



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
2020-21

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)
	Apeksha Bharadwaj H	Computer Science & Engineering	2021	Wipro Technology Pvt. Ltd.	3,50,000
	Zaiba Begum	Computer Science & Engineering	2021	INFOSYS Technologies Pvt. Ltd.	3,60,000
	Apeksha Bharadwaj H	Computer Science & Engineering	2021	Accenture	6,50,000
	Gayatri B	Computer Science & Engineering	2021	Waltr(Kre38 Labs) Private Limited	2,50,000
	Arvind Kumar G	Computer Science & Engineering	2021	Elcamino Software Solutions Pvt . Ltd	5,40,000
	Mohammed Shahid Ulla	Computer Science & Engineering	2021	Elcamino Software Solutions Pvt . Ltd.,	2,60,000
	Rakesh.S	Electronics & Communication Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	K H Shashank	Civil Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Suhaas Kamath	Electronics & Communication Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Syed Sameer Pasha S B	Electronics & Communication Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Maharudra	Computer Science & Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Manohar D	Computer Science & Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Chethan B G	Computer Science & Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Tousif Pasha	Electronics & Communication Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Pavan Kumar S	Computer Science & Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Rakshith B S	Mechanical Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Mujeer Ahmed	Computer Science & Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Sridhar D N	Computer Science & Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Akshay Amrut Morab	Computer Science & Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Lokesh R	Electronics & Communication Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Srinivasa P	Mechanical Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Zaiba Begum	Computer Science & Engineering	2021	Gyan System InfoTech Pvt. Ltd.	4,50,000
	Sangeetha N	Computer Science & Engineering	2021	Thomson Reuters Pvt. Ltd.,	5,25,000
	Akanksha Gowri	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Shashidhar	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Police Patel Sainath Reddy	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Arvind Kumar G	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Karthik Kumar P	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Thejeshwari S	Electronics & Communication Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Anusha A	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Rashmikha C. P.	Computer Science & Engineering	2021	Elcamino Software Solutions Pvt . Ltd	2,60,000
	Soundarya Raj G	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Bhuvaneshwari M	Computer Science & Engineering	2021	Uniphore Software System Pvt. Ltd.,	4,50,000
	Harsha K	Mechanical Engineering	2021	Seventh Sense Talent Solutions	2,25,000

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)
	Karthik Kumar P	Computer Science & Engineering	2021	Seventh Sense Talent Solutions	2,25,000
	Akanksha Gowri	Computer Science & Engineering	2021	Seventh Sense Talent Solutions	2,25,000
	Bhuvaneshwari M	Computer Science & Engineering	2021	Waltr(Kre38 Labs) Private Limited	2,25,000
	Sachin K	Civil Engineering	2021	Black Olive Ventures Pvt. Ltd.,	2,25,000
	Harsha K	Mechanical Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Pallavi M. C.	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Anshu Kumari H.	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Aishwarya S	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Shanmuga Priya	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Thanushree B M	Computer Science & Engineering	2021	Skolar	3,00,000
	Rashmikha C. P.	Computer Science & Engineering	2021	Skolar	3,00,000
	Blessing Sharoon S	Electronics & Communication Engineering	2021	Skolar	3,00,000
	Krupa D.	Computer Science & Engineering	2021	Skolar	3,00,000
	Mujtaba Nayaz	Computer Science & Engineering	2021	Uniphore Software System Pvt. Ltd.,	4,50,000
	Anshu Kumari H.	Electronics & Communication Engineering	2021	Infosys	3,60,000
	Muaaz Meraj	Computer Science & Engineering	2021	Accenture	6,50,000
	Arvind Kumar G	Computer Science & Engineering	2021	Gyan System	4,50,000
	Pallavi R.	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Vindya Shree P	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Nimisha Prasad	Electronics & Communication Engineering	2021	Capgemini	3,80,000
	Sahana N	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Sagar M	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Sridhar D. N.	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Anushree K. R.	Computer Science & Engineering	2021	Verzeo Edutech Pvt Ltd	3,00,000
	Aditya Prasad	Computer Science & Engineering	2021	Infosys	3,60,000
	Aditya Prasad	Computer Science & Engineering	2021	Cognizant	4,00,000
	Aditya Prasad	Computer Science & Engineering	2021	Deloitte	2,50,000
	Anushree K. R.	Computer Science & Engineering	2021	Accenture	6,50,000
	Monika R.	Computer Science & Engineering	2021	BETSOL	3,10,000
	Soundarya Raj G	Computer Science & Engineering	2021	Infosys	3,60,000
	Sridhar D. N.	Computer Science & Engineering	2021	Infosys	3,60,000
	Mujtaba Nayaz	Computer Science & Engineering	2021	Infosys	3,60,000
	Tejashwini B. K.	Civil Engineering	2021	Skolar	3,00,000
	Manoranjani	Computer Science & Engineering	2021	Skolar	3,00,000
	Roopitha K.	Computer Science & Engineering	2021	Mindtree (L&T Group)	3,00,000
	Monika R.	Computer Science & Engineering	2021	Accenture	4,50,000

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)
	Sahana S.V.	Computer Science & Engineering	2021	Verzeo	3,00,000
	Akshay	Computer Science & Engineering	2021	Verzeo	3,00,000
	Latha L	Computer Science & Engineering	2021	Microland	3,00,000
	Deeksha R.	Computer Science & Engineering	2021	Accenture	4,50,000
	Sinchana BG	Computer Science & Engineering	2021	Skolar	2,00,000
	Anusha Hiremath	Computer Science & Engineering	2021	L & T Technology Services	4,00,000
	Prajwal V.	Computer Science & Engineering	2021	Infosys	3,60,000
	Police Patel Sainath Reddy	Computer Science & Engineering	2021	Brillio	4,50,000
	Manoj Kumar	Computer Science & Engineering	2021	Capgemini	3,80,000
	Police Patel Sainath Reddy	Computer Science & Engineering	2021	6D Technology	4,00,000
	Jahnavi B.	Computer Science & Engineering	2021	Expleo	3,60,000
	Hitha S.	Computer Science & Engineering	2021	Deloitte	2,50,000
	Roopa M.	Computer Science & Engineering	2021	Computercenter	4,00,000
	Sai Nithin G.	Computer Science & Engineering	2021	Expleo	3,60,000
	Sai Nithin G.	Computer Science & Engineering	2021	STIC Soft	2,60,000
	Dikshita Jain	Computer Science & Engineering	2021	IBM	4,50,000
	Pallavi M C	Computer Science & Engineering	2021	Cap Gemini	3,80,000
	Anshu Kumari H.	Computer Science & Engineering	2021	Cap Gemini	4,00,000
	Mohammed Ali Baig	Computer Science & Engineering	2021	Expleo	3,60,000
	Mohamed Faizal	Computer Science & Engineering	2021	Koch	7,00,000
	Mallikarjun	Computer Science & Engineering	2021	Computercenter	4,50,000
	Karthik Kumar P	Computer Science & Engineering	2021	Cap Gemini	4,00,000
	Pavan V	Computer Science & Engineering	2021	L&T	4,00,000
	Pavan V	Computer Science & Engineering	2021	Virtusa	4,00,000
	Anushree K.R.	Computer Science & Engineering	2021	Synchronoss	5,00,000
	Suraj B.S.	Mechanical Engineering	2021	Cap Gemini	3,80,000
	Anusha Hiremath	Computer Science & Engineering	2021	L&T Technology Services.	4,00,000
	S Bhavya Sri	Computer Science & Engineering	2021	Cap Gemini	3,80,000
	Rashmika C.P.	Computer Science & Engineering	2021	Cognizant	4,50,000
	Sanjana R.	Computer Science & Engineering	2021	Cognizant	4,50,000
	Sindhu Pai.	Computer Science & Engineering	2021	Cap Gemini	3,80,000
	Bhuvaneshwari M	Computer Science & Engineering	2021	Cognizant	4,50,000
	Akshay Amrut Morab	Computer Science & Engineering	2021	Computercenter	4,50,000
	Police Patel Sainath Reddy	Computer Science & Engineering	2021	Cap Gemini	4,00,000
	Poojashree A.	Computer Science & Engineering	2021	Cap Gemini	3,80,000
	Priya G.	Computer Science & Engineering	2021	Deloitte	2,50,000

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)
2020-21	Tarun H.	Computer Science & Engineering	2021	KOCH	7,00,000
	Shravani.	Computer Science & Engineering	2021	Herman Miller	4,50,000
	Geeta S	Computer Science & Engineering	2021	Cap Gemini	3,80,000
	Poojashree A	Computer Science & Engineering	2021	Temenos	5,00,000
	Abhishek P.V.	Computer Science & Engineering	2021	Nucleus Teq	6,29,000
	Abhishek P.V.	Computer Science & Engineering	2021	Microland	3,15,000
	Maharudra G.	Computer Science & Engineering	2021	TCS	3,36,00,
	Bhavya Aggarwal	Computer Science & Engineering	2021	Cap Gemini	3,80,000
	Srinivas P.	Mechanical Engineering	2021	Cognizant	4,00,000
	Mohammed Burhaan	Computer Science & Engineering	2021	6D Technology	4,00,000
	Mohammed Burhaan	Computer Science & Engineering	2021	Worldline Global Services Pvt Ltd	4,00,000
	Mohammed Burhaan	Computer Science & Engineering	2021	T-system	4,00,000
	Mohammed Burhaan	Computer Science & Engineering	2021	Hinduja Global Solutions Limited	4,50,000
	Kalpana G. J	Computer Science & Engineering	2021	Cap Gemini	3,80,000
	Sindhu Pai.	Computer Science & Engineering	2021	T-system	4,00,000
	Chandana S	Electronics & Communication Engineering	2021	IBM	5,30,000
	Tanushree C	Electronics & Communication Engineering	2021	Gyan_System	4,50,000
	Anusha	Electronics & Communication Engineering	2021	Cap Gemini	3,50,000
	Rajat Deep Singh	Computer Science & Engineering	2021	Cap Gemini	3,80,000
	Reshma C A	Electronics & Communication Engineering	2021	Workbot	4,00,000
	Sandhya P	Electronics & Communication Engineering	2021	Cap Gemini	3,80,000
	Rajat Deep Singh	Computer Science & Engineering	2021	Cognizant	4,50,000
	Shashikala T.	Electronics & Communication Engineering	2021	Workbot	4,00,000
	Suhas K.N.	Electronics & Communication Engineering	2021	Workbot	4,00,000
	Meghana G.	Computer Science & Engineering	2021	Wipro	3,60,000
	Simran Banu A	Computer Science & Engineering	2021	Microland	3,15,000
	Simran Banu A	Computer Science & Engineering	2021	Cap Gemini	4,00,000
	Puneeth M.	Computer Science & Engineering	2021	Accenture	4,77,000
	Puneeth M.	Computer Science & Engineering	2021	TCS	3,36,000
	Shaziya Kousar	Computer Science & Engineering	2021	Expleo	3,60,000
	Ajay M R	Electronics & Communication Engineering	2021	Zenus Group	5,00,000
	Amrutha V	Electronics & Communication Engineering	2021	Zenus Group	5,00,000
	Apoorva S	Electronics & Communication Engineering	2021	Zenus Group	5,00,000
	Arathi A	Electronics & Communication Engineering	2021	Zenus Group	5,00,000
Bhanushree M	Electronics & Communication Engineering	2021	Zenus Group	5,00,000	
Bhavana H E	Electronics & Communication Engineering	2021	HGS	4,50,000	

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	Bhavana M	Electronics & Communication Engineering	2021	HGS	4,50,000
	Chandana S	Electronics & Communication Engineering	2021	HGS	4,50,000
	Chikkanna Swamy M	Electronics & Communication Engineering	2021	HGS	4,50,000
	Darshan A Rao	Electronics & Communication Engineering	2021	HGS	4,50,000
	Bhavana K	Computer Science & Engineering	2021	Zenus Group	5,00,000
	Bhavya Aggarwal	Computer Science & Engineering	2021	Zenus Group	5,00,000
	Dikshita Jain	Computer Science & Engineering	2021	Zenus Group	5,00,000
	Eeranna T	Computer Science & Engineering	2021	Zenus Group	5,00,000
	Gayathri B M	Computer Science & Engineering	2021	Zenus Group	5,00,000
	Geetha S	Computer Science & Engineering	2021	HGS	4,50,000
	H Pawan Kumar	Computer Science & Engineering	2021	HGS	4,50,000
	Harshitha L	Computer Science & Engineering	2021	HGS	4,50,000
	Hiitha .S	Computer Science & Engineering	2021	HGS	4,50,000
	Jasir Ahmad	Computer Science & Engineering	2021	Uniphore Software System Pvt. Ltd.,	4,50,000
	K Mallikarjun	Computer Science & Engineering	2021	Uniphore Software System Pvt. Ltd.,	4,50,000
	K Pavithra	Computer Science & Engineering	2021	Uniphore Software System Pvt. Ltd.,	4,50,000
	Kalpana Gj	Computer Science & Engineering	2021	Uniphore Software System Pvt. Ltd.,	4,50,000
	Ambuja V	Civil Engineering	2021	Trickel solutions	2,40,000
	Juned Afridi Khan Y M	Civil Engineering	2021	Trickel solutions	2,40,000
	Milinda Mourya U	Civil Engineering	2021	Trickel solutions	2,40,000
	Vishal Borale	Civil Engineering	2021	Trickel solutions	2,40,000
	Dileep Kumar H R	Civil Engineering	2021	Trickel solutions	2,40,000
	Hari Prasad S	Civil Engineering	2021	Trickel solutions	2,40,000
	Mamatha N	Civil Engineering	2021	Trickel solutions	2,40,000
	Neha Mukundan	Civil Engineering	2021	Trickel solutions	2,40,000
	Niyazahmed Attar	Civil Engineering	2021	Trickel solutions	2,40,000
	Shifali G	Civil Engineering	2021	Trickel solutions	2,40,000
	Halesha L N	Mechanical Engineering	2021	Zenus Group	5,00,000
	Lokesh Bharani K N	Mechanical Engineering	2021	Zenus Group	5,00,000
	Manjunatha H	Mechanical Engineering	2021	Zenus Group	5,00,000
	Trishul Kumar N	Mechanical Engineering	2021	Zenus Group	5,00,000
	Vijaykumar Maidarkar	Mechanical Engineering	2021	Zenus Group	5,00,000
	Rakesh N G	Mechanical Engineering	2021	Aaraa	3,00,000
	Surya Simha Bhat G N	Mechanical Engineering	2021	Aaraa	3,00,000
	Syed Jabir A	Mechanical Engineering	2021	Aaraa	3,00,000
	Tarun H	Mechanical Engineering	2021	Aaraa	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)
	Vinay K	Civil Engineering	2021	Byjus	3,75,000
	Mahadevappa	Civil Engineering	2021	Byjus	3,75,000
	Manoj K	Civil Engineering	2021	Byjus	3,75,000
	Nagaraj	Civil Engineering	2021	Byjus	3,75,000
	Syed Iqbal Mateen	Civil Engineering	2021	Byjus	3,75,000
	Sameer Ahmed J	Civil Engineering	2021	Byjus	3,75,000
	Arunakumara R	Civil Engineering	2021	Byjus	3,75,000
	Mohamed Adam	Civil Engineering	2021	Byjus	3,75,000
	Pavan Kalyan S	Civil Engineering	2021	Byjus	3,75,000
	Aditya S	Civil Engineering	2021	Byjus	3,75,000
	Dhanush N S	Civil Engineering	2021	Byjus	3,75,000
	Girish S	Civil Engineering	2021	Byjus	3,75,000
	Chandan Kumar S	Civil Engineering	2021	Byjus	3,75,000
	Pradeep Kumar P	Civil Engineering	2021	Byjus	3,75,000
	Suresh K	Civil Engineering	2021	Byjus	3,75,000
	Bhaskar R B	Civil Engineering	2021	Byjus	3,75,000
	Srilakshmi B A	Computer Science & Engineering	2021	PerSft Tech Private Ltd	4,50,000
	Sumaiya Ara Khanum	Computer Science & Engineering	2021	PerSft Tech Private Ltd	4,50,000
	Sumit Saurav	Computer Science & Engineering	2021	PerSft Tech Private Ltd	4,50,000
	Swathi P	Computer Science & Engineering	2021	PerSft Tech Private Ltd	4,50,000
	Syed Hasnain Raza	Computer Science & Engineering	2021	PerSft Tech Private Ltd	4,50,000
	Tariq Mohammed Sarfaraz	Computer Science & Engineering	2021	PerSft Tech Private Ltd	4,50,000
	Muskan K	Computer Science & Engineering	2021	PerSft Tech Private Ltd	4,50,000
	Nischal Kothari M	Computer Science & Engineering	2021	PerSft Tech Private Ltd	4,50,000
	Nithesh S	Computer Science & Engineering	2021	PerSft Tech Private Ltd	4,50,000
	Pallavi K R	Computer Science & Engineering	2021	PerSft Tech Private Ltd	4,50,000
	Madhusudhan M	Electronics & Communication Engineering	2021	Betsol	3,10,000
	Mala S	Electronics & Communication Engineering	2021	Betsol	3,10,000
	N Jaipriya	Electronics & Communication Engineering	2021	Betsol	3,10,000
	Nimisha Prasad	Electronics & Communication Engineering	2021	Betsol	3,10,000
	Pradeepa	Electronics & Communication Engineering	2021	Betsol	3,10,000
	Praveen	Electronics & Communication Engineering	2021	Betsol	3,10,000
	Priyanka R	Electronics & Communication Engineering	2021	Betsol	3,10,000
	Rachitha H K	Electronics & Communication Engineering	2021	Betsol	3,10,000
	Roopa K M	Electronics & Communication Engineering	2021	Betsol	3,10,000
	Saqiba Tabassum	Electronics & Communication Engineering	2021	Betsol	3,10,000

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 B R	Electronics & Communication Engineering	2021	Betsol	3,10,000
	Ikraam Siddiqui	Mechanical Engineering	2021	T Systems	4,00,000
	Mohammed Abrar	Mechanical Engineering	2021	T Systems	4,00,000
	Prajwal Y S	Mechanical Engineering	2021	T Systems	4,00,000
	Bhanu Prakash B J	Mechanical Engineering	2021	T Systems	4,00,000
	Chetan Gaddi	Mechanical Engineering	2021	T Systems	4,00,000
	Kiran E	Mechanical Engineering	2021	T Systems	4,00,000
	Vinaykumar H S	Mechanical Engineering	2021	T Systems	4,00,000
	Kishore Gowda D K	Mechanical Engineering	2021	T Systems	4,00,000
	Shakir Ahmad Ganai	Mechanical Engineering	2021	T Systems	4,00,000
	Girishreddy S A	Mechanical Engineering	2021	T Systems	4,00,000



Wipro Campus Update_LOI

1 message ·

Campus HR Team <wipro+email+14b12-36cc6dbb28@talent.icims.com>
Reply-to: Campus HR Team <wipro+email+14b12-36cc6dbb28@talent.icims.com>
To: apeksha.bharadwaj10@gmail.com

Thu, May 6, 2021 at 1:39 PM

May 6, 2021

Dear APEKSHA BHARADWAJ H,
Resume Number - 20891172

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.

Yours sincerely,

For Wipro Limited,

September 3, 2021

HRD/1001894833/21-22

Ms. Zaiba Begum

265,5 Th Cross
Minhaj Nagar
Bengaluru Karnataka
Bengaluru
India

Dear Zaiba Begum,

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-2021**.

Location

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

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

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

Training

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Zaiba Begum
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				

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To,

Name : Apeksha Bharadwaj H

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

Dear Apeksha Bharadwaj H,

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

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

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

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

- On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

Annexure A

- Career Level - 11
- Proposed role - Full Stack Engineering Analyst
- Annual fixed compensation for the fiscal will be INR 5,41,500; 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 1,13,715. 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.
- Additional Benefits: Gratuity as per law (as applicable) + Insurance premium (Notion Value): INR 24,000
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,000/-

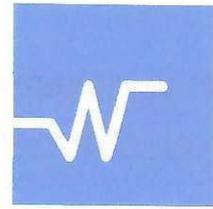
You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

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"

Kre38 Labs Private Limited

368, 1st Cross Road, 8th A Main Road,
Koramangala 4th Block,
Bangalore - 560034
Phone: +91 6360950871
Website: <https://www.waltr.in>



Date: 17/06/2021

Dear Gayathri B,

With regards to your application and subsequent interview process, we would like to congratulate you on being selected for the role of **Full Stack Developer** with **Kre38 Labs Pvt Ltd** based at **Bangalore** with your joining scheduled to **start effective 21 June 2021**.

All of us at Kre38 Labs are excited to have you as part of our team. We believe that your experience and skills will be a great value to our company. We are confident that this journey together will be mutually great learning and immensely beneficial.

In accordance with our policy, you will be undergoing training for the first 3 months of your service with us. As such, your training will focus primarily on learning and developing new skills and gaining a deeper understanding of our products and technology and the market through hands-on application of the knowledge you learned in your education and previous experiences.

The designation offered will be "**Full Stack Developer**" and the compensation will be at **Rs 240000** per annum.

If you are to accept this offer you will be eligible for the following in accordance with our company's policies:

- Annual gross salary of Rs 2.4L paid in monthly installments of Rs 20000 by direct deposit to your bank account
- Medical Insurance cover of Rs 5L and accidental insurance cover of Rs 15L
- Company will be paying professional tax to KPT over and above the gross salary.
- Other standard benefits including:
 - 24 days of annual paid time off
 - 13 annual holidays as per Kre38 Labs holiday calendar
 - Flexible working hours, 9 hours a day, 5 days a week

Place of work:

Kre38 Labs Private Limited
368, 1st Cross Road, 8th A Main Road,
Koramangala 4th Block,
Bangalore - 560034
<https://goo.gl/maps/Y8dTceAbR1uZjXvPA>

Again, congratulations and we look forward to your joining on the 21st.

Yours sincerely,

for Kre38 Labs Private Limited
For Kre38 Labs Private Limited



Authorised Signatory
Siddharth Panda

Co-Founder



LETTER OF INTENT.



Dear Mr.	: Mr. ARVIND KUMAR G
Mobile No.	: 8453494745
Place & Date of Interview Held :	Walk-in (Seventh Sense Talent Soution)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

Salary Components	Elcamino Software Pvt Ltd (ECS)	
	ECS Per Month	ECS Per Year
Basic	13450	161,400
HRA	1,550	18600
Conveyance Allowance		
Special Allowance		
NFH Average Per Month	833	10,000
Fixed Incentives		
Total Salary (Above Items)	15,833	190,000
PF Employee Deduction	-1,614	-19,368
ESI Employee Deduction	-277	-3,324
Total in Hand	13,942	167,308
Total PF Amount	3,228	38,736
Bonus	585	7000
Total in Hand+Total PF	17,755	213,044
Other Costs to Company		
ESI	713	8,550
Welfare Fund	20	240
Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs,21,500	ECS Yearly Package-Rs 2,30,000 to Rs.2,60,000

Please contact us at the below address:

Elcamino Software Pvt Ltd.

Vidyaranayapura, Bangalore – 560097

Contact Name : Dheeraj Sahani

HR

Elcamino Software Pvt Ltd.

Dheeraj Sahani
Candidate Signature



LETTER OF INTENT.



Dear Mr.	: Mr. Rakesh S
Mobile No.	: 7022521785
Place & Date of Interview Held :	Walk-in (Seventh Sense Talent Soution)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

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Please contact us at the below address:

Elcamino Software Pvt Ltd. Vidyaranayapura, Bangalore – 560097 Contact Name : Dheeraj Sahani

HR

Elcamino Software Pvt Ltd.

Candidate Signature

Dear Mr. : **Mr. K H SHASHANK**Mobile No. : **9739839049**Place & Date of Interview Held : **Walk-in (Seventh Sense Talent Soution)**

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

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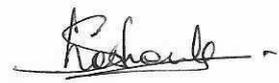
Elcamino Software Pvt Ltd.

Vidyaranayapura, Bangalore – 560097

Contact Name : Dheeraj Sahani

HR

Elcamino Software Pvt Ltd.


Candidate Signature



LETTER OF INTENT.



Dear Mr.	: Mr. Suhaas Kamath
Mobile No.	: 7619407720
Place & Date of Interview Held :	Walk-in (Seventh Sense Talent Soution)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

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Please contact us at the below address:

Elcamino Software Pvt Ltd.

Vidyaranayapura, Bangalore – 560097

Contact Name : Dheeraj Sahani

HR

Elcamino Software Pvt Ltd.

Suhaas Kamath
Candidate Signature



LETTER OF INTENT.



Dear Mr.	: Mr. SYED SAMEER PASHA
Mobile No.	: 9113983849
Place & Date of Interview Held :	Walk-in (Seventh Sense Talent Soution)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

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Please contact us at the below address:

Elcamino Software Pvt Ltd.
Vidyanarayapura, Bangalore – 560097
Contact Name : Dheeraj Sahani

HR

Elcamino Software Pvt Ltd.

Candidate Signature



LETTER OF INTENT.



Dear Mr.	: Mr. Maharudra
Mobile No.	: 7829853266
Place & Date of Interview Held : Walk-in (Seventh Sense Talent Soution)	

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

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Please contact us at the below address:

Elcamino Software Pvt Ltd.

Vidyanarayapura, Bangalore – 560097

Contact Name : Dheeraj Sahani

HR

Elcamino Software Pvt Ltd.

Candidate Signature

Dear Mr.	: Mr. Manohar D
Mobile No.	: 9886699196
Place & Date of Interview Held : Walk-in (Seventh Sense Talent Soution)	

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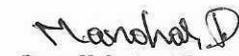
Elcamino Software Pvt Ltd.

Vidyanarayapura, Bangalore – 560097

Contact Name : Dheeraj Sahani


HR

Elcamino Software Pvt Ltd.


Candidate Signature



LETTER OF INTENT.



Dear Mr.	: Mr. Chethan B.G
Mobile No.	: 8867964677
Place & Date of Interview Held : Walk-in (Seventh Sense Talent Soution)	

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

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Please contact us at the below address:

<p>Elcamino Software Pvt Ltd.</p> <p>Vidyaranayapura, Bangalore - 560097</p> <p>Contact Name : Dheeraj Sahani</p>
--

HR

Elcamino Software Pvt Ltd.

Candidate Signature



LETTER OF INTENT.



Dear Mr.	: Mr. Tousif pasha
Mobile No.	: 8951232304
Place & Date of Interview Held :	Walk-in (Seventh Sense Talent Soution)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

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Please contact us at the below address:

<p>Elcamino Software Pvt Ltd.</p> <p>Vidyanayapura, Bangalore – 560097</p> <p>Contact Name : Dheeraj Sahani</p>
--

HR

Elcamino Software Pvt Ltd.

Candidate Signature



LETTER OF INTENT.



Dear Mr.	: Mr. Pavan Kumar S
Mobile No.	: 8618239810
Place & Date of Interview Held :	Walk-in (Seventh Sense Talent Soution)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

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Please contact us at the below address:

<p>Elcamino Software Pvt Ltd.</p> <p>Vidyanarayapura, Bangalore – 560097</p> <p>Contact Name : Dheeraj Sahani</p>
--

HR

Elcamino Software Pvt Ltd.

Pavan S
Candidate Signature



LETTER OF INTENT.



Dear Mr.	: Mr. Rakshith B S
Mobile No.	: 8904653080
Place & Date of Interview Held	: Walk-in (Seventh Sense Talent Soution)

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Please contact us at the below address:

Elcamino Software Pvt Ltd. Vidyaranayapura, Bangalore – 560097 Contact Name : Dheeraj Sahani

HR

Elcamino Software Pvt Ltd.

Candidate Signature

LETTER OF INTENT.

Dear Mr.	: Mr. Mujeer Ahmed
Mobile No.	: 9108869474
Place & Date of Interview Held :	Walk-in (Seventh Sense Talent Soution)

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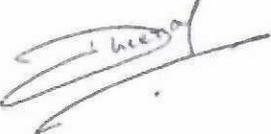
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Please contact us at the below address:

Elcamino Software Pvt Ltd.

Vidyanarayapura, Bangalore - 560097

Contact Name : Dheeraj Sahani



HR

Elcamino Software Pvt Ltd.

Mujeer Ahmed
Candidate Signature

LETTER OF INTENT.

Dear Mr.	: Mr. Sridhar D N
Mobile No.	: 9591784127
Place & Date of Interview Held :	Walk-in (Seventh Sense Talent Soution)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

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Other Costs to Company		
ESI	713	8,550
Welfare Fund	20	240
Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs,21,500	ECS Yearly Package-Rs 2,30,000 to Rs.2,60,000

Please contact us at the below address:

Elcamino Software Pvt Ltd.

Vidyanarayapura, Bangalore – 560097

Contact Name : Dheeraj Sahani



HR

Elcamino Software Pvt Ltd.

Sridhar D N
Candidate Signature



LETTER OF INTENT.



Dear Mr.	: Mr. Akshay Amrut Morab
Mobile No.	: 8884016535
Place & Date of Interview Held :	Walk-in (Seventh Sense Talent Soution)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

Salary Components	Elcamino Software Pvt Ltd (ECS)	
	ECS Per Month	ECS Per Year
Basic	13450	161,400
HRA	1,550	18600
Conveyance Allowance		
Special Allowance		
NFH Average Per Month	833	10,000
Fixed Incentives		
Total Salary (Above Items)	15,833	190,000
PF Employee Deduction	-1,614	-19,368
ESI Employee Deduction	-277	-3,324
Total in Hand	13,942	167,308
Total PF Amount	3,228	38,736
Bonus	585	7000
Total in Hand+Total PF	17,755	213,044
Other Costs to Company		
ESI	713	8,550
Welfare Fund	20	240
Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs,21,500	ECS Yearly Package-Rs 2,30,000 to Rs.2,60,000

Please contact us at the below address:

<p>Elcamino Software Pvt Ltd.</p> <p>Vidyaranayapura, Bangalore – 560097</p> <p>Contact Name : Dheeraj Sahani</p>
--

HR

Elcamino Software Pvt Ltd.

Akshay A.M.
Candidate Signature

LETTER OF INTENT.

Dear Mr.	: Mr. LOKESH R
Mobile No.	: 9902788354
Place & Date of Interview Held : Walk-in (Seventh Sense Talent Soution)	

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

Salary Components	Elcamino Software Pvt Ltd (ECS)	
	ECS Per Month	ECS Per Year
Basic	13450	161,400
HRA	1,550	18600
Conveyance Allowance		
Special Allowance		
NFH Average Per Month	833	10,000
Fixed Incentives		
Total Salary (Above Items)	15,833	190,000
PF Employee Deduction	-1,614	-19,368
ESI Employee Deduction	-277	-3,324
Total in Hand	13,942	167,308
Total PF Amount	3,228	38,736
Bonus	585	7000
Total in Hand+Total PF	17,755	213,044
Other Costs to Company		
ESI	713	8,550
Welfare Fund	20	240
Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs,21,500	ECS Yearly Package-Rs 2,30,000 to Rs.2,60,000

Please contact us at the below address:

Elcamino Software Pvt Ltd.

Vidyaranayapura, Bangalore – 560097

Contact Name : Dheeraj Sahani



HR

Elcamino Software Pvt Ltd.

Lokesh R.
Candidate Signature



LETTER OF INTENT.



Dear Mr.	: Mr. Srinivasa P
Mobile No.	: 7483902238
Place & Date of Interview Held :	Walk-in (Seventh Sense Talent Soution)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

Salary Components	Elcamino Software Pvt Ltd (ECS)	
	ECS Per Month	ECS Per Year
Basic	13450	161,400
HRA	1,550	18600
Conveyance Allowance		
Special Allowance		
NFH Average Per Month	833	10,000
Fixed Incentives		
Total Salary (Above Items)	15,833	190,000
PF Employee Deduction	-1,614	-19,368
ESI Employee Deduction	-277	-3,324
Total in Hand	13,942	167,308
Total PF Amount	3,228	38,736
Bonus	585	7000
Total in Hand+ Total PF	17,755	213,044
Other Costs to Company		
ESI	713	8,550
Welfare Fund	20	240
Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs,21,500	ECS Yearly Package-Rs 2,30,000 to Rs.2,60,000

Please contact us at the below address:

<p>Elcamino Software Pvt Ltd.</p> <p>Vidyanarayapura, Bangalore – 560097</p> <p>Contact Name : Dheeraj Sahani</p>
--

HR

Elcamino Software Pvt Ltd.

Candidate Signature



June 30, 2021
Zaiba Begum
Bengaluru

Subject: Offer of Employment

Dear Zaiba,

On behalf of GyanSys Infotech Private Limited (the "Employer"), I am pleased to confirm our offer of employment to you as **Software Engineer Trainee** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization **on September 6, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs 450,000/-**. At your level, the Variable Pay will be **10%** of your annual Salary. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in Annexure B, as well as all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Code of Conduct and other policies (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

This letter and GyanSys Infotech Private Limited employment application are intended to be final.



Date: 14-Jul-21

Dear Sangeetha N,

Offer Letter

We are pleased to offer you the position of **TRAINEE SOFTWARE ENGINEER** in our organisation **Ascent Staffing Solutions Private Limited**. You will be deputed at **Thomson Reuters International Services Private Limited**.

Your Contract will commence on **9-Aug-21** and ends on **10-Aug-22**. It may be terminated by yourself or by the Company on 15 Days written notice.

Your duties and responsibilities will be as set out in the job description to be sent to you at a later date or will be given to you by the reporting authority at your place of work.

Your annual Cost to company (CTC) at the commencement of your Contract will be **Rs. 425000/- (Rupees Four Lakh Twenty Five Thousand Only)** per annum payable monthly by bank credit transfer.

The commencement or continuation of your contract with the Company is contingent upon completion of your highest education.

Other terms of service will be spelt out in a separate **Contract of Service** to be issued upon your acceptance of this Offer Letter or joining the Organisation.

To accept this Offer Letter, please confirm by signing and returning one copy to the Ascent representative.

We do hope that you will accept this offer. In the meantime, if you wish to discuss any aspect of this offer, please do not hesitate to contact: the HR Department at your location or at Ascent Staffing Solutions.

Yours sincerely,

For Ascent Staffing Solutions Pvt. Ltd,

Authorized Signatory

Place : Bangalore
Date : 14-Jul-21

Signature : Sangeetha . N
Name : Sangeetha N

VZC764

02 September 2021

OL No:

Dear AKANKSHA GOWRI,

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

Title: Business Development Trainee

Training Date: 11 September 2021 to 20 September 2021

OJT Start Date: 21 September 2021

OJT End Date: 20 December 2021

Location of Training: Bangalore

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

Target: 220000 INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Akanksha .G.
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear SHASHIDHAR,

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

Title: Business Development Trainee

Training Date: 11 September 2021 to 20 September 2021

OJT Start Date: 21 September 2021

OJT End Date: 20 December 2021

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Shashidhar.

DATE: 2/09/2021

(Candidate's Signature)

support@verzeo.in

+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear **POLICE PATEL SAINATH REDDY**,

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

Title: **Business Development Trainee**
Training Date: **11 September 2021 to 20 September 2021**
OJT Start Date: **21 September 2021**
OJT End Date: **20 December 2021**

Location of Training: Bangalore
Stipend: **INR 15000** Per Month + **INR 10000** as incentives (Subject to statutory deductions)
Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Patel Reddy
(Candidate's Signature)

DATE: 02-Sept-2021

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear Arvind Kumar G ,

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

Title: **Business Development Trainee**

Training Date: **11 September 2021 to 20 September 2021**

OJT Start Date: **21 September 2021**

OJT End Date: **20 December 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Arvind G
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear **KARTHIK KUMAR P,**

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

Title: Business Development Trainee

Training Date: 11 September 2021 to 20 September 2021

OJT Start Date: 21 September 2021

OJT End Date: 20 December 2021

Location of Training: Bangalore

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

Target: 220000 INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Karthik P.
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear THEJESHWARI S,

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

Title: **Business Development Trainee**

Training Date: **11 September 2021 to 20 September 2021**

OJT Start Date: **21 September 2021**

OJT End Date: **20 December 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Thejeshwari
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear Anusha A,

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

Title: **Business Development Trainee**
Training Date: **11 September 2021 to 20 September 2021**
OJT Start Date: **21 September 2021**
OJT End Date: **20 December 2021**

Location of Training: Bangalore
Stipend: **INR 15000** Per Month + **INR 10000** as incentives (Subject to statutory deductions)
Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Anusha
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.



LETTER OF INTENT.



Dear Mr.	: Mr. RAHMIKHA C. P.
Mobile No.	: 8904653080
Place & Date of Interview Held	: Walk-in (Seventh Sense Talent Soution)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams. Please carry the signed copy of this document to the office.

Salary Components	Elcamino Software Pvt Ltd (ECS) ECS Per Month	ECS Per Year
Basic	13450	161,400
HRA	1,550	18600
Conveyance Allowance		
Special Allowance		
NFH Average Per Month	833	10,000
Fixed Incentives		
Total Salary (Above Items)	15,833	190,000
PF Employee Deduction	-1,614	-19,368
ESI Employee Deduction	-277	-3,324
Total in Hand	13,942	167,308
Total PF Amount	3,228	38,736
Bonus	585	7000
Total in Hand+Total PF	17,755	213,044
Other Costs to Company		
ESI	713	8,550
Welfare Fund	20	240
Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs,21,500	ECS Yearly Package-Rs 2,30,000 to Rs.2,60,000

Please contact us at the below address:

Elcamino Software Pvt Ltd.
Vidyanarayapura, Bangalore – 560097
Contact Name : Dheeraj Sahani

HR

Elcamino Software Pvt Ltd.

Candidate Signature

02 September 2021

OL No:

VZC764

Dear Soundarya Raj G ,

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

Title: **Business Development Trainee**
Training Date: **11 September 2021 to 20 September 2021**
OJT Start Date: **21 September 2021**
OJT End Date: **20 December 2021**

Location of Training: Bangalore
Stipend: **INR 15000** Per Month + **INR 10000** as incentives (Subject to statutory deductions)
Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Soundarya DATE: 02/09/2021
(Candidate's Signature)

support@verzeo.in

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

+91 8360682123

HSR Layout, Bengaluru, Karnataka 560102.



20 July 2021

Dear Bhuvaneshwari M

Sub: Offer Letter

Congratulations!

We are pleased to offer you a position in our organization as **Graduate Engineer Trainee**. Your work location will be **Bangalore**

Please refer to Annexure – 1 for the detailed compensation and benefits.

You shall be on a probation for a period of 6 months from the date of commencement of your duties, the period of which may be further extended at the discretion of the Company. After the probationary period, your appointment will be confirmed, subject your performance to our satisfaction.

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

Employment as per this offer is subject to verification of the facts mentioned and reference check outcome.

You are required to join the services of the Company as early as possible, latest by **02 Aug 2021**. We shall appreciate your confirmation of the above offer on or before **21 July 2021**. Non-acceptance before the stipulated date shall make this offer redundant automatically.

We look forward to your contribution and commitment for the growth of Uniphore. We are confident that you will add value as part of the Uniphore family. The success of our Company is dependent upon the effort and teamwork of each employee. We assure our support for your professional development and growth.

Please accept and acknowledge.

Yours sincerely,
for Uniphore Software Systems Private Limited,

DocuSigned by:
Anurag Verma
05D35B9BEF3447B

Anurag Verma
Vice President - Human Resources



IIT Madras Research Park
08C, 8th Floor, Kanagam Road,
Taramani, Chennai – 600 113
+91 44 61716500, 3065 5800
Uniphore.com



Annexure – 1

Salary Structure	
Name : Bhuvaneshwari M	
Designation : Graduate Engineer Trainee	
Location : Bangalore	
Compensation Break-up	
Component	Per Annum (in INR) (90-10)
Basic (50% of Gross)	186624
HRA	93312
Special Allowances	93313
Fixed Salary	373249
Variable	41472
CTC (Fixed Salary + Variable)	414721
Insurance	6214
PF Employer	21600
Gratuity (4% in Basic)	7465
TCTC (Fixed+PF+Insurance+Gratuity)	450000

*Net in hand will be after all applicable taxes & statutory deductions

*Variable is linked to the performance rating and subject to taxes

*Gratuity will be as per applicable law

*You are covered under employee group insurance coverage

*In case if you have opted for Insurance coverage for parent(s), premium will be deducted from your gross

Yours sincerely,

for Uniphore Software Systems Private Limited,

DocuSigned by:

Anurag Verma

05D35B9BEF3447B

Anurag Verma

Vice President - Human Resources

uniphore 

IIT Madras Research Park
08C, 8th Floor, Kanagam Road,
Taramani, Chennai – 600 113
+91 44 61716500, 3065 5800
Uniphore.com



Annexure – 1

Salary Structure	
Name : Bhuvaneshwari M	
Designation : Graduate Engineer Trainee	
Location : Bangalore	
Compensation Break-up	
Component	Per Annum (in INR) (90-10)
Basic (50% of Gross)	186624
HRA	93312
Special Allowances	93313
Fixed Salary	373249
Variable	41472
CTC (Fixed Salary + Variable)	414721
Insurance	6214
PF Employer	21600
Gratuity (4% in Basic)	7465
TCTC (Fixed+PF+Insurance+Gratuity)	450000

*Net in hand will be after all applicable taxes & statutory deductions

*Variable is linked to the performance rating and subject to taxes

*Gratuity will be as per applicable law

*You are covered under employee group insurance coverage

*In case if you have opted for Insurance coverage for parent(s), premium will be deducted from your gross

Yours sincerely,

for Uniphore Software Systems Private Limited,

DocuSigned by:

 08D92E08EF0447B...

Anurag Verma

Vice President - Human Resources

uniphore 

IIT Madras Research Park
 08C, 8th Floor, Kanagam Road,
 Taramani, Chennai – 600 113
 +91 44 61716500, 3065 5800
 Uniphore.com

Offer Letter from Seventh Sense

21.07.2021

Dear Harsha K

Seventh Sense People Development Solutions Pvt. Ltd. is excited to take you on board as **"HR (Learning & Development)"**

This offer letter provides a few important details such as: work from home internship requirement, compensation, joining date etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

This role requires you to intern with us for a couple of months. The commencement date of internship will be communicated to you shortly. This internship will have a stipend of Rs. 5000.00 per month. Incentives would also be provided in case of exceptional work. We are happy to extend work from home options for the term of your internship. On satisfactory performance in the internship, you will be converted into a permanent employee with no probation period.

Once you are successfully on boarded as a permanent employee, you have to join at our Bengaluru office situated at #4, 23rd 'A' main, J P Nagar 2nd Phase, Bengaluru - 560078 Ph: 080 4174 4141. You will have to report to work at the above address unless you are visiting our clients on assignments.

You will receive Rs. 252,012 (CTC) annually with one year bond with reimbursements of expenses made on behalf of the company.

If you accept this offer, your work agreement with us will have to be executed for one year from the date of joining as a permanent employee. Please send the signed (with date) copy of this offer letter and scanned copy of the documents mentioned in the annexure on or before **24.07.2021** and send it to info@seventhsensetalent.com

You have also to bring hard copy of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining as a permanent employee.

If your acceptance letter is not received before **25.07.2021** we presume that you are not interested in this offer and the offer of employment would automatically be cancelled.

Yours sincerely,

I accept the offer



Director
Seventh Sense Talent Solutions



Harsha K

Date...21/7/21

Offer Letter from Seventh Sense

21.07.2021

Dear **Karthik Kumar P**

Seventh Sense People Development Solutions Pvt. Ltd. is excited to take you on board as **"Corporate Relations Incharge"**

This offer letter provides a few important details such as: work from home internship requirement, compensation, joining date etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

This role requires you to intern with us for a couple of months. The commencement date of internship will be communicated to you shortly. This internship will have a stipend of Rs. 5000.00 per month. Incentives would also be provided in case of exceptional work. We are happy to extend work from home options for the term of your internship. On satisfactory performance in the internship, you will be converted into a permanent employee with no probation period.

Once you are successfully on boarded as a permanent employee, you have to join at our Bengaluru office situated at #4, 23rd 'A' main, J P Nagar 2nd Phase, Bengaluru - 560078 Ph: 080 4174 4141. You will have to report to work at the above address unless you are visiting our clients on assignments.

You will receive Rs. 252,012 (CTC) annually with one year bond with reimbursements of expenses made on behalf of the company.

If you accept this offer, your work agreement with us will have to be executed for one year from the date of joining as a permanent employee. Please send the signed (with date) copy of this offer letter and scanned copy of the documents mentioned in the annexure on or before **24.07.2021** and send it to info@seventhsensetalent.com

You have also to bring hard copy of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining as a permanent employee.

If your acceptance letter is not received before **25.07.2021** we presume that you are not interested in this offer and the offer of employment would automatically be cancelled.

Yours sincerely,

I accept the offer



Director
Seventh Sense Talent Solutions



Karthik Kumar P

Date. 21/07/2021

Offer Letter from Seventh Sense

21.07.2021

Dear Akanksha Gowri

Seventh Sense People Development Solutions Pvt. Ltd. is excited to take you on board as **"HR (Learning & Development)"**

This offer letter provides a few important details such as: work from home internship requirement, compensation, joining date etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

This role requires you to intern with us for a couple of months. The commencement date of internship will be communicated to you shortly. This internship will have a stipend of Rs. 5000.00 per month. Incentives would also be provided in case of exceptional work. We are happy to extend work from home options for the term of your internship. On satisfactory performance in the internship, you will be converted into a permanent employee with no probation period.

Once you are successfully on boarded as a permanent employee, you have to join at our Bengaluru office situated at #4, 23rd 'A' main, J P Nagar 2nd Phase, Bengaluru - 560078 Ph: 080 4174 4141. You will have to report to work at the above address unless you are visiting our clients on assignments.

You will receive Rs. 252,012 (CTC) annually with one year bond with reimbursements of expenses made on behalf of the company.

If you accept this offer, your work agreement with us will have to be executed for one year from the date of joining as a permanent employee. Please send the signed (with date) copy of this offer letter and scanned copy of the documents mentioned in the annexure on or before **24.07.2021** and send it to info@seventhsensetalent.com

You have also to bring hard copy of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining as a permanent employee.

If your acceptance letter is not received before **25.07.2021** we presume that you are not interested in this offer and the offer of employment would automatically be cancelled.

Yours sincerely,

I accept the offer



Director
Seventh Sense Talent Solutions



Akanksha Gowri

Date...21.7/2021

Kre38 Labs Private Limited
368, 1st Cross Road, 8th A Main Road,
Koramangala 4th Block,
Bangalore - 560034
Phone: +91 6360950871
Website: [ht t p s ://www.walt r.in](http://www.walt r.in)



Date: 17/06/2021

Dear Bhuvaneshwari M,

With regards to your application and subsequent interview process, we would like to congratulate you on being selected for the role of **Full Stack Developer** with **Kre38 Labs Pvt Ltd** based at **Bangalore** with your joining scheduled to start effective **21 June 2021**.

All of us at Kre38 Labs are excited to have you as part of our team. We believe that your experience and skills will be a great value to our company. We are confident that this journey together will be mutually great learning and immensely beneficial.

In accordance with our policy, you will be undergoing training for the first 3 months of your service with us. As such, your training will focus primarily on learning and developing new skills and gaining a deeper understanding of our products and technology and the market through hands-on application of the knowledge you learned in your education and previous experiences.

The designation offered will be "Full Stack Developer" and the compensation will be at Rs 240000 per annum.

7/26/2021

City Engineering College Mail - Fwd: Offer Cum Employment Letter



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

Fwd: Offer Cum Employment Letter

2 messages

HOD CIVIL <hodcivil@cityengineeringcollege.ac.in>

Mon, Jul 26, 2021 at 10:25 AM

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

fyi
T & R

HOD, CED

----- Forwarded message -----

From: Sachin K <sachinsachi123123@gmail.com>

Date: Mon, Jul 26, 2021 at 9:51 AM

Subject: Re: Offer Cum Employment Letter

To: hodcivil@cityengineeringcollege.ac.in <hodcivil@cityengineeringcollege.ac.in>

On Fri, 23 Jul 2021 at 1:41 PM, Black Olive Ventures <bov.blr@blackoliveventures.com> wrote:

Dear Sachin K,

Greetings from Black Olive Ventures Pvt. Ltd.,

Subsequent to the various discussions you had with Black Olive Ventures Pvt. Ltd., representatives, we are pleased to offer you the position of Technical Coordinator - Retail based at our Bangalore - JP Nagar Office. Your Joining will be 12-07-2021 i.e On Monday.

CTC Details are as mentioned in the below attachment.

Note: Share all the required documents before the Joining date.

Warm Regards,

Black Olive Ventures Pvt.Ltd

Valuation & Real Estate Advisory Services

www.blackoliveventures.com

Mail: bov.blr@blackoliveventures.com

Main: +91 7042277155 | Mobile: +91 7042211557

Ground Floor, Artisan RPS Tech Park, 1st Main, 3rd Phase JP Nagar, Bangalore, Karnataka - 560078.



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

Mon, Jul 26, 2021 at 11:46 AM

To: HOD CIVIL <hodcivil@cityengineeringcollege.ac.in>

Thank you Sir, Congratulation Sachi K

[Quoted text hidden]

VZC764

02 September 2021

OL No:

Dear Harsha K,

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

Title: **Business Development Trainee**

Training Date: **11 September 2021 to 20 September 2021**

OJT Start Date: **21 September 2021**

OJT End Date: **20 December 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Harsha-K

(Candidate's Signature)

DATE: 02/09/2021



support@verzeo.in



+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.



VZC764

02 September 2021

OL No:

Dear PALLAVI M. C.,

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

Title: **Business Development Trainee**
Training Date: **11 September 2021 to 20 September 2021**
OJT Start Date: **21 September 2021**
OJT End Date: **20 December 2021**

Location of Training: Bangalore
Stipend: **INR 15000** Per Month + **INR 10000** as incentives (Subject to statutory deductions)
Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Pallavi - C. DATE: 02/09/2021
(Candidate's Signature)

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear Anshu Kumari H.,

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

Title: **Business Development Trainee**

Training Date: **11 September 2021 to 20 September 2021**

OJT Start Date: **21 September 2021**

OJT End Date: **20 December 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Anshu Kumari
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear Aishwarya S,

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

Title: **Business Development Trainee**

Training Date: **11 September 2021 to 20 September 2021**

OJT Start Date: **21 September 2021**

OJT End Date: **20 December 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Aishwarya
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear Shanmuga Priya,

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

Title: **Business Development Trainee**
Training Date: **11 September 2021 to 20 September 2021**
OJT Start Date: **21 September 2021**
OJT End Date: **20 December 2021**

Location of Training: Bangalore
Stipend: **INR 15000** Per Month + **INR 10000** as incentives (Subject to statutory deductions)
Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Shanmuga Priya DATE: 02/09/2021
(Candidate's Signature)

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

7 August 2021

OL No: SKLR422

Dear **Thanushree B M**,

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

Title: **Business Development Trainee**

Training Date: **21 August 2021 to 30 August 2021**

OJT Start Date: **31 August 2021**

OJT End Date: **29 November 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <hr@skolar.in> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SOKLAR** 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 Skolar, and will report on or before **21 August 2021**.

SIGNATURE: Thanushree
(Candidate's Signature)

DATE: 7/08/2021

7 August 2021

OL No: SKLR422

Dear RAHMIKHA C. P,

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

Title: **Business Development Trainee**

Training Date: **21 August 2021 to 30 August 2021**

OJT Start Date: **31 August 2021**

OJT End Date: **29 November 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <hr@skolar.in> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SOKLAR** 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 Skolar, and will report on or before **21 August 2021**.

SIGNATURE: RahmiKha
(Candidate's Signature)

DATE: 7/08/21

7 August 2021

OL No: SKLR422

Dear **BLESSING SHAROON S**,

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

Title: **Business Development Trainee**

Training Date: **21 August 2021 to 30 August 2021**

OJT Start Date: **31 August 2021**

OJT End Date: **29 November 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <hr@skolar.in> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SOKLAR** 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 Skolar, and will report on or before **21 August 2021**.

SIGNATURE: Blessing Sharon
(Candidate's Signature)

DATE: 7/08/2021

7 August 2021

OL No: SKLR422

Dear **Krupa D,**

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

Title: **Business Development Trainee**

Training Date: **21 August 2021 to 30 August 2021**

OJT Start Date: **31 August 2021**

OJT End Date: **29 November 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <hr@skolar.in> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SOKLAR** 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 Skolar, and will report on or before **21 August 2021**.

SIGNATURE: Krupa D
(Candidate's Signature)

DATE: 7/08/21



20 July 2021

Dear Mujtaba NayazSub:

Offer Letter Congratulations!

We are pleased to offer you a position in our organization as **Graduate Engineer Trainee**.
Your work location will be **Bangalore**

Please refer to Annexure – 1 for the detailed compensation and benefits.

You shall be on a probation for a period of 6 months from the date of commencement of your duties, the period of which may be further extended at the discretion of the Company. After the probationary period, your appointment will be confirmed, subject your performance to our satisfaction.

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

Employment as per this offer is subject to verification of the facts mentioned and reference check outcome.

You are required to join the services of the Company as early as possible, latest by **02 Aug 2021**.

We shall appreciate your confirmation of the above offer on or before **21 July 2021**.

Non-acceptance before the stipulated date shall make this offer redundant automatically.

We look forward to your contribution and commitment for the growth of Uniphore. We are confident that you will add value as part of the Uniphore family. The success of our Company is dependent upon the effort and teamwork of each employee. We assure our support for your professional development and growth.

Please accept and acknowledge.

Yours sincerely,
for **Uniphore Software Systems Private Limited**,

DocuSigned by:
Anurag Verma
06D06B08EF0447B...

Anurag Verma
Vice President - Human Resources

uniphore 

IIT Madras Research Park
08C, 8th Floor, Kanagam Road,
Taramani, Chennai – 600 113
+91 44 61716500, 3065 5800
Uniphore.com



Annexure – 1

Salary Structure	
Name : Mujtaba Nayaz	
Designation : Graduate Engineer Trainee	
Location : Bangalore	
Compensation Break-up	
Component	Per Annum (in INR) (90-10)
Basic (50% of Gross)	186624
HRA	93312
Special Allowances	93313
Fixed Salary	373249
Variable	41472
CTC (Fixed Salary + Variable)	414721
Insurance	6214
PF Employer	21600
Gratuity (4% in Basic)	7465
TCTC (Fixed+PF+Insurance+Gratuity)	450000

*Net in hand will be after all applicable taxes & statutory deductions

*Variable is linked to the performance rating and subject to taxes

*Gratuity will be as per applicable law

*You are covered under employee group insurance coverage

*In case if you have opted for Insurance coverage for parent(s), premium will be deducted from your gross

Yours sincerely,
for Uniphore Software Systems Private Limited,

DocuSigned by:
Anurag Verma
06D08E08EF9447B...

Anurag Verma
Vice President - Human Resources

uniphore 

IIT Madras Research Park
08C, 8th Floor, Kanagam Road,
Taramani, Chennai – 600 113
+91 44 61716500, 3065 5800
Uniphore.com

September 3, 2021

HRD/1001894836/21-22

Ms. Anshu Kumari

65,9th Cross, 1st main
KSRTC LAYOUT,
uttarahalli
Bengaluru Karnataka
Bengaluru-560078
India

Dear Anshu Kumari H,

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-2021**.

Location

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

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

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

Training

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Anshu Kumari H
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				

accenture

**Accelerate
the career of
your dreams**



To,

Name : Muaaz Meraj

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

Dear Muaaz Meraj,

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

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

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

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

- On successful completion of the program and clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

Annexure A

- Career Level - 11
- Proposed role - Full Stack Engineering Analyst
- Annual fixed compensation for the fiscal will be INR 5,41,500; 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 1,13,715. 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.
- Additional Benefits: Gratuity as per law (as applicable) + Insurance premium (Notion Value): INR 24,000
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,000/-

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”



June 30, 2021
G Arvind Kumar
Bengaluru

Subject: Offer of Employment

Dear Arvind,

On behalf of GyanSys Infotech Private Limited (the "Employer"), I am pleased to confirm our offer of employment to you as **Software Engineer Trainee** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization **on September 6, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs 450,000/-**. At your level, the Variable Pay will be **10%** of your annual Salary. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in Annexure B, as well as all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Code of Conduct and other policies (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

This letter and GyanSys Infotech Private Limited employment application are intended to be final.



ANNEXURE A

	Component	Basis	Annual	monthly
A	Fixed Cash Salary			
	Basic Salary	40% of A	₹ 162,000	₹ 13,500
	HRA	50% OF Basic Salary	₹ 81,000	₹ 6,750
	Communication Allowance	Rs 3000 per month	₹ 36,000	₹ 3,000
	Statutory Bonus	8.33% of Basic	₹ 13,500	₹ 1,125
	Special Allowance #	Balance	₹ 78,112	₹ 6,509
	Total (A)		₹ 370,612	₹ 30,884
B	Fixed Non- Cash Salary			
	Medical Insurance	-	₹ 5,000	₹ 417
	Employer Provident Fund	As per PF Act	₹ 21,600	₹ 1,800
	Gratuity	As per Gratuity Act	₹ 7,788	₹ 649
	Total (B)		₹ 34,388	₹ 2,866
C	Fixed Salary C = (A+B)		₹ 405,000	₹ 33,750
D	Variable Salary			
	Utilization Bonus payable quarterly	10% of CTC Variable	₹ 45,000	₹ 3,750
	Variable Salary		₹ 45,000	₹ 3,750
E	Total CTC (E=C+D)		₹ 450,000	₹ 37,500

Utilization Bonus*

You will be eligible for a performance linked quarterly paid Utilization bonus. The Utilization Bonus will vary, primarily based on your performance and billing from the project in the given quarter. Utilization Bonus is set at 10% of your CTC. The actual paid amount will vary depending upon the individual performance and billing, and in some circumstances, could exceed the pay-out range indicated. To be eligible for any bonus pay-out, you must be an active employee on the payment date and not working through a notice period or a Performance

Improvement Plan (PIP). The application and interpretation of, and any determinations related to, the Utilization Bonus is at the sole discretion of Employer. Employer may amend or terminate the Utilization Bonus at any time.

Utilization Bonus calculation

If your utilization is less than 480 hours in the given quarter, you will be paid on pro rata basis of the quarterly utilization bonus for the billable and approved hours by the Customers. If you are billed more than 480 hours in the given quarter, you will be paid 100% of the quarterly utilization bonus. utilization pay-out will be done if quarter is completed. But employer has right to hold in case of performance issue.

VZC764

02 September 2021

OL No:

Dear Pallavi R.,

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

Title: **Business Development Trainee**

Training Date: **11 September 2021 to 20 September 2021**

OJT Start Date: **21 September 2021**

OJT End Date: **20 December 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Pallavi
(Candidate's Signature)

DATE: 02/09/2021



support@verzeo.in



+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.



VZC764

02 September 2021

OL No:

Dear Vindya Shree P.,

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

Title: **Business Development Trainee**
Training Date: **11 September 2021 to 20 September 2021**
OJT Start Date: **21 September 2021**
OJT End Date: **20 December 2021**

Location of Training: Bangalore
Stipend: **INR 15000** Per Month + **INR 10000** as incentives (Subject to statutory deductions)
Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Vindya Shree P.
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.



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: 707087

Letter of Intent ("LOI")

Dear Nimisha Prasad,

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

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

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

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

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

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

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

VZC764

02 September 2021

OL No:

Dear Sahana 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 2021 to 20 September 2021**

OJT Start Date: **21 September 2021**

OJT End Date: **20 December 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Sahana N
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

02 September 2021

OL No:

ZC764

Dear Sagar M,

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

Title: **Business Development Trainee**

Training Date: **11 September 2021 to 20 September 2021**

OJT Start Date: **21 September 2021**

OJT End Date: **20 December 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Sagar
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear Sridhar D. 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 2021 to 20 September 2021**

OJT Start Date: **21 September 2021**

OJT End Date: **20 December 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Sridhar

(Candidate's Signature)

DATE: 02/09/2021



support@verzeo.in



+91 8360682123

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

HSR Layout, Bengaluru, Karnataka 560102.



September 3, 2021

HRD/3T/1001894833/21-22

Mr. Aditya Prasad
265,5 Th Cross
Minhaj Nagar Bengaluru Karnataka
Bengaluru-560078
India

Ph: +91-9126737779

Dear Aditya,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.09.03 19:50:31 IST
Reason: Digitally Signed
Location: Bangalore

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

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.



30-Aug-2021

Dear Aditya Prasad,
B.Tech, Computer Science
City Engineering College, Bangalore

Candidate ID – 17785189

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



Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41,
Gachibowli village,
Ranga Reddy, Hyderabad,
Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

08/10/2021

Mr. Aditya Prasad
ANIMESH ENTERPRISE, J.L. BANERJEE ROAD
Mahajanpatti,
Rampurhat - 731224

Dear **Aditya Prasad**

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to inform you that we are extending an offer as an **Intern Analyst** for a period of **One year** and we are excited with the prospect of you joining our organization on **September 13, 2021**. The Deloitte U.S. India ("USI") **Intern Analyst Training** program is for a duration of **One year** beginning **September 13, 2021 to September 13, 2022**. At the end of this duration of **Intern Analyst Training**, you may be confirmed with an offer of employment as an **Analyst**, subject to successful completion of the training and related performance requirements during your Internship training period, unless extended or terminated earlier by you or the Employer in writing in accordance with the terms of your employment, including the terms and conditions as detailed in **Annexure B**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your Internship, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

Your **Intern Analyst** training with **Deloitte Consulting India Private Limited** (the "Employer" or "Company") will be located in **Hyderabad**.

During this period, you will be receive an Annual stipend of **Rs.250008/-**, divided and paid in twelve monthly instalments after due deductions of TDS. You will receive a joining bonus of **Rs.70,000/-** at the time of joining. On successful completion of training, you will be paid a training bonus of **Rs.75,000/-** along with your first salary as a confirmed employee as an Analyst. You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, subject to the applicable taxes, policies and practices of the Employer.

In addition, you will receive a one-time payment of **Rs.20,000/-** towards your travel and relocation assistance as applicable under the policies.

Your Intern-Analyst trainee period with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which

accenture

**Accelerate
the career of
your dreams**



To,

Name : Anushree K. R

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

Dear Anushree K. 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 7 Days from the day you receive the Offer Letter.

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

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear Monika R

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

Mobile: 9738089273

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 **Wednesday, 15th September 2021**. 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.

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

September 7, 2021

HRD/3T/1002091589/21-22

Ms. Soundarya Raj G
#35,Kaggalipura,Kaggalipura Post,Bannerugatta Road,
Near Sbi Bank,
Bangalore south-560082
India

Ph: +91-9901154388

Dear Soundarya,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.09.07 21:04:36 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Soundarya Raj G
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	
BASKET OF ALLOWANCES	15,000
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	4,478
MONTHLY GROSS SALARY	2,000
	22,328

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

September 3, 2021

HRD/1001894833/21-22

Mr. Aditya Prasad
265,5 Th Cross
Minhaj Nagar Bengaluru Karnataka
Bengaluru-560078
India

Ph: +91-9126737779

Dear Aditya,

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-2021**.

Location

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

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

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

Training

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

HRD/3T/1002392984/21-22

September 7, 2021

Mr. Sridhar D N
4248, Shanti Nagar, Bangarpet
"4248, Shanti Nagar, Bangarpet "
Bangarpet-563114
India

Ph: +91-9591784127

Dear Sridhar,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.09.07 20:45:02 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the Training)

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

September 20, 2021

HRD/3T/1002381100/21-22

Mr. Mujtaba Nayaz
No 13/2, 7Th Cross
Someshwaranagar Jayanagar 1St Block, Bengaluru
Bangalore-560011
India

Ph: +91-8970475309

Dear Mujtaba,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.09.20 11:20:02 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

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

2. ANNUAL COMPONENT

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

3. RETIRAL BENEFITS

PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
FIXED GROSS SALARY (1+2+3)			25,000
TOTAL GROSS SALARY			25,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

7 August 2021

OL No: SKLR422

Dear **Tejashwini B. K.**,

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

Title: **Business Development Trainee**

Training Date: **21 August 2021 to 30 August 2021**

OJT Start Date: **31 August 2021**

OJT End Date: **29 November 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <hr@skolar.in> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SOKLAR** 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 Skolar, and will report on or before **21 August 2021**.

SIGNATURE: Tejashwini
(Candidate's Signature)

DATE: 7/08/2021

7 August 2021

OL No: SKLR422

Dear **Manoranjani**,

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

Title: **Business Development Trainee**

Training Date: **21 August 2021 to 30 August 2021**

OJT Start Date: **31 August 2021**

OJT End Date: **29 November 2021**

Location of Training: **Bangalore**

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

Target: **220000 INR per month.**

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <hr@skolar.in> within **2 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of SKOLAR 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 Skolar, and will report on or before **21 August 2021.**

SIGNATURE: *Manorajini*
(Candidate's Signature)

DATE: 7/08/2021



Mindtree

A Larsen & Toubro Group Company

87

Date: 12-Aug-2021

To

Roopitha K
INDIA

Dear Roopitha K,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an JUNIOR ENGINEER in the Salary Grade C subject to the following terms and conditions.
 - 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
 - b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:
$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$
$$\text{Aggregate \%} = \text{Aggregate} * 100$$
 - c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.
- 2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.
- 2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

Roopitha K

Roopitha K (Aug 14, 2021 20:53 GMT+5.5)

Mindtree Ltd T +91 80 6706 4000
RVCE Post, Mysore Road F +91 80 6706 4100
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80022021/21



Annexure 2

Compensation stack effective from the date of confirmation

Name : Roopitha K
Salary Grade : C
Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

"In the event that the compensation requires restructuring in order to comply with the proposed Code on Social Security, 2020, the restructuring shall be done such that it is cost neutral for the Company, while maintaining the total fixed and variable pay inclusive of social security benefits for you."

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Roopitha K
Roopitha K (Aug 14, 2021 20:53 GMT+5.5)

accenture

Accelerate
the career of
your dreams



To,

Name : Monika Ramurthy

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

Dear Monika Ramurthy,

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

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

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

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

Annexure A

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

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

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

"This is an electronically generated document does not require signatures"

VZC764

02 September 2021

OL No:

Dear Sahana S.V,

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

Title: **Business Development Trainee**

Training Date: **11 September 2021 to 20 September 2021**

OJT Start Date: **21 September 2021**

OJT End Date: **20 December 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Sahana S.V
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

VZC764

02 September 2021

OL No:

Dear Akshay,

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

Title: Business Development Trainee
Training Date: 11 September 2021 to 20 September 2021
OJT Start Date: 21 September 2021
OJT End Date: 20 December 2021

Location of Training: Bangalore
Stipend: INR 15000 Per Month + INR 10000 as incentives (Subject to statutory deductions)
Target: 220000 INR per month.

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

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **11 September 2021**.

SIGNATURE: Akshay
(Candidate's Signature)

DATE: 02/09/2021

support@verzeo.in

+91 8360682123

#675, 3rd Floor, 9th Main Rd, Opp HDFC Bank, Sector 7,
HSR Layout, Bengaluru, Karnataka 560102.

322313
07-10-2021

LATHA L
India - Bengaluru

Offer - Appointment Letter

Dear **Latha L**,

Based on your application and subsequent discussions we had with you, we are pleased to offer you employment in our organization as **Engineering Trainee** with the following terms and conditions:

- 1) You will join us on or before **19 Oct 2021**
- 2) You will be based at **India - Bengaluru** location. You are, however, liable to be transferred to any of our establishments/locations in India, or overseas or to any subsidiary or associate company, whether existing now or still to be formed. Such transfer / deputation will be in accordance with the company's rules in force during the relevant transfer / deputation.
- 3) Your annual compensation will be **Rs 310000.00** and in addition, you will be eligible for **Bonus1 of Rs 9,250** the details of which are outlined in the Annexure - A. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.
- 4) You will also be covered by Provident Fund, Gratuity, Medical and other schemes of the company as applicable to your category that are in force at present and / or may be amended from time to time. These shall also be subject to taxes as applicable under relevant laws.
- 5) This employment offer is valid for fifteen (15) calendar days from the date of offer. If the company does not receive any confirmation from you or receive the documents which has been requested within the stipulated time, this offer shall lapse automatically and there shall be no further communication from the company in furtherance of this offer of employment.

accenture

Accelerate
the career of
your dreams



To,

Name : Deeksha R

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

Dear Deeksha 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 7 Days from the day you receive the Offer Letter.

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

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated 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

Pleasenote, theaboveisinformativeand not exhaustive,specifieddetailswillbeintheOfferLetter.

"This is an electronically generated document does not require signatures"

7 August 2021

OL No: SKLR422

Dear **Sinchana BG**,

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

Title: **Business Development Trainee**

Training Date: **21 August 2021 to 30 August 2021**

OJT Start Date: **31 August 2021**

OJT End Date: **29 November 2021**

Location of Training: Bangalore

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

Target: **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <hr@skolar.in> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SOKLAR** 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 Skolar, and will report on or before **21 August 2021**.

SIGNATURE: Sinchana
(Candidate's Signature)

DATE: 7/08/2021



Ref:LTTS/HR/ET/2021/Mysore/25572

Date:2/11/2021

Anusha Hiremath
siri geetanjali apartment Uttarahalli

Dear Anusha Hiremath,

APPOINTMENT AS ASSOCIATE ENGINEER (TRAINEE)

“Congratulations! With reference to the interview you had with us, we have great pleasure in appointing you as an **Associate Engineer (Trainee)** with **L&T Technology Services Limited** (referred as ‘Company’ henceforth) on the following terms and conditions.”

1. Medical Fitness and Academic Requirement:

The offer is valid subject to you –

- Being found medically fit by the Company's authorized Doctor;
- Scoring minimum aggregate marks of 60% and above in 10th, 12th, Diploma (if applicable), 60% and above in Graduation and successfully completing final year degree examination in the first attempt.

2. Period of Training

The Period of training will be for **up to 15 months** from the date of initial commencement of training.

The training commences on **Nov 9, 2021** and it is essential that you join on this date. please report to **Ms. Jyothsna Biddanda** (Human Resources – Employee Relations & Compliance) at the following address:

**L&T Technology Services Limited, KIADB Industrial Area, Hebbal, Hootagalli, Mysuru
Karnataka 570018**

Your exact department / location of posting will be decided solely by the Company after the initial Orientation Programme (Genesis). You may be placed at any Location/ including project sites / Department, Function, or Offices of the Company and /or its Associate / Subsidiary Companies.

After accepting our offer, if you do not report on the date of joining, this letter of appointment stands automatically withdrawn. However, the Company reserves its right to change the date of joining at any time.

The Company may, at its discretion, extend the period of training by such other period/s as it may deem fit based on the evaluation of your learning at any time during the said period. You may also note that the training period will not be reckoned as ‘Service’.

3. Signing of a Training cum Service Agreement

You will be required to execute a Training cum Service Agreement to serve the Company for the period as determined by the Management.

4. Absorption

On successful completion of your training to the satisfaction of the Company, of which the Company shall be the sole judge, you will be placed in the Executive Cadre or an equivalent grade in any of the Departments / Offices of the Company. You will be treated as confirmed employee only when your services are confirmed in writing by the Company.



ANNEXURE

Name : Anusha Hiremath	Designation : Associate Engineer(Trainee)
Grade : LTTS-2	

Salary Components	MONTHLY	ANNUAL
	(INR)	(INR)
Basic Salary	15,500	1,86,000
Flexible Benefit Plan (FBP)	14,975	1,79,700
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
Gross ==>	30,475	3,65,700
Provident fund (@ 12% of basic salary)	1,860	22,320
Total fixed compensation ==>		3,88,020
Bonus		12,000
Total compensation ==>		4,00,020

HRD/3T/1002387827/21-22

September 27, 2021

Mr. Prajwal V
#17/2, Jaraganahalli, Bangalore-78
#17/2, Jaraganahalli, Bangalore-78
Bangalore urban-560078
India

Ph: +91-9743635947

Dear Prajwal,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.09.27 12:44:05 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the Training)

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

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

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

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



#58, 1st Main Road,
Mini Forest, J.P.Nagar, 3rd Phase, Bangalore, Karnataka - 560 078
T +91 80 4013 6100
[www.brillio.com \(https://www.brillio.com\)](https://www.brillio.com)

September 27, 2021

Dear Police Patel Sainath Reddy,

We pride ourselves on hiring the best! It is a pleasure to invite you to join our highly talented team. I am delighted to extend an offer of employment with Brillio as a Analytics Practitioner in Level 8 at Brillio - Sapphire office starting on October 4, 2021. In this position, you will report to Monisa P.

1. COMPENSATION

- Cost To Company (CTC) INR. 450,000.00 per annum.
- You will be entitled to benefits in accordance with the company policy. Your salary will be reviewed periodically based on your performance and as per company policy.

Kindly acknowledge your acceptance of this offer through the online option 'Accept Offer letter' and also send us an email to confirm your date of joining. If we do not get any acceptance within 7 days, this offer would lapse at the discretion of Brillio.

We appreciate your attention to the following items, so that we can anticipate and plan for your arrival:

- Request you to complete the Background Verification.
- Complete other applicable onboarding tasks that populate in onboarding portal To Do list **before** your start date.

The entire Brillio Team looks forward to welcoming you and offers our congratulations! Please note that the employment terms contained in this letter are subject to the company policy which may be modified from time to time.

2. APPOINTMENT

a. Probation

You will be on probation for the first three months from the date of joining. **Your Confirmation on Employment is subject to completion of academics without any backlogs and successful completion of training assigned to you during this Probation Period.**

b. Background Checks

The offer is subject to clearance of background checks as per Company policy. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, may withdraw this offer/ terminate employment at any time. Upon your acceptance of this offer, you shall receive Background verification portal login credentials on your personal email ID indicated in your job application. Do ensure that the pre-hire background

You covenant and agree that the Company shall own the exclusive rights to all work product which Employee may conceive, create, design, discover, develop, or improve, either solely or jointly with any other person or persons, in the course of you performing services for the Company (the "Work Product"). The Work Product shall include, but not be limited to, all materials, visual works, ideas, programs, processes, articles, products, goods, and devices which are protectable by copyright, trade secret, trademark and/or patent law ("Intellectual Property") and were conceived, created, designed, discovered, developed, and/or improved by Employee. Employee hereby assigns to the Company all right, title and interest in and to such Work Product, including but not limited to, all Intellectual Property rights, copyrights, and moral rights and agree to take such actions and execute such documentation as may be required to evidence the Company's ownership of such rights in the Work Product and to permit the Company to register its Intellectual Property rights in such Work Product. All services provided by Employee shall be deemed "Works made for Hire" and any and all such rights in such Works made for Hire shall vest exclusively with the Company. For purposes of this Agreement, Work Product shall be deemed to have been created in the course of Employee's performance of services for the Company if the Work Product relates in any way to the Business of the Company and regardless of whether or not such Work Product was created at the Company's facilities and utilizing the Company's resources.

11. JURISDICTION

The terms hereof shall be subject to the laws of India and the courts in Bangalore shall have exclusive jurisdiction.

12. EMPLOYEE HAND BOOK

You shall undertake to read and understand the contents of Employee Hand Book and agree to abide by the guidelines mentioned there in.

Annexure 1

TOTAL REMUNERATION WORKSHEET

Your Compensation & Benefits Package (all figures in INR)

Salary Components	Annual
Basic	180,000.00
House Rental Allowance	72,000.00
Flexible components	167,742.00
Retirals:	
Company's Contribution to PF:	21,600.00
Company's Contribution to Gratuity	8,658.00
Gross Salary + Retirals	
Performance Linked Variable Bonus Pay	0
Cost To Company (CTC)	450,000.00

Annexure 1A

Key Information on your benefits:



ARICENT TECHNOLOGIES (HOLDINGS) LIMITED

18/1, Outer Ring Road, Panathur Post
Bengaluru 560103, Karnataka (INDIA)
T: +91 80 4106 7000,
F: +91 80 4106 6501
www.capgemini.com

EMPLOYMENT OFFER LETTER

Capgemini Engineering Ref: 111111/12345,

Date: 10 September 21,

Manoj Kumar T

House No. 35, Village & Post - Agrahara Vaddahalli & Nandagudi
Taluk - Hoskote, District - Bengaluru Rural, Karnataka - 562122
Email Id: manoj953512@gmail.com

Confidential

Dear Manoj Kumar T,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Aricent Technologies (Holdings) Limited**. (now '**Capgemini Engineering**' or '**Company**') starting from **17 September 21** (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation and Grade will be **Software Engineer/Test Engineer/E2**
- B) You will be required to work at the Company's offices in **Gurgaon**
- C) You have to report by 8:30 am at Gurgaon office, for joining formalities and contact security at the main gate for your entry pass

at: Address

Tower-5, Unitech Infospace, SEZ, Tikri, Sohna Road, Sector. 48, Gurgaon-122001

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini Engineering & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the name mentioned in your Aadhaar Card submitted to the Company at time of joining.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 350,007 (Three Lakh Fifty Thousand and Seven only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any-skill allowance payout as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.



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

Designation: Software Engineer/Test Engineer

Total Cost to Company (CTC).

Rs. 350,007.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.7,770.00	Rs.93,240.00
Other Allowances and Reimbursements - 1 #	-	-
Other Allowances and Reimbursements - 2 +	-	-
Advance Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.25,919.00	Rs.311,028.00
Statutory payments ++		
Capgemini 's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.852.00	Rs.10,224.00
Total Fixed Compensation	Rs.28,571.00	Rs.342,852.00
Total Cash Compensation	Rs.28,571.00	Rs.342,852.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,155.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		Rs.350,007.00

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements - 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Upto Grades E2
Remote Working Allowance	19,800
Books and Journals	24,000
Professional Pursuit	1,80,000
Conveyance Allowance	63,600

Registered Office: 5, Jain Mandir Marg (Annexe)
Connaught Place, New Delhi 110001, India
CIN: U72100DL2006PLC149728

COMMENCEMENT DATE

If you accept this offer, we will keep you informed about your Date of Joining.

REMUNERATION AND DESIGNATION

We would like to extend our offer to you to join Six Dee Telecom Solutions Private Limited, as Software Engineer.

During your initial 6 months of training/probation period, your total cost to company will be INR 240000 per annum. Details of the salary structure are given in the annexure attached.

Post successful completion of training/probation period, which depends on your performance during this period and manager's feedback, your total cost to company will be INR 400000 per annum. Details of the salary structure are given in the annexure attached.

PLACE OF WORK:

Your work location will be Bangalore office. The Company may reasonably require you to work at any other department/premises of the Company whether existing or which may be set up in the future. In the performance of your duties for the Company, you may reasonably be required to travel, or require you to work throughout and outside India at client/ partner location of the Company.

We will be Working From Home until further notice, based on the current situation.

BUSINESS EXPENSES

You will be entitled to be reimbursed for all expenses reasonably and properly incurred by you in carrying out your duties subject to normal verification and to complying with such policies as the Company may from time to time have regarding such expenses.

PROBATION PERIOD

Probation is a period of trial and its purpose is to find out the suitability of an employee to hold the post substantively or permanently and the suitability has to be judged at the time of confirmation. However, an employee on probation can be terminated during the probation period due to unsatisfactory performance of the employee and the employer would be justified in the termination.

The first 6 months of your employment will be a probationary period. During this period you are not eligible for Annual Leave (AL), other than the exceptions mentioned in the paragraph below.



Ref: EXP/GET/22-23/OFF/530
16-January-2022

Offer Letter

Jahnavi B
#140, 5Th Cross, Bsk 2Nd Stage
Teachers Colony, Bangalore - 70

Dear Jahnavi B,

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,

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



Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41,
Gachibowli village,
Ranga Reddy, Hyderabad,
Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

08/04/2021

Ms. Hitha S
15/1 , 10th cross ,Ankappa layout
Uttarahalli
Bangalore - 560062

Dear **Hitha S**

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to inform you that we are extending an offer as an **Intern Analyst** for a period of **One year** and we are excited with the prospect of you joining our organization on **September 13, 2021**. The Deloitte U.S. India ("USI") **Intern Analyst Training** program is for a duration of **One year** beginning **September 13, 2021** to **September 13, 2022**. At the end of this duration of **Intern Analyst Training**, you may be confirmed with an offer of employment as an **Analyst**, subject to successful completion of the training and related performance requirements during your Internship training period, unless extended or terminated earlier by you or the Employer in writing in accordance with the terms of your employment, including the terms and conditions as detailed in **Annexure B**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your Internship, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

Your **Intern Analyst** training with **Deloitte Consulting India Private Limited** (the "Employer" or "Company") will be located in **Hyderabad**.

During this period, you will be receive an Annual stipend of **Rs.250008/-**, divided and paid in twelve monthly instalments after due deductions of TDS. You will receive a joining bonus of **Rs.70,000/-** at the time of joining. On successful completion of training, you will be paid a training bonus of **Rs.75,000/-** along with your first salary as a confirmed employee as an Analyst. You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, subject to the applicable taxes, policies and practices of the Employer.

In addition, you will receive a one-time payment of **Rs.20,000/-** towards your travel and relocation assistance as applicable under the policies.

Your Intern-Analyst trainee period with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which



Computacenter India Private Limited
4th floor, Purva Premiere
Residency Road
Bangalore, 560025
India
+91 080-61429006
www.computacenter.com

Date: 9-May-22
Name: **Roopa M**
Location : **Bangalore**

Dear Roopa M,

Throughout the recruitment process for the **Associate Technical Analyst** role, you have demonstrated the skills and attitude we are looking for. You have proved to be our top candidate for this role, and we truly think we can win together. For these reasons, we are extremely pleased to send you our offer as the outcome of the selection process.

The Annual compensation offered for the role – **INR.450,835 /-** (Four lakhs fifty thousand eight hundred and thirty five only) subject to the below:

* The offer will be **valid** with the same parameters **until 17th May 2022 (Tuesday)** with the assumption that you will be able to start the date stated (and on the condition that you successfully pass the mandate documents as mentioned in the checklist below).

- PAN card copy
- Degree of highest education (if applicable)
- Address proof

The formal offer will be released upon submission of the above checklist.

We look forward to hearing from you regarding your decision to join us. We wish you a successful career and look forward to your journey starting with us.

Sincere Regards,

Pavan Nallagonda

Pavan Nallagonda
TA Specialist



Ref: EXP/GET/22-23/OFF/530
16-January-2022

Offer Letter

Sai Nithin G
#14, 8Th Cross, Bsk 6th Stage
Near KSIT college, Bangalore - 70

Dear Sai Nithin G,

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,

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

- You being found medically fit at all times.
- 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.
- 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.

10/9/21, 4:18 PM

City Engineering College Mail - Fwd: STIC Soft Offer Confirmation_Sai Nithin Gundu



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

Fwd: STIC Soft Offer Confirmation_Sai Nithin Gundu

1 message

Sai Nithin.G <sainithin0530@gmail.com>
To: placements@cityengineeringcollege.ac.in

Sat, Oct 9, 2021 at 4:02 PM

----- Forwarded message -----

From: HR <hr@sticsoftsolutions.com>

Date: Fri, 8 Oct 2021, 8:04 pm

Subject: STIC Soft Offer Confirmation_Sai Nithin Gundu

To: sainithin0530@gmail.com <sainithin0530@gmail.com>

Cc: Subu Bhagavati <subu.bhagavati@sticsoftsolutions.com>, Jagadish Bhaktula <jagadish.bhaktula@sticsoftsolutions.com>, Varsha Avadhanula <varsha.avadhanula@sticsoftsolutions.com>, Anirudh Pariti <anirudh.pariti@sticsoftsolutions.com>

Dear Sai Nithin Gundu,

Thank you for the keen interest you have shown in joining our organization. Concerning the interview and the discussions you had with us recently, we are pleased to offer you a career at STIC Soft, as **Associate Software Engineer**.

Please accept our heartiest congratulations! and a warm welcome to the STIC Soft family.

Your date of appointment is effective from the date of joining which shall be not later than **11th October 2021**, unless otherwise communicated in writing/email by the company.

Required mandatory documents at the time of onboarding:

1. Recent passport size photograph.
2. Copy of X, XII, and all semester mark sheets/consolidated marks memo & Provisional Certificate of PG & UG Degrees.
3. Copy of Passport, if available (if not please apply immediately)(along with expired passport, if any).
4. Copy of Aadhaar Card.
5. Copy of Pan Card.
6. One copy of the updated resume.
7. Bank Details(Name as per Bank Ac, Account number, IFSC Code, Branch)

Provide the soft copies for all the original documents mentioned above for online verification and onboarding purposes.

If you fail to provide any of the above-listed documents, your employment offer would be revoked with immediate effect.

Your "**Annual Compensation**" is attached herewith as a tentative breakup.

Please check and feel free to reach out in case of any queries.

STIC Soft_CTC Breakup			
Components	Training (Max. 3 months)	After training (for 12 months)	
	Monthly (Rs)	Annual (Rs)	Monthly (Rs)
Basic	7333	105000	8750

HRA	2933	42000	3500
Conveyance Allowance	1600	19200	1600
Medical Allowance	1250	15000	1250
Special Allowance	1050	22800	1900
Internet Allowance	500	6000	500
Fixed Gross Salary**	14666	210000	17500
EPF Employer Contribution	1006	15336	1278
ESI Employer Contribution	477	6825	569
Total CTC	16149	232161	19347
Take-Home Salary			
Fixed Gross Salary**	14666	210000	17500
Deductions			
Professional Tax	0	1800	150
EPF Employee Contribution	1006	15336	1278
ESI Employee Contribution	110	1575	131
Income Tax*	0	0	0
Net Salary**	13550	191289	15941
Variable Performance Bonus of Rs. 25,000 will be paid after the successful completion of 12 months of regular employment with the organization.			
* To be calculated and deducted as per the declaration submitted by the employee along with the proofs of documents.			
** Changes in your gross/Net salary will be there due to the optional components that you are going to opt / refuse/statuary changes for EPF, ESI, Meal Card and LTA.			

Offer is subject to your confirmation and acknowledgment in writing on or before 9th October 2021 and on successful clearance of all required background verifications conducted as per policies.

Please feel free to reach us if you have any queries.

Sincerely

Human Resources

+91 404 850 9543

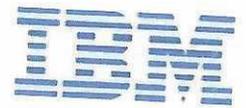
STIC Soft E-Solutions Pvt. Ltd.

www.sticsoftsolutions.com



2 attachments

Outlook-gepfo4sw.png
30K



October 13, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Dikshita Jain

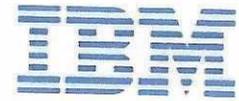
At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





IBM CONFIDENTIAL

ANNEXURE A

DATE	October 13, 2021		
NAME	Dikshita Jain	BAND	06G
DESIGNATION	Associate System Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

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

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

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

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5098595 /1016485,

10/18/2021,

PALLAVI M C
#3,Malligemettillu village and post ,Kanakpura taluk, Ramanagara-562121.,,
Malligemettillu ,Karnataka,
India

Confidential

Dear PALLAVI M C,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini' or 'Company')** starting from **10/19/2021** (or such other date as may be communicated to you by the Company), as per details given below.

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

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

C) On joining you will be under probation for **6(six) months** from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

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

Annexure - A

PALLAVI M C

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00

Total Cost to Company		Rs. 300,002.00
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Annexure - B

PALLAVIM C

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs108,000.00
Other Allowance and Reimbursement - 1	Rs.1,199.00	Rs.14,388.00
Other Allowance and Reimbursement - 2	Rs.147.00	Rs.1,764.00
Advanced Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.341,940.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.722.00	Rs.8,664.00
Total Fixed Compensation	Rs.31,017.00	Rs.372,204.00
Total Cash Compensation	Rs.31,017.00	Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00



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: 962454

Letter of Intent ("LOI")

Dear Anshu Kumari H,

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



Ref: EXP/GET/22-23/OFF/530
16-January-2022

Offer Letter

Mohammed Ali Baig
#140, 5Th Cross, Bsk 2Nd Stage
Teachers Colony, Bangalore - 70

Dear Mohammed Ali Baig,

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.



Computacenter India Private Limited
4th floor, Purva Premiere
Residency Road
Bangalore, 560025
India
+91 080-61429006
www.computacenter.com

Date: 9-May-22
Name: Mallikarjun
Location : Bangalore

Dear Mallikarjun,

Throughout the recruitment process for the **Associate Technical Analyst** role, you have demonstrated the skills and attitude we are looking for. You have proved to be our top candidate for this role, and we truly think we can win together. For these reasons, we are extremely pleased to send you our offer as the outcome of the selection process.

The Annual compensation offered for the role – **INR.450,835 /-** (Four lakhs fifty thousand eight hundred and thirty five only) subject to the below:

* The offer will be **valid** with the same parameters **until 17th May 2022 (Tuesday)** with the assumption that you will be able to start the date stated (and on the condition that you successfully pass the mandate documents as mentioned in the checklist below).

- PAN card copy
- Degree of highest education (if applicable)
- Address proof

The formal offer will be released upon submission of the above checklist.

We look forward to hearing from you regarding your decision to join us. We wish you a successful career and look forward to your journey starting with us.

Sincere Regards,

Pavan Nallagonda

Pavan Nallagonda
TA Specialist



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: 962454

Letter of Intent ("LOI")

Dear Karthik Kumar P,

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

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

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

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

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

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

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

ANNEXURE 1

Karthik Kumar
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR3,00,000/- (Rupees Three Lakh only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only). Effective 1st July 2022, (irrespective of your probation status, except for probation non-confirmation), your all-inclusive compensation will be revised to INR 4,00,000/- (Rupees Four Lakh only). Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring



Ref:LTTS/HR/ET/2021/Mysore/25542

Date:2/11/2021

Pavan V
ITI LAYout nayandahalli BENGALORE 5560039, Karnataka

Dear Pavan V,

APPOINTMENT AS ASSOCIATE ENGINEER (TRAINEE)

“Congratulations! With reference to the interview you had with us, we have great pleasure in appointing you as an **Associate Engineer (Trainee)** with **L&T Technology Services Limited** (referred as ‘Company’ henceforth) on the following terms and conditions:”

1. Medical Fitness and Academic Requirement:

The offer is valid subject to you –

- Being found medically fit by the Company's authorized Doctor;
- Scoring minimum aggregate marks of 60% and above in 10th, 12th, Diploma (if applicable), 60% and above in Graduation and successfully completing final year degree examination in the first attempt.

2. Period of Training

The Period of training will be for **up to 15 months** from the date of initial commencement of training.

The training commences on **Nov 9, 2021** and it is essential that you join on this date. please report to **Ms. Jyothsna Biddanda** (Human Resources – Employee Relations & Compliance) at the following address:

**L&T Technology Services Limited, KIADB Industrial Area, Hebbal, Hootagalli, Mysuru
Karnataka 570018**

Your exact department / location of posting will be decided solely by the Company after the initial Orientation Programme (Genesis). You may be placed at any Location/ including project sites / Department, Function, or Offices of the Company and /or its Associate / Subsidiary Companies.

After accepting our offer, if you do not report on the date of joining, this letter of appointment stands automatically withdrawn. However, the Company reserves its right to change the date of joining at any time.

The Company may, at its discretion, extend the period of training by such other period/s as it may deem fit based on the evaluation of your learning at any time during the said period. You may also note that the training period will not be reckoned as ‘Service’.

3. Signing of a Training cum Service Agreement

You will be required to execute a Training cum Service Agreement to serve the Company for the period as determined by the Management.

4. Absorption

On successful completion of your training to the satisfaction of the Company, of which the Company shall be the sole judge, you will be placed in the Executive Cadre or an equivalent grade in any of the Departments / Offices of the Company. You will be treated as confirmed employee only when your services are confirmed in writing by the Company.



ANNEXURE

Name :	Pavan V	Designation :	Associate Engineer(Trainee)
Grade :	LTTS-2		

Salary Components	MONTHLY	ANNUAL
	(INR)	(INR)
Basic Salary	15,500	1,86,000
Flexible Benefit Plan (FBP)	14,975	1,79,700
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
Gross ==>	30,475	3,65,700
Provident fund (@ 12% of basic salary)	1,860	22,320
Total fixed compensation ==>		3,88,020
Bonus		12,000
Total compensation ==>		4,00,020

virtusa
November 1, 2021

Mr. Pavan V
City Engineering College
Bengalore
Karnataka
India

Dear Pavan V,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : Associate Engineer-Technology
2. Tier : Tier 4

Your date of joining would be November 2, 2021.

You will be based at Virtusa's Chennai office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be Rs.400,000.00/- per annum as per Annexure-I.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before November 2, 2021.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

I hereby accept employment on the terms set forth
in this Letter as of this 02 day of 2021


Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Pavan V

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Pavan V		
DESIGNATION : Associate Engineer-Technology		
TIER : Tier 4		
	Per Month (in ₹)	Per Annum (in ₹)
Base Components (A)		
Basic	10,500.00	126,000.00
HRA	5,250.00	63,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00
Phone & Internet Reimbursement	0.00	0.00
Advance Statutory Bonus**	1,500.00	18,000.00
Special Allowance	11,112.00	133,339.00
Food Reimbursement	0.00	0.00
Retirement Benefits (C)		
PF - Company's Contribution	1,800.00	21,600.00
Gratuity**	505.00	6,061.00
Fixed Compensation (A + B + C)	30,667.00	368,000.00

	eOffer Content	
Variable Compensation (at 100%) Refer Annexure II for details	2,667.00	32,000.00
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	33,334.00	400,000.00
<p>*LTA Can be opted for monthly or annual payment without the tax benefit or can be claimed once in two years to avail tax benefits as per the Income Tax regulations of Govt. of India.</p> <p>**Gratuity is contributed by the Company and is payable as per the Gratuity Act published by Govt. of India.</p>		

for Virtusa Consulting Services Pvt Ltd, India,

N Sundararajan

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Pavan V

Annexure-II

PERFORMANCE BASED PAYOUT (Variable Compensation)

Dear Mr. Pavan V,

You will earn the Performance Incentive based on your Individual Performance, Company Performance and Personal Utilization as per the guidelines below:

- The entire financial year is split to two halves which is H1 (1st Apr to 30th Sep) and H2 (1st Oct to 31st Mar).
- Your Individual Performance will be measured through the Performance (MBO) Score card which you would set with your Reporting Manager on a half yearly basis.
- On joining you are required to complete setting your MBO along with your Manager no later than two weeks from the date of your joining.
- H1 payout will be based on the Mid- Year assessment results of the individual while H2 Payout will be on Yearly assessment.
- Company's performance of first half of the year will be applied for H1 payouts while company's performance of the second half of the year will be applied for H2 payouts.
- Based on your tier, Individual & Company weightages will differ, as given in the table below.

	2D Approach	
	Individual	Company
2 in 1 box	70%	30%
Tier 0	60%	40%
Tier 1	70%	30%
Tier 2	80%	20%
Tier 3 & 4	100%	NA*

2 in 1 box are specific leaders playing roles such as account managers, client partner, segment heads, practice heads, etc. Please check with your manager if you would be playing 2 in 1 box role.

- Personal Utilization will be the first criteria to determine your payout eligibility. Please refer to PU Policy & Guidelines on the internal policy portal for more details.
- People rated as low performers will not be eligible for any payouts for that assessment period.
- The payout would be made as per the timelines mentioned in Variable Payout guidelines for the respective H1 & H2 cycles, as applicable, based on the date of joining.
- Mid-year rating will be used to arrive at the H1 variable pay (bonus) due amount and Year-end rating will be used to arrive at H2 variable pay (bonus) due amount.
- Team member is expected to be actively employed as on the payout date to be eligible for annual payout.
- You would be eligible to receive Performance Incentive for the period only if you are on the rolls of the company as on the date of disbursement.
- If you are joining after 15th September in H1 or after 15th March in H2, then you will be eligible to receive the performance incentive in the succeeding variable pay cycle.

for Virtusa Consulting Services Pvt Ltd, India,



Synchronoss Technologies India Private Limited
6th & 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore – 560 029. INDIA Ph : +91-80-2668 7271 www.synchronoss.com

CIN : U72200KA1999FTC025412

Private & Confidential

28-Oct-2021

Anushree K R

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Anushree,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, on **08 November 2021**.

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Handbook or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Training: You will be on a scheduled training program for three to six months starting 09 Nov 2021.

ANNEXURE I
Anushree K R

Estimated Salary Break up			
Date :	28-Oct-21		
Name:	Anushree K R		
Designation:	Software Trainee		
Level ID:	P1		
Base Salary		₹ 420,000	
	Particulars	Annual (INR)	Monthly (INR)
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
Total Base Salary (A+B+C+D)		₹ 420,000	₹ 35,000
E	Annual Target Bonus (Variable) *	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	Gratuity	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
Estimated Gross Per Annum		₹ 500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33 % of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation

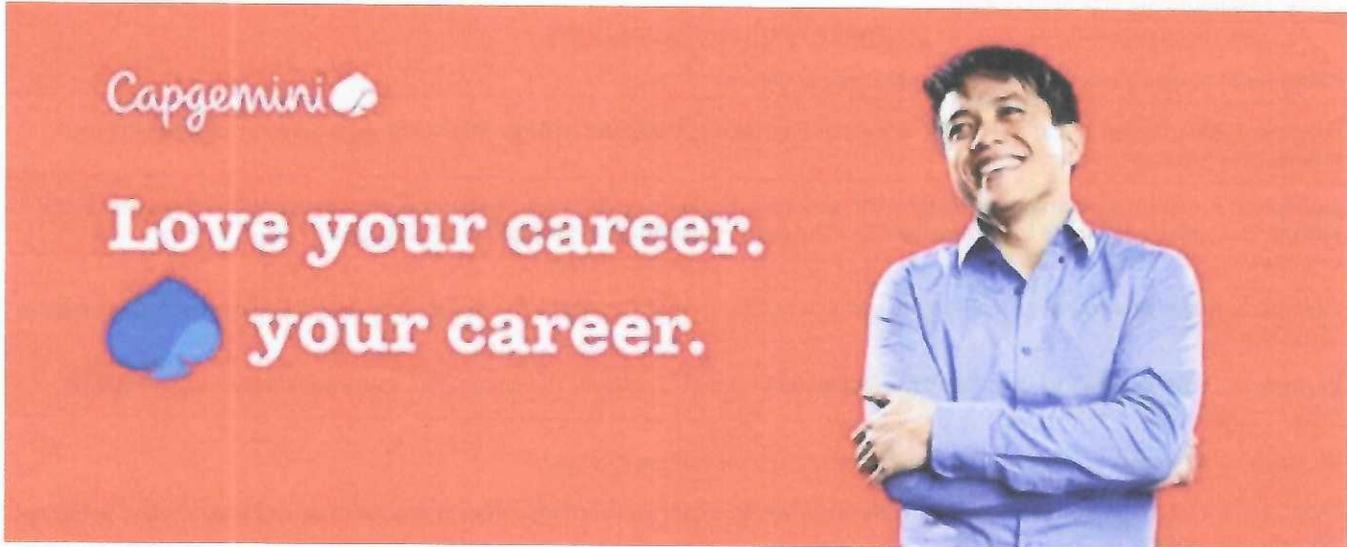


Capgemini congratulates you on your selection and presents you our Letter Of Intent

1 message

Superset <notifications@email.joinsuperset.com>
To: surajsuraj9377@gmail.com

Sat, 16 Oct, 2021 at 9:59 am



Dear Suraj B S,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Oct 19, 2021 06:00 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)

- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- **Marksheets should be scanned and uploaded semester/year wise only**
- **Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only**
- **Maximum file size limit is 4MB**
- **The file nomenclature should be (FirstName LastName DocumentName)**

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

University Hiring & Relations Team

[Go to Offer Page](#)

Capgemini

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To view our candidate privacy notification please [click here](#)

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Anusha Hiremath
siri geetanjali apartment Uttarahalli

Dear Anusha Hiremath,

APPOINTMENT AS ASSOCIATE ENGINEER (TRAINEE)

“Congratulations! With reference to the interview you had with us, we have great pleasure in appointing you as an **Associate Engineer (Trainee)** with **L&T Technology Services Limited** (referred as ‘Company’ henceforth) on the following terms and conditions:”

1. Medical Fitness and Academic Requirement:

The offer is valid subject to you –

- a) Being found medically fit by the Company's authorized Doctor;
- b) Scoring minimum aggregate marks of 60% and above in 10th, 12th, Diploma (if applicable), 60% and above in Graduation and successfully completing final year degree examination in the first attempt.

2. Period of Training

The Period of training will be for **up to 15 months** from the date of initial commencement of training.

The training commences on **Nov 9, 2021** and it is essential that you join on this date. please report to **Ms. Jyothsna Biddanda** (Human Resources – Employee Relations & Compliance) at the following address:

**L&T Technology Services Limited, KIADB Industrial Area, Hebbal, Hootagalli, Mysuru
Karnataka 570018**

Your exact department / location of posting will be decided solely by the Company after the initial Orientation Programme (Genesis). You may be placed at any Location/ including project sites / Department, Function, or Offices of the Company and /or its Associate / Subsidiary Companies.

After accepting our offer, if you do not report on the date of joining, this letter of appointment stands automatically withdrawn. However, the Company reserves its right to change the date of joining at any time.

The Company may, at its discretion, extend the period of training by such other period/s as it may deem fit based on the evaluation of your learning at any time during the said period. You may also note that the training period will not be reckoned as ‘Service’.

3. Signing of a Training cum Service Agreement

You will be required to execute a Training cum Service Agreement to serve the Company for the period as determined by the Management.

4. Absorption

On successful completion of your training to the satisfaction of the Company, of which the Company shall be the sole judge, you will be placed in the Executive Cadre or an equivalent grade in any of the Departments / Offices of the Company. You will be treated as confirmed employee only when your services are confirmed in writing by the Company.



ANNEXURE

Name	: Anusha Hiremath	Designation	: Associate Engineer(Trainee)
Grade	: LTTS-2		

Salary Components	MONTHLY	ANNUAL
	(INR)	(INR)
Basic Salary	15,500	1,86,000
Flexible Benefit Plan (FBP)	14,975	1,79,700
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
Gross ==>	30,475	3,65,700
Provident fund (@ 12% of basic salary)	1,860	22,320
Total fixed compensation ==>		3,88,020
Bonus		12,000
Total compensation ==>		4,00,020



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: 707086

Letter of Intent ("LOI")

Dear S Bhavya Sri,

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

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

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

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

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

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

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

ANNEXURE 1

S Bhavya Sri
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring



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: 962462

Letter of Intent ("LOI")

Dear Bhavya Aggarwal,

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

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

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

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

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

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

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

ANNEXURE 1

Bhavya Aggarwal

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Effective **1st July 2022**, (irrespective of your probation status, except for probation non-confirmation), your all-inclusive compensation will be revised to **INR 4,00,000/- (Rupees Four Lakh only)**. Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3



30-Aug-2021

Dear Rashmika C.P,
B.Tech, Computer Science
City Engineering College, Bangalore

Candidate ID – 17785189

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



23-Nov-2021

Dear Sanjana R ,
B.E., Computer Science
City Engineering College, Bangalore

Candidate ID – 17896236

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

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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: 962454

Letter of Intent ("LOI")

Dear Sindhu Pai,

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

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

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

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

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

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

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



23-Nov-2021

Dear **Bhuvaneshwari M**,
B.E., Computer Science
City Engineering College, Bangalore

Candidate ID – 17896238

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:

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Computacenter India Private Limited
4th floor, Purva Premiere
Residency Road
Bangalore, 560025
India
+91 080-61429006
www.computacenter.com

Date: 9-May-22

Name: **Akshay Amrut Morab**

Location : **Bangalore**

Dear Akshay Amrut Morab,

Throughout the recruitment process for the **Associate Technical Analyst** role, you have demonstrated the skills and attitude we are looking for. You have proved to be our top candidate for this role, and we truly think we can win together. For these reasons, we are extremely pleased to send you our offer as the outcome of the selection process.

The Annual compensation offered for the role – **INR.450,835 /-** (Four lakhs fifty thousand eight hundred and thirty five only) subject to the below:

* The offer will be **valid** with the same parameters **until 17th May 2022 (Tuesday)** with the assumption that you will be able to start the date stated (and on the condition that you successfully pass the mandate documents as mentioned in the checklist below).

- PAN card copy
- Degree of highest education (if applicable)
- Address proof

The formal offer will be released upon submission of the above checklist.

We look forward to hearing from you regarding your decision to join us. We wish you a successful career and look forward to your journey starting with us.

Sincere Regards,

Pavan Nallagonda

Pavan Nallagonda
TA Specialist



Capgemini Technology Services India Limited
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www.capgemini.com/in-en

Superset ID: 962454

Letter of Intent ("LOI")

Dear Police Patel Sainath Reddy,

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

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

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

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

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

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

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

ANNEXURE 1

Police Patel Sainath Reddy
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR3,00,000/- (Rupees Three Lakh only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only). Effective 1st July 2022, (irrespective of your probation status, except for probation non-confirmation), your all-inclusive compensation will be revised to INR 4,00,000/- (Rupees Four Lakh only). Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring



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Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 707087

Letter of Intent ("LOI")

Dear Poojashree 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.

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ANNEXURE 1

Poojashree A
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3



Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41,
Gachibowli village,
Ranga Reddy, Hyderabad,
Telangana – 500032

Tel: +91 040 67621000
www.deloitte.com

08/04/2021

Ms. Priya G
18/2 , 14th cross ,Balaji layout
Near Uttarahalli lake side park
Bangalore - 560062

Dear Priya G

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to inform you that we are extending an offer as an **Intern Analyst** for a period of **One year** and we are excited with the prospect of you joining our organization on **September 13, 2021**. The Deloitte U.S. India ("USI") **Intern Analyst Training** program is for a duration of **One year** beginning **September 13, 2021 to September 13, 2022**. At the end of this duration of **Intern Analyst Training**, you may be confirmed with an offer of employment as an **Analyst**, subject to successful completion of the training and related performance requirements during your Internship training period, unless extended or terminated earlier by you or the Employer in writing in accordance with the terms of your employment, including the terms and conditions as detailed in **Annexure B**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your Internship, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

Your **Intern Analyst** training with **Deloitte Consulting India Private Limited** (the "Employer" or "Company") will be located in **Hyderabad**.

During this period, you will be receive an Annual stipend of **Rs.250008/-**, divided and paid in twelve monthly instalments after due deductions of TDS. You will receive a joining bonus of **Rs.70,000/-** at the time of joining. On successful completion of training, you will be paid a training bonus of **Rs.75,000/-** along with your first salary as a confirmed employee as an Analyst. You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, subject to the applicable taxes, policies and practices of the Employer.

In addition, you will receive a one-time payment of **Rs.20,000/-** towards your travel and relocation assistance as applicable under the policies.

Your Intern-Analyst trainee period with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which

Date: December 05, 2021

TRAINEE ENGAGEMENT LETTER

Dear Tarun H,

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, 2021**, and end on **March 21, 2022**.

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.

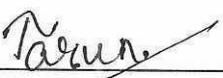
Please review, sign, and return the letter to confirm acceptance, no later than close of business on **December 06, 2021**.

Sincerely,
For Koch Business Solutions India Pvt Ltd.



Manish Sinha
HR Leader

I accept the above terms & conditions:

 / 05/12/2021
Signature Date



Offer from Herman Miller

1 message

Sunita Dutto <sunita_dutto@hermanmiller.com>

Wed, Dec 1, 2021 at 5:40 PM

To: shravaniyadav17@gmail.com <shravaniyadav17@gmail.com>

Cc: Jan Mohammed <jan_mohammed@hermanmiller.com>, Geeta Kadkol <geeta_kadkol@hermanmiller.com>, Sheetal Deshmukh <sheetal_deshmukh@hermanmiller.com>, Megha Jigalur <megha_jigalur@hermanmiller.com>, Ashiki Powar <ashiki_powar@hermanmiller.com>

Dear Shravani,

I would like to thank you for your interest in our organization and towards the role we have discussed.

Based on your interview performance, current cost/salary information furnished and your educational/professional experience, we are glad to roll out the offer of **INR 4.50Lacs** per annum for the position of **Trainee – Engineer** for Herman Miller India in Bangalore. Your date of joining with HM will be **6th December, 2021**. Kindly confirm on the same at the earliest. If we do not hear back from you, we will assume you are no longer interested in this offer.

Component	Break-up until April 2022	Break-up after April 2022
Gross Stipend	₹ 31,598.58	₹ 35,395.58
EPF Employee	1800	1911
EPF Employer	1800	1911
Gratuity	720	764.58
Take home Stipend	₹ 27,278.58	₹ 30,809.00
Retention Bonus	INR 1 lakh after completion of 2 years with HM India based on successful completion of 2 years	
Total Cost	INR 450000 including retention bonus	

Total Deduction per month from the above = Employer Contribution of PF + Employee Contribution of PF + Gratuity = $1800 \times 2 + 720 = \text{Rs}4320$ month (exclusive of applicable taxes). To proceed further we want your confirmation with reference to this offer. To generate the appointment letter, we need the following details from you:

Your Father's Full Name:

Your Full Name:

Your DOB:



Capgemini Technology Services India Limited
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www.capgemini.com/in-en

Superset ID: 659221

Letter of Intent ("LOI")

Dear Geetha 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.

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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

ANNEXURE 1

Geetha S

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. **Effective 1st July 2022, (irrespective of your probation status, except for probation non-confirmation), your all-inclusive compensation will be revised to INR 4,00,000/- (Rupees Four Lakh only)**. Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3



TEMENOS

TEMENOS INDIA PVT LTD

No 146 Sterling Road
Nungambakkam
Chennai 600 034 India

T +91 (0) 44 7133 1000

www.temenos.com
CIN - U30006TN1905PTC032883

Temenos Offer

November 5, 2021 (MM/DD/YYYY)

Dear Poojashree A
No.11/1, 1st Cross, Vallabhanagar,
Uttarahalli, Bangalore 560061

It gives us immense pleasure in inviting you to join Temenos India (P) Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Jayashree K**

6. Job Description: **KEY RESPONSIBILITIES**

Own the design, development, testing and shipping of features in the banking space.

Collaborate with other members on the team to effectively deliver high quality features.

Ability to hold a high bar on quality of everything which we release.

Do design and code reviews for peers.

Continually look for ways to improve our engineering systems and processes

7.Salary: Please refer to the annexure attached with the offer document for Salary Emoluments.

8.Date of joining: **November 12, 2021 (MM/DD/YYYY)**

9.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise. Please note that the offer of employment and end of probation is subject to your successful completion of the stated qualifying degree and submission of supporting documents. All such supporting documents must be submitted to the HR department on or before **31st December 2021**. You will also be required to produce the original degree certificates for verification purposes. In addition to these terms, your performance



ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	275,000.00
HRA	110,000.00
Basket of Allowance	141,000.00
Total	526,000.00
A.1-Incentive	
Product Knowledge Incentive	24,000.00
Total (A+A.1)	550,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	27,500.00
Insurance Benefit	7,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+A.1+B)	631,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,

T. Sethu Rathinam
Vice President – Human Resources



December 10th 2021

ABHISHEK P.V
No111, Near Skanda College,
Arehally Layout, Bangalore
Karnataka-560061

Re: Letter of Appointment

Dear Abhishek,

We are pleased to offer you the position of **Software Engineer – Enterprise Information and Cloud Practice**, your location of work will be Raipur India, your appointment will be effective from **20th December 2021**.

Please refer to appointment letter,

- Detailed terms that are attached as Annexure A (“Terms and Conditions of Employment”)
- Breakup of compensation are contained in the Annexure B.

You are requested to sign on all the pages of the copy of this letter as formal acceptance of terms and conditions of the employment offered herein. We are pleased at the prospect of you commencing and contributing to the continued success of NucleusTeq.

We are confident that you will find the challenges and opportunities provided by the Company are exciting and we hope you will have a long and productive association with NucleusTeq.

Wishing you all the best.

A handwritten signature in black ink, appearing to read "Ankita Sharma".

NucleusTeq Consulting Pvt Ltd.
Ankita Sharma
(Senior Manager Human Empowerment)

ANNEXURE B

Salary Composition

Name : ABHISHEK P.V
Employee Id : TBD
Designation : Software Engineer

Pay Components	Monthly Earning (INR)	Yearly Earnings (INR)
Gross		
Basic	16042	192500
HRA (#)	8021	96250
Conveyance	1800	21600
Broadband Allowance	1000	12000
EPF	3850	46200
Special Allowance	15121	181450
Total Compensation	45833	550000
Performance Bonus		40,000
Gratuity - Payable on completing 5 years of continuous services with NucleusTeq Pvt. Ltd. as per the payment of gratuity act 1972		9255
Medical Insurance coverage++		30000
Cost to Company (CTC) *	52438	629255

Your compensation is strictly confidential and must not be shared or discussed with unauthorized persons. In case of any clarification, you are encouraged to discuss with your head or HR.

HRA is Treated as taxable components, incase bills are not submitted within the due dates as published by the finance department

* All taxes and statutory deductions as application will be part of the CTC, including but not limited to changes in the prevailing taxation, retiral programs, etc.

+ Premiums or charges will be paid by **NucleusTeq** Consulting Pvt. Ltd. and claims will be settled by service providers / agencies as per their regulations.

322321
07-05-2021

Abhishek P.V
India - Bengaluru

Dear **Abhishek P.V,**

Based on your application and subsequent discussions we had with you, we are pleased to offer you employment in our organization as **Engineering Trainee** with the following terms and conditions:

- 1) You will join us on or before **14 May 2021**
- 2) You will be based at **India - Bengaluru** location. You are, however, liable to be transferred to any of our establishments/locations in India, or overseas or to any subsidiary or associate company, whether existing now or still to be formed. Such transfer / deputation will be in accordance with the company's rules in force during the relevant transfer / deputation.
- 3) Your annual compensation will be **Rs 315534.00** and in addition, you will be eligible for **Bonus1 of Rs 9,466** the details of which are outlined in the Annexure - A. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.
- 4) You will also be covered by Provident Fund, Gratuity, Medical and other schemes of the company as applicable to your category that are in force at present and / or may be amended from time to time. These shall also be subject to taxes as applicable under relevant laws.
- 5) This employment offer is valid for fifteen (15) calendar days from the date of offer. If the company does not receive any confirmation from you or receive the documents which has been requested within the stipulated time, this offer shall lapse automatically and there shall be no further communication from the company in furtherance of this offer of employment.



GROSS SALARY SHEET

Annexure 1

Name	Maharudra Gadgikar
Designation	Assistant System Engineer-Trainee
Institute Name	Amc Engineering College - Vtu - Bangalore

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Offer: Computer Consultancy
Ref: TCSSL/DT20206521042/Lucknow
Date: 11/12/2021

Mr. Maharudra Gadgikar
#2594, 5th Main Road Kumarswamy Layout 5th Main Road,
Near 108 Ganehsa Temple,
Bangalore-560078,
Karnataka.
Tel# -8095133305

Dear Maharudra Gadgikar,

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
TCSSL/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



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: 962462

Letter of Intent ("LOI")

Dear Bhavya Aggarwal,

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

ANNEXURE 1

Bhavya Aggarwal
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Effective **1st July 2022**, (irrespective of your probation status, except for probation non-confirmation), your all-inclusive compensation will be revised to **INR 4,00,000/- (Rupees Four Lakh only)**. Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man,
Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN:
U85110PN1993PLC145950 Page 3 of 3



23-Nov-2021

Dear Srinivasa P,
B.E., Mechanical
City Engineering College, Bangalore

Candidate ID – 17896234

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

Compensation and Benefits

Name: Srinivasa P

Designation: Programmer Analyst
Trainee

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

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

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

Leave & Vacation:

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

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

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

Mohammed Burhaan
9857482564
Mdburhaan12@gmail.com

07-Oct-2021

Dear Mohammed Burhaan

We welcome you to Six Dee Telecom Solutions Private Limited also known as 6D Technologies. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

The following will list your relevant details about your general responsibilities.

Duties

You must provide your services exclusively to the Company.

You will promote and expand the business of the Company.

You are expected to comply with all the Company's rules, policies and procedures from time to time in force.

You may be required to undertake other duties from time to time as the Company may reasonably require. If your duties or position with the Company changes for any reason, then the terms of this Letter will continue to apply, unless expressly varied by the parties in writing.

During the course of your employment you are expected, at all times, to maintain professional and responsible standards of conduct/behaviour, attendance and performance.

In particular you will agree to keep and maintain adequate and current records (in the form of notes, minutes of meetings, sketches, drawings and in any other form that may be required by the Company) of the work being undertaken by yourself (including all inventions and proprietary information as necessary under the Employee Proprietary Information, Inventions and Non-Competition Agreement). You agree that such records shall be available to and remain the sole property of the Company at all times.

December 2, 2021

Dear **Burhaan**,

Greetings from Worldline Global Services Pvt Ltd.

Further to our discussions, we are pleased to offer you the position **Trainee - Engineer** in our organization at **Bangalore**.

Request your acceptance within **2 working days**, post which the offer will not be valid. Also mention your likely date of joining.

Apart from the monetary details, what you should also consider is the brand, career growth opportunities & the work culture at Worldline.

Kindly ensure a copy of duly accepted resignation letter is shared with us within 2 working days post acceptance of our offer.

This offer is valid subject to positive reference checks and other verifications carried out by the company.

Looking forward to having you on board with us soon, so that together we can deliver the best.

Please turnover for your salary annexure.

Regards,

For **Worldline Global Services Pvt. Ltd.**

Jose Raj

Senior Vice President and Head – HR

NB: Since this is electronically generated letter, this does not require any signature.

Salary Annexure:

NAME	:	Mohammad Burhaan
DESIGNATION	:	Trainee - Engineer
GCM Level	:	1
GCM Code	:	AD01
Expected DOJ	:	Monday, December 13, 2021
Joining Location	:	Bangalore
Components		Amount (Rs.)
Monthly Salary		
Basic (per month)		21005
Statutory Bonus (permonth if applicable)		0
BOA (per month)		8797
Monthly Gross		29802
A Annual Gross		357629
Provident Fund		30247
Gratuity		12124
B Retirals		42371
Total (A+B) per Annum		400000
CTC Per Annum (A+B)		400000

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

- You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for a shift allowance if you work in rotating shifts under the 24/7 environment

- ✚ Please note the CTC shown is a gross component and will have deductions of Provident Fund & professional tax as per statutory norms.
- ✚ Company contribution towards PF is 12%.
- ✚ Fringe Benefit Tax arising out of any of the above components will be deducted as and when applicable.



Mr. Mohammed Burhaan
G09 SAPTHAGIRI SPRINGS APARTMENT BTS LAYOUT MAIN ROAD AREKERE,
BANNERGHATTA ROAD BANGALORE. -560076

13th December 2021

Re: Appointment as Trainee

Dear Mohammed Burhaan,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th December 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th December 2021 and may be curtailed/ terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

Remuneration:

During the first year of training, you will be paid a consolidated remuneration of ₹ 4,00,000 (Rupees Four Lacs only) per annum on cost to company basis excluding premium cost of Insurance Plan. The break-up of your remuneration is presented to you in the attached sheet. If you do not complete the training satisfactorily, the retention amount will stand forfeited.

General:

Your initial place of working shall be at Bangalore office however, based on business imperatives, your location may be changed from one place to another anywhere in India and/or from one office to another either existing or that may be set up in future.

1. You shall undertake not to divulge, disclose any technical data, know-how or special information which comes into your possession or knowledge, whether directly or incidentally while imparting the necessary training to you and the same shall be kept in strict confidence and secrecy by you solely for the use of the Company. After completion of the training period, you shall not put such

Mohammed Burhaan

13.12.21

December 15, 2021

HR/BP/1221/17947

Mr. Mohammed Burhaan
Bangalore.

Letter of Appointment

Dear Mohammed,

- 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.
- 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.

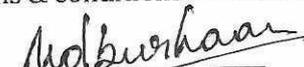
Please sign and return a copy of this letter within 3 days of receipt as a token of your acceptance.

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: Md. Burhaan
Date: 15/02/2021

Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

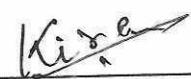
Corporate Office: Gold Hill Square Software Park, No. 690, 1st Floor, Hosur Road, Bommanahalli, Bengaluru - 560 068. India. Telephone: 91-80-4643 1000 / 4643 1222
Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018. India. Telephone: 91-22-2496 0707 Fax: 91-22-2497 4208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

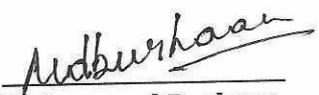
Corporate Identity Number.L92199MHI995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Mohammed Burhaan		
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


Mohammed Burhaan
Date: 15/12/2021



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: 707087

Letter of Intent ("LOI")

Dear Kalpana G. J.,

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

ANNEXURE 1

Kalpna G. J
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man,
Taluka Mulshi, Pune - 411057, Maharashtra, India, Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN:
U85110PN1993PLC145950 Page 3 of 3

T . . Systems .

Ms. Sindhu Pai
G09 SAPTHAGIRI SPRINGS APARTMENT BTS LAYOUT MAIN ROAD AREKERE,
BANNERGHATTA ROAD BANGALORE. -560076

13th December 2021

Re: Appointment as Trainee

Dear Sindhu Pai,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th December 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th December 2021 and may be curtailed/ terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

Remuneration:

During the first year of training, you will be paid a consolidated remuneration of ₹ 4,00,000 (Rupees Four Lacs only) per annum on cost to company basis excluding premium cost of Insurance Plan. The break-up of your remuneration is presented to you in the attached sheet. If you do not complete the training satisfactorily, the retention amount will stand forfeited.

General:

Your initial place of working shall be at Bangalore office however, based on business imperatives, your location may be changed from one place to another anywhere in India and/or from one office to another either existing or that may be set up in future.

1. You shall undertake not to divulge, disclose any technical data, know-how or special information which comes into your possession or knowledge, whether directly or incidentally while imparting the necessary training to you and the same shall be kept in strict confidence and secrecy by you solely for the use of the Company. After completion of the training period, you shall not put such

Sindhu Pai
13.12.21



October 13, 2021

IBM India Private Limited

Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.

Tel : 91-80-49139999

<http://www-07.ibm.com/in/careers/>

Dear Chandana S

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e November 8, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

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

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &



IBM CONFIDENTIAL

ANNEXURE A

DATE	October 13, 2021		
NAME	Chandana S	BAND	06G
DESIGNATION	Associate System Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

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

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

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



June 30, 2021
TANUSHREE C
Bengaluru

Subject: Offer of Employment

Dear TANUSHREE,

On behalf of GyanSys Infotech Private Limited (the "Employer"), I am pleased to confirm our offer of employment to you as **Software Engineer Trainee** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization **on September 6, 2021**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs 450,000/-**. At your level, the Variable Pay will be **10%** of your annual Salary. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in Annexure B, as well as all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Code of Conduct and other policies (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

This letter and GyanSys Infotech Private Limited employment application are intended to be final.



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: 707087

Letter of Intent ("LOI")

Dear ANUSHA,

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

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

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

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

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

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

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

ANNEXURE 1

ANUSHA

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man,
Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN:
U85110PN1993PLC145950 Page 3 of 3



Capgemini Technology Services India Limited
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Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 707087

Letter of Intent ("LOI")

Dear Rajat deep Singh,

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

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

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

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

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

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

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

ANNEXURE 1

Rajat deep Singh
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring



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 2021

College : City Engineering College, Bangalore

Dear Reshma C A,

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



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airaj 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: 707087

Letter of Intent ("LOI")

Dear Sandhya P,

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

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

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

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

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

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

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

ANNEXURE 1

Sandhya P
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Regd. Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3



30-Aug-2021

Dear Rajat deep Singh,
B.Tech, Computer Science
City Engineering College, Bangalore

Candidate ID – 17785189

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 focus 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



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

Offer Letter

Name : Shashikala T

Date : 9th February 2021

College : City Engineering College, Bangalore

Dear Shashikala T,

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



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

Offer Letter

Name : Suhas K.N

Date : 9th February 2021

College : City Engineering College, Bangalore

Dear Suhas K.N,

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



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: meghana99@gmail.com

Mon, Nov 22, 2021 at 12:05 PM

November 22, 2021

Dear Meghana G,
Resume Number - 23160665

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

322321

07-05-2021

SIMRAN BANU A
India - Bengaluru

Dear **SIMRAN BANU A**,

Based on your application and subsequent discussions we had with you, we are pleased to offer you employment in our organization as **Engineering Trainee** with the following terms and conditions:

- 1) You will join us on or before **14 May 2021**
- 2) You will be based at **India - Bengaluru** location. You are, however, liable to be transferred to any of our establishments/locations in India, or overseas or to any subsidiary or associate company, whether existing now or still to be formed. Such transfer / deputation will be in accordance with the company's rules in force during the relevant transfer / deputation.
- 3) Your annual compensation will be **Rs 315534.00** and in addition, you will be eligible for **Bonus1 of Rs 9,466** the details of which are outlined in the Annexure - A. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.
- 4) You will also be covered by Provident Fund, Gratuity, Medical and other schemes of the company as applicable to your category that are in force at present and / or may be amended from time to time. These shall also be subject to taxes as applicable under relevant laws.
- 5) This employment offer is valid for fifteen (15) calendar days from the date of offer. If the company does not receive any confirmation from you or receive the documents which has been requested within the stipulated time, this offer shall lapse automatically and there shall be no further communication from the company in furtherance of this offer of employment.



Capgemini Technology Services India Limited
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www.capgemini.com/in-en

Superset ID: 707087

Letter of Intent ("LOI")

Dear SIMRAN BANU 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

ANNEXURE 1

SIMRAN BANU A

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

accenture

Accelerate
the career of
your dreams



To,

Name : Puneeth M

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

Dear Puneeth M,

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

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

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

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental



Offer: Computer Consultancy
Ref: TCSL/DT20206521042/Lucknow
Date: 11/12/2021

Mr. Puneeth M
#2594, 10th Main Road KSRTC Layout
5th Main Road, Near Ganesha Temple,
Bangalore-560078,
Karnataka.

Dear Puneeth M,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20206521042

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Ref: EXP/GET/22-23/OFF/530
16-January-2022

Offer Letter

Shaziya Kousar
#140, 5Th Cross, Bsk 2Nd Stage
Teachers Colony, Bangalore - 70

Dear Shaziya Kousar,

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.

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Ajay M R,

It is our pleasure to welcome you to **Zenus Group**.

1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Circuit Design Engineer**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after your **CTC will be 5.0 lakh /annual**.

2) Company will provide the skills based training for **20 Days (15+5)** before being a part of company, so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.

3) This Job is a field job, so you should have to relocate anywhere in India as per the guideline of the Company. After selection of trainee, trainee will be on probation period of 6 months and need to sign Service Agreement for 3 Year and need to submit your Original document with us for the security of Tool Kit.

4) You should not have any backlog at the time of joining that is 06th June 2024, if any backlog found at the time of joining your employment will be cancelled without any notice or compensation.

5) **Posting and liability for transfer:** initially you shall report for appointment at Roorkee and thereafter your place of posting would be decided based on the need of the company (**Anywhere in PAN India**).

Note: - The company shall have the right to transfer your services temporarily /Permanently to any other department, division and branch or to any other company under the **Zenus Group** or to any client site in India or abroad where **Zenus** projects and under execution at the sole discretion of management.

6) You will be governed by the company rules relating to conduct, discipline and all the conditions of employment etc. that are applicable or may become applicable from time to time to the employees of the company.

7) You should produce sufficient proof of date of birth and educational qualification (i.e. Original mark lists & certificate along with photo copies thereof).

8) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Amrutha V,

It is our pleasure to welcome you to **Zenus Group**.

1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Circuit Design Engineer**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after your CTC will be **5.0 lakh /annual**.

2) Company will provide the skills based training for **20 Days (15+5)** before being a part of company, so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.

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8) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Apoorva S,

It is our pleasure to welcome you to **Zenus Group**.

1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Circuit Design Engineer**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after your **CTC will be 5.0 lakh /annual**.

2) Company will provide the skills based training for **20 Days (15+5)** before being a part of company, so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.

3) This Job is a field job, so you should have to relocate anywhere in India as per the guideline of the Company. After selection of trainee, trainee will be on probation period of 6 months and need to sign Service Agreement for 3 Year and need to submit your Original document with us for the security of Tool Kit.

4) You should not have any backlog at the time of joining that is 06th June 2024, if any backlog found at the time of joining your employment will be cancelled without any notice or compensation.

5) **Posting and liability for transfer:** initially you shall report for appointment at Roorkee and thereafter your place of posting would be decided based on the need of the company (**Anywhere in PAN India**).

Note: - The company shall have the right to transfer your services temporarily /Permanently to any other department, division and branch or to any other company under the **Zenus Group** or to any client site in India or abroad where **Zenus** projects and under execution at the sole discretion of management.

6) You will be governed by the company rules relating to conduct, discipline and all the conditions of employment etc. that are applicable or may become applicable from time to time to the employees of the company.

7) You should produce sufficient proof of date of birth and educational qualification (i.e. Original mark lists & certificate along with photo copies thereof).

8) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Arathi A,

It is our pleasure to welcome you to **Zenus Group**.

- 1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Circuit Design Engineer**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after your CTC will be 5.0 lakh /annual.
 - 2) Company will provide the skills based training for **20 Days (15+5)** before being a part of company, so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.
 - 3) This Job is a field job, so you should have to relocate anywhere in India as per the guideline of the Company. After selection of trainee, trainee will be on probation period of 6 months and need to sign Service Agreement for 3 Year and need to submit your Original document with us for the security of Tool Kit.
 - 4) You should not have any backlog at the time of joining that is 06th June 2024, if any backlog found at the time of joining your employment will be cancelled without any notice or compensation.
 - 5) **Posting and liability for transfer:** initially you shall report for appointment at Roorkee and thereafter your place of posting would be decided based on the need of the company (**Anywhere in PAN India**).
- Note:** - The company shall have the right to transfer your services temporarily /Permanently to any other department, division and branch or to any other company under the **Zenus Group** or to any client site in India or abroad where **Zenus** projects and under execution at the sole discretion of management.
- 6) You will be governed by the company rules relating to conduct, discipline and all the conditions of employment etc. that are applicable or may become applicable from time to time to the employees of the company.
 - 7) You should produce sufficient proof of date of birth and educational qualification (i.e. Original mark lists & certificate along with photo copies thereof).
 - 8) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Bhanushree M,

It is our pleasure to welcome you to **Zenus Group**.

- 1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Circuit Design Engineer**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after your CTC will be 5.0 lakh /annual.
 - 2) Company will provide the skills based training for **20 Days (15+5)** before being a part of company, so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.
 - 3) This Job is a field job, so you should have to relocate anywhere in India as per the guideline of the Company. After selection of trainee, trainee will be on probation period of 6 months and need to sign Service Agreement for 3 Year and need to submit your Original document with us for the security of Tool Kit.
 - 4) You should not have any backlog at the time of joining that is 06th June 2024, if any backlog found at the time of joining your employment will be cancelled without any notice or compensation.
 - 5) **Posting and liability for transfer:** initially you shall report for appointment at Roorkee and thereafter your place of posting would be decided based on the need of the company (**Anywhere in PAN India**).
- Note:** - The company shall have the right to transfer your services temporarily /Permanently to any other department, division and branch or to any other company under the **Zenus Group** or to any client site in India or abroad where **Zenus** projects and under execution at the sole discretion of management.
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 - 7) You should produce sufficient proof of date of birth and educational qualification (i.e. Original mark lists & certificate along with photo copies thereof).
 - 8) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

March 15, 2021

HR/BP/1221/17941

Ms. Bhavana H E
Bangalore.

Letter of Appointment

Dear Bhavana,

- 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 **November 18, 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.
- 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.

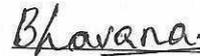
Yours sincerely,


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:

Bhavana. H.E

Date:

15/03/2021

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:	Bhavana H E		
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)		-	-
"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 Mediciam 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



Bhavana H E
 Date: 15/3/2021

March 15, 2021

HR/BP/1221/17943

Ms. Chandana S
Bangalore.

Letter of Appointment

Dear Chandana,

- 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 **November 18, 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.
- 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

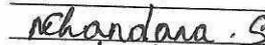
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

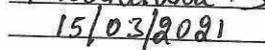
Signature:



Name:



Date:



Encl: Annexure - I & II

HINDUJA GLOBAL SOLUTIONS LIMITED.

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:	Chandana 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
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


Chandana S
Date: 15/3/2024

March 15, 2021

HR/BP/1221/17944

Mr. Chikkanna Swamy M
Bangalore.

Letter of Appointment

Dear Chikkanna Swamy M,

- 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 **November 18, 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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 - 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;
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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

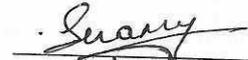
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Chikkanna Swamy, M,
15/03/2021

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

March 15, 2021

HR/BP/1221/17944

Mr. Chikkanna Swamy M
Bangalore.

Letter of Appointment

Dear Chikkanna Swamy M,

- 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 **November 18, 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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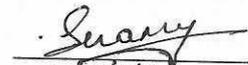
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Signature:

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Chikkanna Swamy, M,
15/03/2021

Encl: Annexure - I & II

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Corporate Identity Number.L92199MHI995PLC084610

March 15, 2021

HR/BP/1221/17945

Mr. Darshan A Rao
Bangalore.

Letter of Appointment

Dear Darshan A Rao,

- 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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Kiran Kumar G

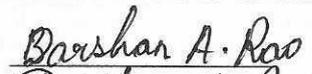
Deputy General Manager - Human Resources
HinduJa Global Solutions Limited

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Signature:

Name:

Date:


Darshan. A. Rao
15/03/2021

Encl: Annexure - I & II

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Corporate Identity Number.L92199MH1995PLC084610

March 15, 2021

HR/BP/1221/17944

Mr. Chikkanna Swamy M
Bangalore.

Letter of Appointment

Dear Chikkanna Swamy M,

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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:

Swamy
Chikkanna Swamy, M,
15/03/2021

Encl: Annexure - I & II

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March 15, 2021

HR/BP/1221/17945

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Bangalore.

Letter of Appointment

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Kiran Kumar G

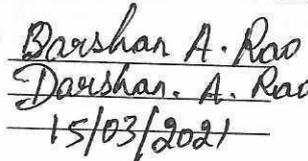
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Darshan A. Rao
15/03/2021

Encl: Annexure - I & II

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Corporate Identity Number.L92199MHI995PLC084610

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Bhavana K,

It is our pleasure to welcome you to **Zenus Group**.

- 1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Network Analyst Engineer(RF)**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after your **CTC will be 5.0 lakh /annual**.
 - 2) Company will provide the skills based training for **20 Days (15+5)** before being a part of company, so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.
 - 3) This Job is a field job, so you should have to relocate anywhere in India as per the guideline of the Company. After selection of trainee, trainee will be on probation period of 6 months and need to sign Service Agreement for 3 Year and need to submit your Original document with us for the security of Tool Kit.
 - 4) You should not have any backlog at the time of joining that is 06th June 2024, if any backlog found at the time of joining your employment will be cancelled without any notice or compensation.
 - 5) **Posting and liability for transfer:** initially you shall report for appointment at Roorkee and thereafter your place of posting would be decided based on the need of the company (**Anywhere in PAN India**).
- Note:** - The company shall have the right to transfer your services temporarily /Permanently to any other department, division and branch or to any other company under the **Zenus Group** or to any client site in India or abroad where **Zenus** projects and under execution at the sole discretion of management.
- 6) You will be governed by the company rules relating to conduct, discipline and all the conditions of employment etc. that are applicable or may become applicable from time to time to the employees of the company.
 - 7) You should produce sufficient proof of date of birth and educational qualification (i.e. Original mark lists & certificate along with photo copies thereof).
 - 8) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Bhavya Aggarwal,

It is our pleasure to welcome you to **Zenus Group**.

1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Network Analyst Engineer(RF)**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after your **CTC will be 5.0 lakh /annual**.

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Dated: 29/4/2021

Subject: Offer of Appointment

Dear Dikshitha Jain,

It is our pleasure to welcome you to **Zenus Group**.

1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Network Analyst Engineer(RF)**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after your **CTC will be 5.0 lakh /annual**.

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Dated: 29/4/2021

Subject: Offer of Appointment

Dear Eeranna T,

It is our pleasure to welcome you to **Zenus Group**.

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Dated: 29/4/2021

Subject: Offer of Appointment

Dear Gayathri B M,

It is our pleasure to welcome you to **Zenus Group**.

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March 15, 2021

HR/BP/1221/17948

Ms. Geetha S
Bangalore.

Letter of Appointment

Dear Geetha 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.
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Yours sincerely,


Kiran Kumar G

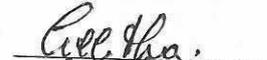
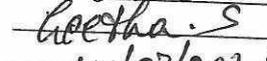
Deputy General Manager – Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:



15/03/2021

Encl: Annexure – I & II

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Corporate Identity Number.L92199MHI995PLC084610

March 15, 2021

HR/BP/1221/17948

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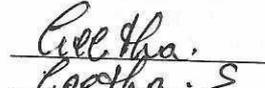
Deputy General Manager - Human Resources
Hinduja Global Solutions Limited

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

Signature:

Name:

Date:


Geetha S
15/03/2021

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

March 15, 2021
Ms. Harshitha L
Bangalore.

HR/BP/1221/17949

Letter of Appointment

Dear Harshitha ,

- 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 **November 18, 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.
- 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: Harshitha L.
Date: 15/03/2021

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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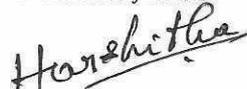
Corporate Identity Number.L92199MH1995PLC084610

ANNEXURE II - SALARY & ALLOWANCES			
Candidate Name:	Harshita L		
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**	
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


Harshitha L
Date:

ANNEXURE II - SALARY & ALLOWANCES

Candidate Name:	H Pawan Kumar		
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			
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"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 ^{**}	
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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


 H Pawan Kumar
 Date:

March 15, 2021

HR/BP/1221/17950

Mr. Hitha S
Bangalore.

Letter of Appointment

Dear Hitha 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 **November 18, 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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- 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;
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 - 4.7 Photocopy of your Aadhaar Card with number
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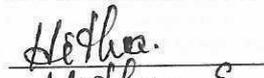
Yours sincerely,



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: _____



Hitha S
15/03/2021

Encl: Annexure – I & II

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Corporate Identity Number.L92199MHI995PLC084610



HINDUJA GROUP

ANNEXURE II - SALARY & ALLOWANCES

Candidate Name:	Hitha 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
Shift Allowance		5,000	60,000
Skill Allowance		5,000	60,000
City Compensatory Allowance		4,816	57,792
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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	
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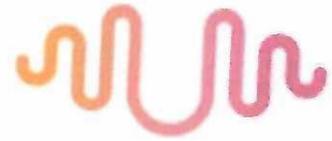
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Kiran Kumar G
Deputy General Manager - Human Resources
Limited



Hitha S
Date: Hinduja Global Solutions



20 May 2021

Dear Jasir Ahmad

Sub: Offer Letter

Congratulations!

We are pleased to offer you a position in our organization as **Graduate Engineer Trainee**.
Your work location will be **Bangalore**

Please refer to Annexure – 1 for the detailed compensation and benefits.

You shall be on a probation for a period of 6 months from the date of commencement of your duties, the period of which may be further extended at the discretion of the Company. After the probationary period, your appointment will be confirmed, subject your performance to our satisfaction.

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

Employment as per this offer is subject to verification of the facts mentioned and reference check outcome.

You are required to join the services of the Company as early as possible, latest by **02 Aug 2021**.

We shall appreciate your confirmation of the above offer on or before **21 June 2021**.

Non-acceptance before the stipulated date shall make this offer redundant automatically.

We look forward to your contribution and commitment for the growth of Uniphore. We are confident that you will add value as part of the Uniphore family. The success of our Company is dependent upon the effort and teamwork of each employee. We assure our support for your professional development and growth.

Please accept and acknowledge.

Yours sincerely,

for **Uniphore Software Systems Private Limited**,

DocuSigned by:

Anurag Verma

05D35B9BEF3447B

Anurag Verma

Vice President - Human Resources

uniphore

IIT Madras Research Park
08C, 8th Floor, Kanagam Road,
Taramani, Chennai – 600 113
+91 44 61716500, 3065 5800
Uniphore.com



20 May 2021

Dear Jasir Ahmad

Sub: Offer Letter

Congratulations!

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Please accept and acknowledge.

Yours sincerely,
for **Uniphore Software Systems Private Limited**,

DocuSigned by:
Anurag Verma
05D35B9BEF3447B

Anurag Verma
Vice President - Human Resources

uniphore 

IIT Madras Research Park
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Uniphore.com



20 May 2021

Dear K Mallikarjun

Sub: Offer Letter

Congratulations!

We are pleased to offer you a position in our organization as **Graduate Engineer Trainee**.
Your work location will be **Bangalore**

Please refer to Annexure – 1 for the detailed compensation and benefits.

You shall be on a probation for a period of 6 months from the date of commencement of your duties, the period of which may be further extended at the discretion of the Company. After the probationary period, your appointment will be confirmed, subject your performance to our satisfaction.

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Please accept and acknowledge.

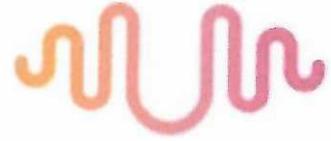
Yours sincerely,
for Uniphore Software Systems Private Limited,

DocuSigned by:
Anurag Verma
05D35B98EF3447B

Anurag Verma
Vice President - Human Resources

uniphore

IIT Madras Research Park
08C, 8th Floor, Kanagam Road,
Taramani, Chennai – 600 113
+91 44 61716500, 3065 5800
Uniphore.com



Annexure – 1

Salary Structure	
Name : K Mallikarjun	
Designation : Graduate Engineer Trainee	
Location : Bangalore	
Compensation Break-up	
Component	Per Annum (in INR) (90-10)
Basic (50% of Gross)	186624
HRA	93312
Special Allowances	93313
Fixed Salary	373249
Variable	41472
CTC (Fixed Salary + Variable)	414721
Insurance	6214
PF Employer	21600
Gratuity (4% in Basic)	7465
TCTC (Fixed+PF+Insurance+Gratuity)	450000

- *Net in hand will be after all applicable taxes & statutory deductions
- *Variable is linked to the performance rating and subject to taxes
- *Gratuity will be as per applicable law
- *You are covered under employee group insurance coverage
- *In case if you have opted for Insurance coverage for parent(s), premium will be deducted from your gross

Yours sincerely,
for Uniphore Software Systems Private Limited,

DocuSigned by:
Anurag Verma
05D35B9BEF3447B

Anurag Verma
Vice President - Human Resources



IIT Madras Research Park
08C, 8th Floor, Kanagam Road,
Taramani, Chennai – 600 113
+91 44 61716500, 3065 5800
Uniphore.com



20 May 2021

Dear K Pavithra

Sub: Offer Letter

Congratulations!

We are pleased to offer you a position in our organization as **Graduate Engineer Trainee**.
Your work location will be **Bangalore**

Please refer to Annexure – 1 for the detailed compensation and benefits.

You shall be on a probation for a period of 6 months from the date of commencement of your duties, the period of which may be further extended at the discretion of the Company. After the probationary period, your appointment will be confirmed, subject your performance to our satisfaction.

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

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We look forward to your contribution and commitment for the growth of Uniphore. We are confident that you will add value as part of the Uniphore family. The success of our Company is dependent upon the effort and teamwork of each employee. We assure our support for your professional development and growth.

Please accept and acknowledge.

Yours sincerely,
for Uniphore Software Systems Private Limited,

DocuSigned by:

Anurag Verma

05D35B9BEF3447B

Anurag Verma
Vice President - Human Resources

uniphore

IIT Madras Research Park
08C, 8th Floor, Kanagam Road,
Taramani, Chennai – 600 113
+91 44 61716500, 3065 5800
Uniphore.com



Annexure – 1

Salary Structure	
Name : K Pavithra	
Designation : Graduate Engineer Trainee	
Location : Bangalore	
Compensation Break-up	
Component	Per Annum (in INR) (90-10)
Basic (50% of Gross)	
HRA	186624
Special Allowances	93312
Fixed Salary	93313
Variable	373249
CTC (Fixed Salary + Variable)	41472
Insurance	414721
PF Employer	6214
Gratuity (4% in Basic)	21600
TCTC (Fixed+PF+Insurance+Gratuity)	7465
	450000

- *Net in hand will be after all applicable taxes & statutory deductions
- *Variable is linked to the performance rating and subject to taxes
- *Gratuity will be as per applicable law
- *You are covered under employee group insurance coverage
- *In case if you have opted for Insurance coverage for parent(s), premium will be deducted from your gross

Yours sincerely,
for Uniphore Software Systems Private Limited,

DocuSigned by:

Anurag Verma

05D35B98EF3447B

Anurag Verma
Vice President - Human Resources

uniphore 

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Taramani, Chennai – 600 113
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Uniphore.com



20 May 2021

Dear Kalpana GJ

Sub: Offer Letter

Congratulations!

We are pleased to offer you a position in our organization as **Graduate Engineer Trainee**.
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Yours sincerely,
for Uniphore Software Systems Private Limited,

DocuSigned by:
Anurag Verma
05D35B9BEF3447B

Anurag Verma
Vice President - Human Resources

uniphore 

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20 May 2021

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Yours sincerely,

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DocuSigned by:

Anurag Verma

05D35B9BEF3447B

Anurag Verma

Vice President - Human Resources

uniphore

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+91 44 61716500, 3065 5800
Uniphore.com



Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2021

Dear Ambuja V,

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: 24/02/2021

Annexure A

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	10,000
HRA	5,000
Special Allowance	3,000
Leave & Travel Allowance	2,000
Total	20,000

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS and professional taxes in accordance with applicable law.



Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2021

Dear Juned Afridi Khan Y 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.

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: 24/02/2021

Annexure A

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	10,000
HRA	5,000
Special Allowance	3,000
Leave & Travel Allowance	2,000
Total	20,000

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS and professional taxes in accordance with applicable law.



Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2021

Dear Milinda Mourya U,

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: 24/02/2021

Annexure A

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	10,000
HRA	5,000
Special Allowance	3,000
Leave & Travel Allowance	2,000
Total	20,000

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS and professional taxes in accordance with applicable law.



Trickle Solutions LLP

LLP ID: AAZ-4994

24/14/A, South Kadu,

Attur, Salem - 636102

Date: 24/02/2021

Dear Dileep Kumar H 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.

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: 24/02/2021

Dear Hari Prasad 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: 24/02/2021

Dear Mamatha N,

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: 24/02/2021

Dear Neha Mukundam,

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: 24/02/2021

Dear Shifali 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 **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.

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Halesha LN,

It is our pleasure to welcome you to **Zenus Group**.

- 1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Design Engineer**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after our CTC will be 5.0 lakh /annual.
 - 2) Company will provide the skills based training for **20 Days (15+5)** before being a part of company, so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.
 - 3) This Job is a field job, so you should have to relocate anywhere in India as per the guideline of the Company. After selection of trainee, trainee will be on probation period of 6 months and need to sign Service Agreement for 3 Year and need to submit your Original document with us for the security of Tool Kit.
 - 4) You should not have any backlog at the time of joining that is 06th June 2024, if any backlog found at the time of joining your employment will be cancelled without any notice or compensation.
 - 5) **Posting and liability for transfer:** initially you shall report for appointment at Roorkee and thereafter your place of posting would be decided based on the need of the company (**Anywhere in PAN India**).
- Note:** - The company shall have the right to transfer your services temporarily /Permanently to any other department, division and branch or to any other company under the **Zenus Group** or to any client site in India or abroad where **Zenus** projects and under execution at the sole discretion of management.
- 6) You will be governed by the company rules relating to conduct, discipline and all the conditions of employment etc. that are applicable or may become applicable from time to time to the employees of the company.
 - 7) You should produce sufficient proof of date of birth and educational qualification (i.e. Original mark lists & certificate along with photo copies thereof).
 - 8) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Lokesh Bharani KN,

It is our pleasure to welcome you to **Zenus Group**.

- 1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Design Engineer**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after our **CTC will be 5.0 lakh /annual**.
 - 2) Company will provide the skills based training for **20 Days (15+5)** before being a part of company, so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.
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 - 7) You should produce sufficient proof of date of birth and educational qualification (i.e. Original mark lists & certificate along with photo copies thereof).
 - 8) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Manjunatha H,

It is our pleasure to welcome you to **Zenus Group**.

- 1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Design Engineer**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after our **CTC will be 5.0 lakh /annual**.
 - 2) Company will provide the skills based training for **20 Days (15+5)** before being a part of company, so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.
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 - 8) This Appointment is subject to you being medically fit for the aforesaid appointment by the company for which you will have to undergo a medical check-up as decided by the company and the decision of the company on the Name of Doctor/Venue and the medical report will be final. A Separate communication is being sent to you by the undersigned.

Dated: 29/4/2021

Subject: Offer of Appointment

Dear Trishul Kumar N,

It is our pleasure to welcome you to **Zenus Group**.

- 1) With reference to our discussions, we are pleased to offer you appointment in our organization as **Design Engineer**; Further Your Salary will be 15,000 INR per month in the probation period of 6 months than after **our CTC will be 5.0 lakh /annual.**
 - 2) Company will provide the skills based training for **20 Days (15+5)** before being a part of company, so you should have to complete this period successfully, if you are not completed this period or not join this period or dropout in between the training because of any reason whatsoever, your employment will be cancelled itself without any Notice to You.
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ARRAA/HR/Offer Letter: 2021/0676

Mar 22nd, 2021.

Mr. Vijayakumar Swamy

Ph No: +91 6382827837.

College Name: City Engineering College Bengaluru

Dear Mr. VIJAYAKUMAR SWAMY

With reference to your interview that we had with you, we are pleased to offer you the post of **"Graduate Engineer Trainee"** in our organization.

Your Initial training will be with **stipend of Rs. 10,000.00** per month, your performance will be evaluated, after **successful completion of training, your CTC will be revised to Rs. 3,00,528.00/- Lpa.**

All other terms & conditions shall be as per company HR policy.

You agree not to disclose any confidential information learned in the course of your employment about the business of the firm or about its clients or about the personal affairs of your superiors to anybody outside the firm both during and after your term of employment. You understand and affirm the need to treat your compensation as highly individual and confidential, which is not to be discussed with anyone.

We are very pleased to offer you the position and are sure that you will make a superb addition to our firm. You will be signing an irrevocable Contract for your continuity in service for a period of 36 months Inclusive of your probation period. Your date of Joining/Training shall be intimate through email at the earlier.

Please sign this copy and return for our files.

Thanking you,

For ARRAA ENERGY PRIVATE LIMITED

P Shilpa


HR Manager



Vijayakumar Swamy


Signed and Accepted

ARRAA ENERGY PRIVATE LIMITED

ADDRESS:

No: 4th Floor, No.3/183 | Mount Poonamalle Road | Manapakkam | Chennai – 600 125 | INDIA | TEL/FAX : +91 44 42856342
Enquiry@arraaenergy.com

CIN: U31900 TN2020 PTC139394

ARRAA/HR/Offer Letter: 2021/0672

Mar 22nd, 2021.

Mr. Rakesh N G

Ph No: +91 6382827837.

College Name: City Engineering College Bengaluru

Dear Mr. RAKESH N G

With reference to your interview that we had with you, we are pleased to offer you the post of "**Graduate Engineer Trainee**" in our organization.

Your Initial training will be with **stipend of Rs. 10,000.00** per month, your performance will be evaluated, after **successful completion of training, your CTC will be revised to Rs. 3,00,528.00/- Lpa.**

All other terms & conditions shall be as per company HR policy.

You agree not to disclose any confidential information learned in the course of your employment about the business of the firm or about its clients or about the personal affairs of your superiors to anybody outside the firm both during and after your term of employment. You understand and affirm the need to treat your compensation as highly individual and confidential, which is not to be discussed with anyone.

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Please sign this copy and return for our files.

Thanking you,

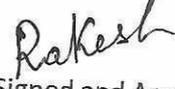
For ARRAA ENERGY PRIVATE LIMITED

P Shilpa


HR Manager



Rakesh N G


Signed and Accepted

ARRAA ENERGY PRIVATE LIMITED

ADDRESS: No: 4th Floor, No.3/183 | Mount Poonamalle Road | Manapakkam | Chennai – 600 125 | INDIA | TEL/FAX : +91 44 42856342
Enquiry@arraaenergy.com

CIN: U31900TN2020PTC139394

ARRAA/HR/Offer Letter: 2021/0673

Mar 22nd, 2021.

Mr. Surya Simha Bhat G N

Ph No: +91 6382827837.

College Name: City Engineering College Bengaluru

Dear Mr. SURYA SIMHA BHAT G N

With reference to your interview that we had with you, we are pleased to offer you the post of "**Graduate Engineer Trainee**" in our organization.

Your Initial training will be with **stipend of Rs. 10,000.00** per month, your performance will be evaluated, after **successful completion of training, your CTC will be revised to Rs. 3,00,528.00/- Lpa.**

All other terms & conditions shall be as per company HR policy.

You agree not to disclose any confidential information learned in the course of your employment about the business of the firm or about its clients or about the personal affairs of your superiors to anybody outside the firm both during and after your term of employment. You understand and affirm the need to treat your compensation as highly individual and confidential, which is not to be discussed with anyone.

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Please sign this copy and return for our files.

Thanking you,

For ARRAA ENERGY PRIVATE LIMITED

P Shilpa


HR Manager



Surya Simha Bhat G N


Signed and Accepted

ARRAA ENERGY PRIVATE LIMITED

ADDRESS: No: 4th Floor, No.3/183 | Mount Poonamalle Road | Manapakkam | Chennai – 600 125 | INDIA | TEL/FAX : +91 44 42856342
Enquiry@arraaenergy.com

CIN: U31900TN2020PTC139394

ARRAA/HR/Offer Letter: 2021/0674

Mar 22nd, 2021.

Mr. Syed Jabir A

Ph No: +91 6382827837.

College Name: City Engineering College Bengaluru

Dear Mr. SYED JABIR A

With reference to your interview that we had with you, we are pleased to offer you the post of "**Graduate Engineer Trainee**" in our organization.

Your Initial training will be with **stipend of Rs. 10,000.00** per month, your performance will be evaluated, after **successful completion of training, your CTC will be revised to Rs. 3,00,528.00/- Lpa.**

All other terms & conditions shall be as per company HR policy.

You agree not to disclose any confidential information learned in the course of your employment about the business of the firm or about its clients or about the personal affairs of your superiors to anybody outside the firm both during and after your term of employment. You understand and affirm the need to treat your compensation as highly individual and confidential, which is not to be discussed with anyone.

We are very pleased to offer you the position and are sure that you will make a superb addition to our firm. You will be signing an irrevocable Contract for your continuity in service for a period of 36 months inclusive of your probation period. Your date of Joining/Training shall be intimate through email at the earlier.

Please sign this copy and return for our files.

Thanking you,

For ARRAA ENERGY PRIVATE LIMITED

P Shilpa


HR Manager



Syed Jabir A


Signed and Accepted

ARRAA ENERGY PRIVATE LIMITED

ADDRESS: No: 4th Floor, No.3/183 | Mount Poonamalle Road | Manapakkam | Chennai – 600 125 | INDIA | TEL/FAX : +91 44 42856342
Enquiry@arraaenergy.com

CIN: U31900TN2020PTC139394

ARRAA/HR/Offer Letter: 2021/0675

Mar 22nd, 2021.

Mr. Tarun H

Ph No: +91 6382827837.

College Name: City Engineering College Bengaluru

Dear Mr. TARUN H

With reference to your interview that we had with you, we are pleased to offer you the post of "**Graduate Engineer Trainee**" in our organization.

Your Initial training will be with **stipend of Rs. 10,000.00** per month, your performance will be evaluated, after **successful completion of training, your CTC will be revised to Rs. 3,00,528.00/- Lpa.**

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Please sign this copy and return for our files.

Thanking you,

For ARRAA ENERGY PRIVATE LIMITED

P Shilpa

HR Manager



Tarun H

Tarun
Signed and Accepted

ARRAA ENERGY PRIVATE LIMITED

ADDRESS:

No: 4th Floor, No.3/183 | Mount Poonamalle Road | Manapakkam | Chennai – 600 125 | INDIA | TEL/FAX : +91 44 42856342
Enquiry@arraaenergy.com

CIN: U31900TN2020PTC139394



Offer Letter

Mr. Vinay K

Date: Tuesday, May 11, 2021

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, August 31, 2021
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. Mahadevappa

Date: Tuesday, May 11, 2021

Welcome to BYJU'S!

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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, August 31, 2021
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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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3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.



Offer Letter

Mr. Manoj K

Date: Tuesday, May 11, 2021

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

Offer Details:

Designation:	Associate - Pre Sales
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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. Nagaraj

Date: Tuesday, May 11, 2021

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, August 31, 2021
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.

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Offer Letter

Mr. Syed Iqbal Matheen

Date: Tuesday, May 11, 2021

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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, August 31, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

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

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Offer Letter

Mr. Sameer Ahmed J

Date: Tuesday, May 11, 2021

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Offer Details:

Designation:	Associate - Pre Sales
Department:	Business Development (51000000)
Employment Type:	Regular
Date of Joining:	Tuesday, August 31, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

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

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Offer Letter

Mr. Arunkumara R

Date: Tuesday, May 11, 2021

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Offer Details:

Designation:	Associate - Pre Sales
Department:	Business Development (51000000)
Employment Type:	Regular
Date of Joining:	Tuesday, August 31, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

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

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Offer Letter

Mr. Mohamed Adam Hassan Bushara

Date: Tuesday, May 11, 2021

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Offer Details:

Designation:	Associate - Pre Sales
Department:	Business Development (51000000)
Employment Type:	Regular
Date of Joining:	Tuesday, August 31, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-	
Fixed Compensation:	375000 INR
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Offer Letter

Mr. Pavan Kalyan S

Date: Tuesday, May 11, 2021

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Designation:	Associate - Pre Sales
Department:	Business Development (51000000)
Employment Type:	Regular
Date of Joining:	Tuesday, August 31, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-	
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Offer Letter

Mr. Aditya S

Date: Tuesday, May 11, 2021

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Role Location:	IBC Knowledge Park, Bangalore

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Offer Letter

Mr. Dhanush N S

Date: Tuesday, May 11, 2021

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Date of Joining:	Tuesday, August 31, 2021
Role Location:	IBC Knowledge Park, Bangalore

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Offer Letter

Mr. Girish S

Date: Tuesday, May 11, 2021

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Role Location:	IBC Knowledge Park, Bangalore

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Offer Letter

Mr. Chandan Kumar S

Date: Tuesday, May 11, 2021

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Department:	Business Development (51000000)
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Date of Joining:	Tuesday, August 31, 2021
Role Location:	IBC Knowledge Park, Bangalore

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Offer Letter

Mr. Pradeepkumar P

Date: Tuesday, May 11, 2021

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Department:	Business Development (51000000)
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Date of Joining:	Tuesday, August 31, 2021
Role Location:	IBC Knowledge Park, Bangalore

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Offer Letter

Mr. Suresh K

Date: Tuesday, May 11, 2021

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Designation:	Associate - Pre Sales
Department:	Business Development (51000000)
Employment Type:	Regular
Date of Joining:	Tuesday, August 31, 2021
Role Location:	IBC Knowledge Park, Bangalore

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Offer Letter

Mr. Bhaskar R B

Date: Tuesday, May 11, 2021

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Offer Details:

Designation:	Associate - Pre Sales
Department:	Business Development (51000000)
Employment Type:	Regular
Date of Joining:	Tuesday, August 31, 2021
Role Location:	IBC Knowledge Park, Bangalore

Compensation Details:

CTC per Annum:-	
Fixed Compensation:	375000 INR
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9th NOV 2020
Hyderabad.

Dear Srilakshmi B A,

We are pleased to extend a formal offer to you for the position of **Full Stack Developer** at Per Sft Tech Pvt. Ltd., based on agreement of the following terms of employment.

1. **Compensation:** We are pleased to offer you a fixed compensation package of **Rs 4,50,000/- (Rupees Four Lakh fifty thousand only)** per annum, subject to tax deductions as required by law.
2. **Date of Joining:** You are requested to report to the office of Per Sft Tech Pvt. Ltd Hyderabad on or before **23rd Dec 2020**.
3. **Duties:** You are required to devote your professional time, attention and energy to your roles & responsibilities and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during your employment with Per Sft Tech Pvt. Ltd., Ltd., Hyderabad.
4. **Conflicts of Interest:** Your position is a full-time employment with the Company and you will devote your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior written permission of the Managing Director of the Company.
5. **Intellectual Property Rights:** The Company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work' for the sole benefit of the Company as required by your employment.
6. **Non-Disclosure:** You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by being in the employment of the company.
7. **Termination/Resignation:** The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances. In the event of resignation of your employment with the Company, you be will required to give a minimum of two-month notice, to enable smooth transition.

We request you to return a duplicate copy of this letter, duly signed by you, to indicate the acceptance of the terms & conditions mentioned above.

9th NOV 2020
Hyderabad.

Dear Sumaiya Ara Khanum,

We are pleased to extend a formal offer to you for the position of **Full Stack Developer** at Per Sft Tech Pvt. Ltd., based on agreement of the following terms of employment.

1. **Compensation:** We are pleased to offer you a fixed compensation package of Rs 4,50,000/- (Rupees Four Lakh fifty thousand only) per annum, subject to tax deductions as required by law.
2. **Date of Joining:** You are requested to report to the office of Per Sft Tech Pvt. Ltd Hyderabad on or before 23rd Dec 2020.
3. **Duties:** You are required to devote your professional time, attention and energy to your roles & responsibilities and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during your employment with Per Sft Tech Pvt. Ltd., Ltd., Hyderabad.
4. **Conflicts of Interest:** Your position is a full-time employment with the Company and you will devote your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior written permission of the Managing Director of the Company.
5. **Intellectual Property Rights:** The Company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work' for the sole benefit of the Company as required by your employment.
6. **Non-Disclosure:** You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by being in the employment of the company.
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9th NOV 2020
Hyderabad.

Dear Sumith Saurav

We are pleased to extend a formal offer to you for the position of **Full Stack Developer** at Per Sft Tech Pvt. Ltd., based on agreement of the following terms of employment.

1. **Compensation:** We are pleased to offer you a fixed compensation package of Rs 4,50,000/- (Rupees Four Lakh fifty thousand only) per annum, subject to tax deductions as required by law.
2. **Date of Joining:** You are requested to report to the office of Per Sft Tech Pvt. Ltd Hyderabad on or before 23rd Dec 2020.
3. **Duties:** You are required to devote your professional time, attention and energy to your roles & responsibilities and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during your employment with Per Sft Tech Pvt. Ltd., Ltd., Hyderabad.
4. **Conflicts of Interest:** Your position is a full-time employment with the Company and you will devote your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior written permission of the Managing Director of the Company.
5. **Intellectual Property Rights:** The Company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.
6. **Non-Disclosure:** You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by being in the employment of the company.
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9th NOV 2020
Hyderabad.

Dear Swathi P,

We are pleased to extend a formal offer to you for the position of **Full Stack Developer** at Per Sft Tech Pvt. Ltd., based on agreement of the following terms of employment.

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4. **Conflicts of Interest:** Your position is a full-time employment with the Company and you will devote your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior written permission of the Managing Director of the Company.
5. **Intellectual Property Rights:** The Company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.
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9th NOV 2020
Hyderabad.

Dear Syed Hasnain Raza,

We are pleased to extend a formal offer to you for the position of **Full Stack Developer** at Per Sft Tech Pvt. Ltd., based on agreement of the following terms of employment.

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- 2. Date of Joining:** You are requested to report to the office of Per Sft Tech Pvt. Ltd Hyderabad on or before **23rd Dec 2020**.
- 3. Duties:** You are required to devote your professional time, attention and energy to your roles & responsibilities and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during your employment with Per Sft Tech Pvt. Ltd., Ltd., Hyderabad.
- 4. Conflicts of Interest:** Your position is a full-time employment with the Company and you will devote your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior written permission of the Managing Director of the Company.
- 5. Intellectual Property Rights:** The Company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work' for the sole benefit of the Company as required by your employment.
- 6. Non-Disclosure:** You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by being in the employment of the company.
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9th NOV 2020
Hyderabad.

Dear Tariq Mohammed Sarfaraz,

We are pleased to extend a formal offer to you for the position of **Full Stack Developer** at Per Sft Tech Pvt. Ltd., based on agreement of the following terms of employment.

1. **Compensation:** We are pleased to offer you a fixed compensation package of **Rs 4,50,000/- (Rupees Four Lakh fifty thousand only)** per annum, subject to tax deductions as required by law.
2. **Date of Joining:** You are requested to report to the office of Per Sft Tech Pvt. Ltd Hyderabad on or before **23rd Dec 2020**.
3. **Duties:** You are required to devote your professional time, attention and energy to your roles & responsibilities and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during your employment with Per Sft Tech Pvt. Ltd., Ltd., Hyderabad.
4. **Conflicts of Interest:** Your position is a full-time employment with the Company and you will devote your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior written permission of the Managing Director of the Company.
5. **Intellectual Property Rights:** The Company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.
6. **Non-Disclosure:** You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by being in the employment of the company.
7. **Termination/Resignation:** The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances. In the event of resignation of your employment with the Company, you be will required to give a minimum of two-month notice, to enable smooth transition.

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9th NOV 2020
Hyderabad.

Dear Muskan K,

We are pleased to extend a formal offer to you for the position of **Full Stack Developer** at Per Sft Tech Pvt. Ltd., based on agreement of the following terms of employment.

- 1. Compensation:** We are pleased to offer you a fixed compensation package of **Rs 4,50,000/- (Rupees Four Lakh fifty thousand only)** per annum, subject to tax deductions as required by law.
- 2. Date of Joining:** You are requested to report to the office of Per Sft Tech Pvt. Ltd Hyderabad on or before **23rd Dec 2020**.
- 3. Duties:** You are required to devote your professional time, attention and energy to your roles & responsibilities and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during your employment with Per Sft Tech Pvt. Ltd., Ltd., Hyderabad.
- 4. Conflicts of Interest:** Your position is a full-time employment with the Company and you will devote your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior written permission of the Managing Director of the Company.
- 5. Intellectual Property Rights:** The Company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.
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9th NOV 2020
Hyderabad.

Dear Nischal Kothari M,

We are pleased to extend a formal offer to you for the position of **Full Stack Developer** at Per Sft Tech Pvt. Ltd., based on agreement of the following terms of employment.

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9th NOV 2020
Hyderabad.

Dear Nithesh S

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PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear MADHUSUDHAN M

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 **Wednesday, 15th September 2021**. 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

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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.

PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear MALA S

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

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

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PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear N JAIPRIYA

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

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

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PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear NIMISHA PRASAD

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

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

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PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear PRADEEPA

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

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

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PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear PRAVEEN

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

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

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PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear **PRIYANKA R**

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

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

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PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear RACHITHA H K

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

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

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PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear **ROOPA K M**

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

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

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PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear SAQIBA TABASSUM

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

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

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PRIVATE & CONFIDENTIAL

30th August 2021

BETSOL
Bengaluru, India

Dear SHASHANK B R

Address: #34/A 1st B main 2nd
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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 **Wednesday, 15th September 2021**. 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.



13th January 2021

Re: Appointment as Trainee

Dear Ikraam Siddiqui,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th January 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th January 2021 and may be curtailed/terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

Remuneration:

During the first year of training, you will be paid a consolidated remuneration of ₹ 4,00,000 (Rupees Four Lacs only) per annum on cost to company basis excluding premium cost of Insurance Plan. The break-up of your remuneration is presented to you in the attached sheet. If you do not complete the training satisfactorily, the retention amount will stand forfeited.

General:

Your initial place of working shall be at Bangalore office however, based on business imperatives, your location may be changed from one place to another anywhere in India and/or from one office to another either existing or that may be set up in future.

1. You shall undertake not to divulge, disclose any technical data, know-how or special information which comes into your possession or knowledge, whether directly or incidentally while imparting the necessary training to you and the same shall be kept in strict confidence and secrecy by you solely for the use of the Company. After completion of the training period, you shall not put such technical data, know-how or special information to any commercial use whether by yourself or on behalf of any other person or body corporate whether for reward or otherwise. You shall be required to sign a 'Non-Disclosure Agreement'.

IKRAAM SIDDIQUI

13.01.21



13th January 2021

Re: Appointment as Trainee

Dear Mohammed Abrar,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th January 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th January 2021 and may be curtailed/terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

Remuneration:

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MOHAMMED ABRAR

13.01.21

T Systems

13th January 2021

Re: Appointment as Trainee

Dear Prajwal Y S,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th January 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th January 2021 and may be curtailed/terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

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PRAJWAL Y S

13.01.21



13th January 2021

Re: Appointment as Trainee

Dear Bhanu Prakash B J,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th January 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th January 2021 and may be curtailed/terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

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BHANU PRAKASH B J

13.01.21



13th January 2021

Re: Appointment as Trainee

Dear Chetan Gaddi,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th January 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th January 2021 and may be curtailed/terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

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CHETAN GADDI

13.01.21



13th January 2021

Re: Appointment as Trainee

Dear Kiran E,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th January 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th January 2021 and may be curtailed/terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

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KIRAN E

13.01.21

T · · Systems ·

13th January 2021

Re: Appointment as Trainee

Dear Vinaykumar H S,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th January 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th January 2021 and may be curtailed/terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

Remuneration:

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VINAYKUMAR H S

13.01.21

T . . Systems .

13th January 2021

Re: Appointment as Trainee

Dear Kishore Gowda D K,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th January 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th January 2021 and may be curtailed/terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

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KISHORE GOWDA D K

13.01.21



13th January 2021

Re: Appointment as Trainee

Dear Shakir Ahmad Ganai,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th January 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th January 2021 and may be curtailed/terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

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SHAKIR AHMAD GANAI

13.01.21



13th January 2021

Re: Appointment as Trainee

Dear Girishreddy S A,

We refer to your application and the subsequent interviews had with us and are pleased to appoint you as 'Trainee' w. e. f. 16th January 2021, under the following terms and conditions.

Training Period:

Your training period shall be of 1 (One) year and shall commence from 16th January 2021 and may be curtailed/terminated at the sole discretion of the Company without assigning any reasons or compensation in lieu thereof. Upon completion of training period satisfactorily, you shall be absorbed as 'Associate Consultant' and your compensation shall be revised in conjunction with your performance during the training period and prevailing market conditions.

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GIRISHREDDY S A

13.01.21