawn salary. The documents that need to be submitted at the time of joining will be communicated in due course.
3. Please note that as a standard organization procedure we carry out stringent background verification check. The process for the same will be initiated along with the acceptance of this offer. Your joining & the subsequent appointment for undergoing training shall be contingent upon successful completion of the training program and background check process. You are concurring to the above said clause by accepting this offer.

accenture

Come work at the
heart of change



To,

Name : CHETHAN R

Re: Important information post your clearance of the interview process during the Campus Visit

Dear CHETHAN R

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- Document verification and checks - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- Information on Accenture's Fundamental Skill Primers - Learning Module - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in Annexure A. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- **Proposed role** - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- **Local Variable Bonus** - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- **Joining Bonus** - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- **Additional Benefits:** Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500.
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement.

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

“This is an electronically generated document does not require signatures”

September 3, 2019

HRD/1001894743/21-22

Ms. DHANUSHREE B R

#2,5th Cross, 1st main
kumarswamy layout
Bengaluru Karnataka
Bengaluru
India

Dear Dhanushree B R,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Sep-2019**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. DHANUSHREE B R
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT

BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS

Scheme	Eligible Amount In	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



30-Aug-2019

Dear DILEEPA M,
B.Tech, Computer Science
City Engineering College, Bangalore

Candidate ID – 17785125

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

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

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

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

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

Please note:

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

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

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

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

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



Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+2nylu-5651f27081@talent.icims.com>
Reply-to: Campus HR Team <wipro+email+2nylu-5651f27081@talent.icims.com>
To: gowthamd22@gmail.com

Mon, Nov 22, 2019 at 12:05 PM

November 22, 2021

Dear GOWTHAM D,
Resume Number - 23160655

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

1. The special bonus is subject to



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: 962525

Letter of Intent ("LOI")

Dear HIMA S,

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

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

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

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

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

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

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

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PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061



Offer: Computer Consultancy
Ref: TCSL/DT20206521042/Lucknow
Date: 11/12/2019

Ms. Kavya K
#2594, 5th Main Kumaraswamy Layout
5th Main Road, Near 108 Ganesh Temple,
Bangalore-560078,
Karnataka.

Dear KAVYA,

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/DT20206521042

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

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Skaran

PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

Dear **KEERTHANA S R**,

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore. It was great to interact and exchange thoughts on how to make this relationship win: win. Please go through below details and let us know if you have any queries and/or acknowledge your agreement to the same. Please find the details of your joining below:

1. **Date of Joining:** Will be Informed 15 days before Joining Date
2. **Designation:** Business Operation Executive.
3. **Location:** SJR Prime Corporation, Marathahalli Sarjapur Road, Bellandur, Bangalore, India.
4. **Compensation Offered:** Fixed CTC - INR 3,45,600/- plus a variable CTC of INR 1,55,000/- which is uncapped as of date.
5. Please find the CTC Break up in the Annexure below.

Probation

1. You will be under probation for a period of **90** days (3 months) from the date of joining and will be confirmed after a review of your performance during the probationary period.
2. During the probation period, your **monthly CTC** will be INR **19,800** + incentives
3. Your **net take-home salary** after all savings deductions will be INR **15,604** + incentives.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.

If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



Abhisht A. Pathak
Founders Office

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PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

accenture

Come work at the
heart of change



To,

Name : MADHUSHREE S

Re: Important information post your clearance of the interview process during the Campus Visit

Dear MADHUSHREE S

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- Document verification and checks - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- Information on Accenture's Fundamental Skill Primers -Learning Module - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

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PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061



30-Aug-2019

Dear MEENA B,
B.Tech, Computer Science
City Engineering College, Bangalore

Candidate ID – 17785187

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

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

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

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

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

Please note:

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

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

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

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

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

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

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CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061



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: 962586

Letter of Intent ("LOI")

Dear Mylooru Hemanth,

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

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

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

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

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

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

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

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CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

accenture

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heart of change



To,

Name : NAMANA B

Re: Important information post your clearance of the interview process during the Campus Visit

Dear NAMANA B

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- Document verification and checks - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- Information on Accenture's Fundamental Skill Primers -Learning Module - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your case of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

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PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

VZC764

02 September 2019

OL No:

Dear NIKHIL KUMAR,

We congratulate you for being selected for a **3 Months** Training with Verzeo Edutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training :

Title: **Business Development Trainee**

Training Date: **11 September 2019 to 20 September 2019**

OJT Start Date: **21 September 2019**

OJT End Date: **20 December 2019**

Location of Training: Bangalore

Stipend: **INR 15000 Per Month + INR 10000 as incentives** (Subject to statutory deductions)

Target: **220000 INR per month.**

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH** if we do not receive your acceptance as per the mentioned timeline.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2019.**

SIGNATURE: Nikhil
(Candidate's Signature)

DATE: 02/09/2019

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,

HSR Layout, Bengaluru, Karnataka 560102.

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PRINCIPAL
CITY ENGINEERING COLLEGE
Ramakapura Main Road, Bangalore-560061



Offer: Computer Consultancy
Ref: TCSL/DT20206521042/Lucknow
Date: 11/12/2019

Mr. PAVANKUMAR A
#2594, 5th Main Kumaraswamy Layout
5th Main Road, Near 108 Ganesh Temple,
Bangalore-560078,
Karnataka.

Dear PAVAN,

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/DT20206521042

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

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PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061



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: 962586

Letter of Intent ("LOI")

Dear PAVITHRA A,

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

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

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

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

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

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

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

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PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

PRIVATE & CONFIDENTIAL

31st July 2020

BETSOL
Bengaluru, India

Dear **NINGARAJA Y B**
Address: #34/A 1st B main 2nd
cross, Vivekananda Nagar,
Bangalore.
Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Associate Technical Support Engineer** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on or before **Monday, 17th August 2020**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be **INR ₹ 25,833/- per month**. This brings your total compensation to **INR 3,10,000/- 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.

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

www.betsol.com

Skaran
PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
	Basic (i)(40% of CTC)	₹ 10,333	₹ 1,24,000
A.	Basket of Allowances (BOA)(ii)	₹ 12,513	₹ 1,50,156
	Base Salary(iii)=(i+ii) - Gross pay	₹ 22,846	₹ 2,74,156
B.	Provident Fund Employer's Contribution(12% of Basic) (iv)	₹ 1,240	₹ 14,880
	Gratuity (4.81% of Basic) (v)	₹ 497	₹ 5,964
	Medical Insurance Premium (vi)	₹ 1,250	₹ 15,000
	Retirals(iv)+(v)+(vi)	₹ 2,987	₹ 35,844
	Cost to Company(CTC)	₹ 25,833	₹ 3,10,000
	Standard Deduction:		
	Provident Fund Employee Contribution(12% of Basic)	₹ 1,240	₹ 14,880
C	Professional Tax	₹ 200	₹ 2,400
	Income Tax (as applicable)	₹ 0	₹ 0
	Total Standard Deduction	₹ 1,440	₹ 17,280

Basket of Allowances (BOA)(ii):			
		Per Month	Per Annum
	HRA(40% of Basic)	₹ 4,133	₹ 49,600
	LTA (10% of Basic)	₹ 1,033	₹ 12,400
	Statutory Bonus	₹ 1,250	₹ 15,000
	Special Allowance	₹ 6,096	₹ 73,156
	Total	₹ 12,513	₹ 1,50,156

Flexible Benefit Plan:			
		Per Month	Per Annum
	Telephone +Mobile + Internet	₹ 2,500	₹ 30,000
	Meal card (Max of Rs.1100 or Rs.2200)	₹ 2,200	₹ 26,400
	Professional Development Expenses	₹ 16,667	₹ 2,00,000
	Total	₹ 21,367	₹ 2,56,400

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www.betsol.com

PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

PRIVATE & CONFIDENTIAL

31st July 2020

BETSOL
Bengaluru, India

Dear PAVAN V JYOTHI

Address: #34/A 1st B main 2nd
cross, Vivekananda Nagar,
Bangalore.

Email: placements@cityengineeringcollege.ac.in

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Kanakapura Main Road, Bangalore-560061

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	Provident Fund Employer's Contribution(12% of Basic) (iv)	₹ 1,240	₹ 14,880
B.	Gratuity (4.81% of Basic) (v)	₹ 497	₹ 5,964
	Medical Insurance Premium (vi)	₹ 1,250	₹ 15,000
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CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

PRIVATE & CONFIDENTIAL

31st July 2020

BETSOL
Bengaluru, India

Dear **KAVYA S**

Address: #34/A 1st B main 2nd
cross, Vivekananda Nagar,
Bangalore.

Email: placements@cityengineeringcollege.ac.in

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Kanakapura Main Road, Bangalore-560061

PRIVATE & CONFIDENTIAL

31st July 2020

BETSOL
Bengaluru, India

Dear ANUP B MAHISHI
Address: #34/A 1st B main 2nd
cross, Vivekananda Nagar,
Bangalore.
Email: placements@cityengineeringcollege.ac.in

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PRIVATE & CONFIDENTIAL

31st July 2020

BETSOL
Bengaluru, India

Dear A P INCHARA

Address: #34/A 1st B main 2nd
cross, Vivekananda Nagar,
Bangalore.

Email: placements@cityengineeringcollege.ac.in

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Kanakapura Main Road, Bangalore-560061

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Kanakapura Main Road, Bangalore-560061

PRIVATE & CONFIDENTIAL

31st July 2020

BETSOL
Bengaluru, India

Dear **RAKSHITHA B M**
Address: #34/A 1st B main 2nd
cross, Vivekananda Nagar,
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Email: placements@cityengineeringcollege.ac.in

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PRIVATE & CONFIDENTIAL

31st July 2020

BETSOL
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Dear **RAGHUNANDAN A RAMU**

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PRIVATE & CONFIDENTIAL

31st July 2020

BETSOL
Bengaluru, India

Dear PRASANNA KUMAR K
Address: #34/A 1st B main 2nd
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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.

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www.betsol.com

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PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
	Basic (i)(40% of CTC)	₹ 10,333	₹ 1,24,000
A.	Basket of Allowances (BOA)(ii)	₹ 12,513	₹ 1,50,156
	Base Salary(iii)=(i+ii) - Gross pay	₹ 22,846	₹ 2,74,156
	Provident Fund Employer's Contribution(12% of Basic) (iv)	₹ 1,240	₹ 14,880
B.	Gratuity (4.81% of Basic) (v)	₹ 497	₹ 5,964
	Medical Insurance Premium (vi)	₹ 1,250	₹ 15,000
	Retirals(iv)+(v)+(vi)	₹ 2,987	₹ 35,844
	Cost to Company(CTC)	₹ 25,833	₹ 3,10,000
	Standard Deduction:		
	Provident Fund Employee Contribution(12% of Basic)	₹ 1,240	₹ 14,880
C	Professional Tax	₹ 200	₹ 2,400
	Income Tax (as applicable)	₹ 0	₹ 0
	Total Standard Deduction	₹ 1,440	₹ 17,280

Basket of Allowances (BOA)(ii):			
		Per Month	Per Annum
	HRA(40% of Basic)	₹ 4,133	₹ 49,600
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	Statutory Bonus	₹ 1,250	₹ 15,000
	Special Allowance	₹ 6,096	₹ 73,156
	Total	₹ 12,513	₹ 1,50,156

Flexible Benefit Plan:			
		Per Month	Per Annum
	Telephone +Mobile + Internet	₹ 2,500	₹ 30,000
	Meal card (Max of Rs.1100 or Rs.2200)	₹ 2,200	₹ 26,400
	Professional Development Expenses	₹ 16,667	₹ 2,00,000
	Total	₹ 21,367	₹ 2,56,400

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Kanakapura Main Road, Bangalore-560061

PRIVATE & CONFIDENTIAL

31st July 2020

BETSOL
Bengaluru, India

Dear **POORNIMA H R**

Address: #34/A 1st B main 2nd
cross, Vivekananda Nagar,
Bangalore.

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Associate Technical Support Engineer** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on or before **Monday, 17th August 2020**. The terms and conditions of employment are as follows:

Compensation

Your Cost to BETSOL will be INR ₹ **25,833/- per month**. This brings your total compensation to INR **3,10,000/- 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.

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Kanakapura Main Road, Bangalore-560067

PRIVATE & CONFIDENTIAL

31st July 2020

BETSOL
Bengaluru, India

Dear **POOJA C R**

Address: #34/A 1st B main 2nd
cross, Vivekananda Nagar,
Bangalore.

Email: placements@cityengineeringcollege.ac.in

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Kanakapura Main Road, Bangalore-560061



7 June 2020

LETTER OF APPOINTMENT

Dear **GEETHA R SOMANI**

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

Compensation:

Your compensation will be **Rs.300,000 /-(Rupees Three Lakh Only)** per annum, which may, however, be split into Basic, HRA, Conveyance Allowance, Medicals, LTA, and other allowances as per the details of salary break-up attached in Annexure I along with this Letter of Appointment.

If any additional expenses are incurred on official purpose over and above the eligible amount mentioned in "Compensation" clause, the same shall be reimbursed only if incurred with prior written approval (including by mail) of the concern Head of the Department and a separate additional claim shall be submitted for claiming the same.

Leave, Provident Fund, Gratuity, Food on Duty etc.:

Leave benefits as per the Leave & Attendance policy of the company applicable from time to time. A copy of the current Leave & Attendance Policy for corporate staff in force is attached as annexure II for your information and adherence Provident Fund, Gratuity, Food on Duty and any other benefits shall be as per the rules of the Company in force from time to time.

Transfer:

You have initially been posted at Bangalore, but you are liable to be transferred at any time to any other department of the Company, on a temporary or permanent basis. You are also liable to be transferred to any other division in India or abroad owned or operated or managed by Company or its Associates on the terms and conditions prevalent in the Country/Town or City concerned.

VELANKANI ELECTRONICS PRIVATE LIMITED
CIN: U32102KA2015PTC081173 **ATTESTED COPY**
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Kenchappaiah Road, Bangalore-560001
www.velankanigroup.com



7 June 2020

LETTER OF APPOINTMENT

Dear **GEETHANJALI**

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

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CITY ENGINEERING COLLEGE
Kandarpada 43rd Cross, Bangalore-560011

7 June 2020

LETTER OF APPOINTMENT

Dear **GOUTAMI KODIYA**

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

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Kandarpada Main Road, Bangalore-560061



7 June 2020

LETTER OF APPOINTMENT

Dear **HARINI G R**

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

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Bangalore-560 100 India



7 June 2020

LETTER OF APPOINTMENT

Dear **HARSHINI M N**

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

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CITY ENGINEERING COLLEGE

43 Electronics City Hosur Road, Bangalore-560001



7 June 2020

LETTER OF APPOINTMENT

Dear **HARSHITHA M N**

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7 June 2020

LETTER OF APPOINTMENT

Dear JAYANTH S

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

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Date of Joining:

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7 June 2020

LETTER OF APPOINTMENT

Dear **VARSHINI A M**

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

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7 June 2020

LETTER OF APPOINTMENT

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If any additional expenses are incurred on official purpose over and above the eligible amount mentioned in "Compensation" clause, the same shall be reimbursed only if incurred with prior written approval (including by mail) of the concern Head of the Department and a separate additional claim shall be submitted for claiming the same.

Leave, Provident Fund, Gratuity, Food on Duty etc.:

Leave benefits as per the Leave & Attendance policy of the company applicable from time to time. A copy of the current Leave & Attendance Policy for corporate staff in force is attached as annexure II for your information and adherence Provident Fund, Gratuity, Food on Duty and any other benefits shall be as per the rules of the Company in force from time to time.

Transfer:

You have initially been posted at Bangalore, but you are liable to be transferred at any time to any other department of the Company, on a temporary or permanent basis. You are also liable to be transferred to any other division in India or abroad owned or operated or managed by Company or its Associates on the terms and conditions prevalent in the Country/Town or City concerned.

VELANKANI ELECTRONICS PRIVATE LIMITED
CIN: U32102KA2015PTC081173
Regd Office: 45 Electronics City Hosur Road
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PRINCIPAL

www.velankanigroup.com

CITY ENGINEERING COLLEGE
Kandarpada Main Road, Bangalore-560061



7 June 2020

LETTER OF APPOINTMENT

Dear **VIGNESH KUMAR S**

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

Compensation:

Your compensation will be **Rs.300,000 /-(Rupees Three Lakh Only)** per annum, which may, however, be split into Basic, HRA, Conveyance Allowance, Medicals, LTA, and other allowances as per the details of salary break-up attached in Annexure I along with this Letter of Appointment.

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Kenchappa Road, Malvi Road, Bangalore-56001

www.velankanigroup.com



7 June 2020

LETTER OF APPOINTMENT

Dear VIKAS V

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

Compensation:

Your compensation will be **Rs.300,000 /-(Rupees Three Lakh Only)** per annum, which may, however, be split into Basic, HRA, Conveyance Allowance, Medicals, LTA, and other allowances as per the details of salary break-up attached in Annexure I along with this Letter of Appointment.

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Bangalore-560 100 India



7 June 2020

LETTER OF APPOINTMENT

Dear VISHAL KUMAR

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

Compensation:

Your compensation will be **Rs.300,000 /-(Rupees Three Lakh Only)** per annum, which may, however, be split into Basic, HRA, Conveyance Allowance, Medicals, LTA, and other allowances as per the details of salary break-up attached in Annexure I along with this Letter of Appointment.

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Bangalore-560 100 India



7 June 2020

LETTER OF APPOINTMENT

Dear YAMINI R

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

Compensation:

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Kenchappaiah Road, Bangalore-56001

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7 June 2020

LETTER OF APPOINTMENT

Dear YASHODA A

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

Compensation:

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Kenchappaiah Road, Bangalore-560001



7 June 2020

LETTER OF APPOINTMENT

Dear MOHAMMED ZUHAIB

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

Compensation:

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Kenchappa Road, Bangalore-56001



7 June 2020

LETTER OF APPOINTMENT

Dear PRADEEP KUMAR N

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

Compensation:

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Kandarpada 43rd Road, Bangalore-56001

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7 June 2020

LETTER OF APPOINTMENT

Dear BHARATH S G

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

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Kenchappa Hall Road, Bangalore-56001

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PRINCIPAL



7 June 2020

LETTER OF APPOINTMENT

Dear POORNACHANDRA L

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

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Kandarpada 43rd Cross, Bangalore-560001
www.velankanigroup.com



7 June 2020

LETTER OF APPOINTMENT

Dear **RABIYA KOUSER**

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

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Kenchappaiah Road, Bangalore-560001
www.velankanigroup.com



7 June 2020

LETTER OF APPOINTMENT

Dear ALISHA N

The Management is pleased to appoint you in the Services of Velankani Electronics Private Limited on the following terms and conditions:

Designation:

Your designation on joining the services shall be **Software Engineer**.

Date of Joining:

Your date of joining with us is **17-07-2020**.

Compensation:

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CITY ENGINEERING COLLEGE
Kandappa Main Road, Bangalore-56001

March 02, 2020

Ms. Supriya L
Bangalore.


Letter of Appointment

Dear Supriya L,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **March 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
- 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and professional qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

Yours sincerely,



Kiran Kumar G
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature: Supriya.
Name: Supriya L.
Date: 02/02/2020

ATTESTED COPY



PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.


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

Corporate Identity Number.L92199MHI995PLC084610

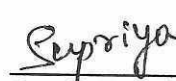

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Supriya L		
Designation:	Associate Software Engineer Automation		
Grade:	M0	Location:	Bangalore
Components:	w.e.f - DOJ	Monthly	Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
City Compensatory Allowance		4,816	57,792
"A" Sub-total - Gross Pay		33,677	404,124
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		1,123	13,472
Provident Fund - <i>Employer's Contribution</i>		1,800	21,600
Gratuity		648	7,776
"B" Sub-total - Retiral Benefits		3,571	42,846
Total Fixed Compensation (A + B)		37,248	446,970
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		-	-
Total Cash Compensation (A + B + C)		37,248	446,970
"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium		253	3,030
Total Cost to Company: (A + B + C + D)		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family:	Rs. 702,000 [^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000 ^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000 ^{**}	
Medical Insurance Coverage	Self and dependant family members are covered for Group Medclaim Insurance under Family Floater.	Rs. 150,000 ^{**}	
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable [^]	
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land.	As applicable [^]	
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable ^{^p.m}	
Professional Tax	If any as per the applicable rules in your state.	As applicable ^{^p.m}	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable ^{^p.m}	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a ^{**}	

[^] Statutory Schemes are subject to change as per the Law from time to time.

^{**} These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.


Kiran Kumar G
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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Supriya L
Date: 

PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

March 02, 2020

Mr. Sriyansh Kumar
Bangalore.

Letter of Appointment

Dear Sriyansh Kumar,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure –II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **March 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
- 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and professional qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment,
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure – I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

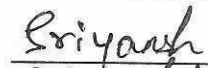
Yours sincerely,



Kiran Kumar G

Deputy General Manager – Human Resources
Hinduja Global Solutions Limited

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

Signature: 
Name: Sriyansh Kumar
Date: 02/02/2020

ATTESTED COPY



skan

PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

Encl: Annexure – I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.


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

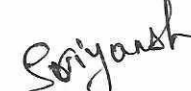

Corporate Identity Number.L92199MH1995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Sriyansh Kumar		
Designation:	Associate Software Engineer Automation		
Grade:	M0	Location:	Bangalore
Components:	w.e.f - DOJ		Monthly Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
City Compensatory Allowance		4,816	57,792
"A" Sub-total - Gross Pay		33,677	404,124
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		1,123	13,472
Provident Fund - <i>Employer's Contribution</i>		1,800	21,600
Gratuity		648	7,776
"B" Sub-total - Retiral Benefits		3,571	42,846
Total Fixed Compensation (A + B)		37,248	446,970
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		-	-
Total Cash Compensation (A + B + C)		37,248	446,970
"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium		253	3,030
Total Cost to Company: (A + B + C + D)		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family:	Rs. 702,000 [^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000 ^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000 ^{**}	
Medical Insurance Coverage	Self and dependant family members are covered for Group Mediclaim Insurance under Family Floater.	Rs. 150,000 ^{**}	
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable [^]	
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land.	As applicable [^]	
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable [^] p.m	
Professional Tax	If any as per the applicable rules in your state.	As applicable [^] p.m	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable [^] p.m	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a ^{**}	

[^] Statutory Schemes are subject to change as per the Law from time to time.

^{**} These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.


Kiran Kumar G
Deputy General Manager – Human Resources
Hinduja Global Solutions Limited

 **ATTESTED COPY**
Sriyansh Kumar
Date: 
PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

March 02, 2020

Ms. Soumya Gundad
Bangalore.

Letter of Appointment

Dear Soumya Gundad,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **March 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
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 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
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- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

Yours sincerely,



Kiran Kumar G

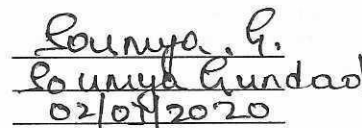
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Soumya Gundad
02/04/2020

ATTESTED COPY



PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.


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

Corporate Identity Number.L92199MHI995PLC084610


ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Soumya Gundad		
Designation:	Associate Software Engineer Automation		
Grade:	M0	Location:	Bangalore
Components:	w.e.f - DOJ	Monthly	Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
City Compensatory Allowance		4,816	57,792
"A" Sub-total - Gross Pay		33,677	404,124
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		1,123	13,472
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Gratuity		648	7,776
"B" Sub-total - Retiral Benefits		3,571	42,846
Total Fixed Compensation (A + B)		37,248	446,970
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		-	-
Total Cash Compensation (A + B + C)		37,248	446,970
"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium		253	3,030
Total Cost to Company: (A + B + C + D)		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family:	Rs. 702,000 [^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000 ^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000 ^{**}	
Medical Insurance Coverage	Self and dependant family members are covered for Group Mediclaim Insurance under Family Floater.	Rs. 150,000 ^{**}	
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable [^]	
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Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable ^{^p.m}	
Professional Tax	If any as per the applicable rules in your state.	As applicable ^{^p.m}	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable ^{^p.m}	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a ^{**}	

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Kiran Kumar G
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

ATTESTED COPY


Soumya Gundad
Date: _____
PRINCIPAL
HINDUJA ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

March 02, 2020

Ms.
Sindhushree N
Bangalore.

Letter of Appointment

Dear Sindhushree N,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **March 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
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- 4.1 Proof of age;
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 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
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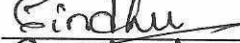
Please sign and return a copy of this letter within 3 days of receipt as a token of your acceptance.

Yours sincerely,


Kiran Kumar G

Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature: 
Name: Sindhushree, N
Date: 02/02/2020

ATTESTED COPY



PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.


Corporate Office: Gold Hill Square Software Park, No. 690, 1st Floor, Hosur Road, Bommanahalli, Bengaluru - 560 068. India. Telephone: 91-80-4643 1000 / 4643 1222
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Corporate Identity Number.L92199MHI995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Sindhushree N		
Designation:	Associate Software Engineer Automation		
Grade:	MO	Location:	Bangalore
Components:	w.e.f - DOJ	Monthly	Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
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Gratuity		648	7,776
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"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		-	-
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"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium		253	3,030
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Benefit / Scheme	Description	Value / PA	
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Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000 ^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000 ^{**}	
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Kifan Kumar G
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited


Sindhushree N
Date: _____
PRINCIPAL
HINDUJA CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

ATTESTED COPY



March 02, 2020

Ms. Sandhya S
Bangalore.

Letter of Appointment

Dear Sandhya S,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure –II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **March 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
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Yours sincerely,



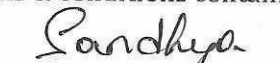
Kiran Kumar G
Deputy General Manager – Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Sandhya S
02/03/2020

Encl: Annexure – I & II

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PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

HINDUJA GLOBAL SOLUTIONS LIMITED.


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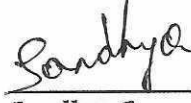

Corporate Identity Number.L92199MH1995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Sandhya S		
Designation:	Associate Software Engineer Automation		
Grade:	M0	Location:	Bangalore
Components:	w.e.f - DOJ		Monthly Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
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 Kiran Kumar G
 Deputy General Manager - Human Resources
 Hinduja Global Solutions Limited


 Sandhya S
 Date: 
 PRINCIPAL
 CITY ENGINEERING COLLEGE
 Kanakapura Main Road, Bangalore-560061

March 02, 2020

Ms. Sahana N K
Bangalore.

Letter of Appointment

Dear Sahana N K,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure –II.
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Yours sincerely,



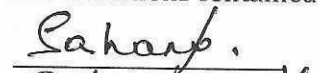
Kiran Kumar G
Deputy General Manager – Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Sahana N K
02/03/2020

ATTESTED COPY



PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

Encl: Annexure – I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

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


Corporate Identity Number.L92199MHI995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Sahana N K		
Designation:	Associate Software Engineer Automation		
Grade:	M0	Location:	Bangalore
Components:	w.e.f - DOJ		Monthly Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
City Compensatory Allowance		4,816	57,792
"A" Sub-total - Gross Pay		33,677	404,124
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		1,123	13,472
Provident Fund - <i>Employer's Contribution</i>		1,800	21,600
Gratuity		648	7,776
"B" Sub-total - Retiral Benefits		3,571	42,846
Total Fixed Compensation (A + B)		37,248	446,970
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		-	-
Total Cash Compensation (A + B + C)		37,248	446,970
"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium		253	3,030
Total Cost to Company: (A + B + C + D)		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family:	Rs. 702,000 [^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000 ^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000 ^{**}	
Medical Insurance Coverage	Self and dependant family members are covered for Group Mediclaim Insurance under Family Floater.	Rs. 150,000 ^{**}	
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable [^]	
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land.	As applicable [^]	
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable ^{^p.m}	
Professional Tax	If any as per the applicable rules in your state.	As applicable ^{^p.m}	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable ^{^p.m}	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a ^{**}	

[^] Statutory Schemes are subject to change as per the Law from time to time.

^{**} These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.


Kiran Kumar G
Deputy General Manager – Human Resources
Hinduja Global Solutions Limited


Sahana N K
Date: _____
PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

ATTESTED COPY



March 02, 2020

Ms. Rakshitha R
Bangalore.

Letter of Appointment

Dear Rakshitha R,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **March 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
 - 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and professional qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

Yours sincerely,


Kiran Kumar G


Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Rakshitha R.
02/02/2020

ATTESTED COPY



PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

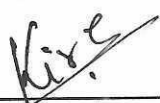
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Corporate Identity Number.L92199MHI995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Rakshitha R		
Designation:	Associate Software Engineer Automation		
Grade:	M0	Location:	Bangalore
Components:	w.e.f - DOJ		Monthly Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
City Compensatory Allowance		4,816	57,792
"A" Sub-total - Gross Pay		33,677	404,124
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		1,123	13,472
Provident Fund - <i>Employer's Contribution</i>		1,800	21,600
Gratuity		648	7,776
"B" Sub-total - Retiral Benefits		3,571	42,846
Total Fixed Compensation (A + B)		37,248	446,970
"C" VARIABLE PAY			
"C" Sub-total - Variable Pay		-	-
Total Cash Compensation (A + B + C)		37,248	446,970
"D" INSURANCE / OTHER BENEFITS			
Medical / GPA Insurance Premium		253	3,030
Total Cost to Company: (A + B + C + D)		37,500	450,000
Benefit / Scheme	Description	Value / PA	
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this "Group Insurance Scheme" during an employee's term, to his Nominee/Family:	Rs. 702,000 [^]	
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 10,00,000 ^{**}	
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 100,000 ^{**}	
Medical Insurance Coverage	Self and dependant family members are covered for Group Mediclaim Insurance under Family Floater.	Rs. 150,000 ^{**}	
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable [^]	
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land.	As applicable [^]	
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable [^] p.m	
Professional Tax	If any as per the applicable rules in your state.	As applicable [^] p.m	
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable [^] p.m	
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200 p.a ^{**}	

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Kiran Kumar G
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited


Rakshitha R
Date: _____

ATTESTED COPY

PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

March 02, 2020

Mr. Tejas A Chavan
Bangalore.

Letter of Appointment

Dear Tejas A Chavan,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "**Associate Software Engineer Automation**". The details of your entitlements and your salary are as per Annexure –II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **March 16, 2020**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty–
 - 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and professional qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 6 (six) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 Photocopy of your Aadhaar Card with number
 - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
 - 4.9 ESIC Number of previous employment.
 - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached herewith as Annexure – I. The said terms shall (and as maybe modified from time to time) be applicable to you.

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

Yours sincerely,



Kiran Kumar G


Deputy General Manager – Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Tejas A. Chavan
02/03/2020

ATTESTED COPY



PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, Bangalore-560061

Encl: Annexure – I & II

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Corporate Identity Number.L92199MHI995PLC084610


ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Tejas A Chavan		
Designation:	Associate Software Engineer Automation		
Grade:	M0	Location:	Bangalore
Components:	w.e.f - DOJ	Monthly	Annual
"A" FIXED			
Basic Pay		13,472	161,664
House Rent Allowance		5,389	64,668
Shift Allowance		5,000	60,000
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Kiran Kumar G
 Deputy General Manager – Human Resources
 Hinduja Global Solutions Limited

ATTESTED COPY


Tejas A Chavan
 Date: _____
 PRINCIPAL
 CITY ENGINEERING COLLEGE
 Kanakapura Main Road, Bangalore-560061