



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
2023-24

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)
2023-2024	B Dhanalakshmi Bai	Computer Science and Engineering	2024	Aero Knotz Drones India Pvt Ltd	4,00,000
	Bhargavi N Prakash	Computer Science and Engineering	2024	Aero Knotz Drones India Pvt Ltd	3,50,000
	Deepashree N	Computer Science and Engineering	2024	Aero Knotz Drones India Pvt Ltd	3,50,000
	Keerthana L	Computer Science and Engineering	2024	Aero Knotz Drones India Pvt Ltd	4,00,000
	Astha	Computer Science And Engineering	2024	Atmecs Technologies Pvt. Ltd	3,50,000
	Keerthana L	Computer Science And Engineering	2024	Capgemini Technology Services India Limited	4,00,000
	Umme Hani M A	Computer Science And Engineering	2024	Capgemini Technology Services India Limited	4,00,000
	Deepthi S	Computer Science and Engineering	2024	Expleo Solutions Limited	3,63,164
	Dhanush Kumar D	Computer Science and Engineering	2024	Expleo Solutions Limited	3,63,164
	Divyashree S	Computer Science and Engineering	2024	Expleo Solutions Limited	3,63,164
	Dr Mohan Kumar	Computer Science and Engineering	2024	Expleo Solutions Limited	3,63,164
	Ganesh	Computer Science and Engineering	2024	Expleo Solutions Limited	3,63,164
	Girija Narayan Hegde	Computer Science and Engineering	2024	Expleo Solutions Limited	3,63,164
	Gowtham S V	Computer Science and Engineering	2024	Expleo Solutions Limited	3,63,164
	Haleema Sultana	Computer Science and Engineering	2024	Expleo Solutions Limited	3,63,164
	Iram Shaikh	Computer Science and Engineering	2024	Expleo Solutions Limited	3,63,164
	Aayusha Kumari	Information Science And Engineering	2024	Eyasoft Technologies Pvt Ltd	3,60,000
	Jyothi J R Sahani	Computer Science and Engineering	2024	Festo India Pvt Ltd	3,00,000
	Judah A	Computer Science and Engineering	2024	Intelliswift Software India Pvt Ltd	4,50,000
	Subhendu Sagar	Computer Science and Engineering	2024	OLA	3,00,000
	Fouzia I	Computer Science and Engineering	2024	Skill Forge	2,40,000
	Yashashree R	Computer Science and Engineering	2024	Skill Forge	2,40,000
	Astha	Computer Science and Engineering	2024	Tech Mahindra	3,60,000
	Daniya Khanum	Computer Science and Engineering	2024	Tech Mahindra	3,60,000
	K G Dhanya Jogi	Computer Science and Engineering	2024	Tech Mahindra	3,60,000
	Vivek Gautam	Computer Science and Engineering	2024	Tech Mahindra	3,60,000
	Monika G	Computer Science and Engineering	2024	Technologies Global Pvt Ltd	4,00,000
	Namrata Palaki	Computer Science and Engineering	2024	Technologies Global Pvt Ltd	4,00,000
	Sagar N	Computer Science and Engineering	2024	Skill Forge	2,40,000
	Samana R	Computer Science and Engineering	2024	Skill Forge	2,40,000
	Samir Yousuff Khan	Computer Science and Engineering	2024	Skill Forge	2,40,000
	Shoba H N	Computer Science and Engineering	2024	Skill Forge	2,40,000
	Sonam Vishwakram	Computer Science and Engineering	2024	Skill Forge	2,40,000
	Amulya Y R	Computer Science and Engineering	2024	ATMECS Technologies Pvt. Ltd	3,50,000
Anand M	Computer Science and Engineering	2024	ATMECS Technologies Pvt. Ltd	3,50,001	
Ananya B C	Computer Science and Engineering	2024	ATMECS Technologies Pvt. Ltd	3,50,002	

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)
	Ananya Bhagavan	Computer Science and Engineering	2024	ATMECS Technologies Pvt. Ltd	3,50,003
	Anuradha Sharma	Computer Science and Engineering	2024	ATMECS Technologies Pvt. Ltd	3,50,004
	M R Adhithi	Computer Science and Engineering	2024	Betsol Pvt. Ltd	3,10,000
	Ravi Kumar	Computer Science and Engineering	2024	Betsol Pvt. Ltd	3,10,000
	Spoorthi M G	Computer Science and Engineering	2024	Betsol Pvt. Ltd	3,10,000
	Tarun V	Computer Science and Engineering	2024	Betsol Pvt. Ltd	3,10,000
	Tejas J Kumar	Computer Science and Engineering	2024	Betsol Pvt. Ltd	3,10,000
	Venugopal D	Computer Science and Engineering	2024	Betsol Pvt. Ltd	3,10,000
	Krupashree G	Computer Science and Engineering	2024	Betsol Pvt. Ltd	3,10,000
	Likitha R	Computer Science and Engineering	2024	Betsol Pvt. Ltd	3,10,000
	Mohammed Moin Kadri	Computer Science and Engineering	2024	Betsol Pvt. Ltd	3,10,000
	Mohammed Tauheed Pasha	Computer Science and Engineering	2024	Betsol Pvt. Ltd	3,10,000
	Naveen Kv	Computer Science and Engineering	2024	PIE Infocomm Pvt. Ltd	4,50,000
	Nimmi Sagar	Computer Science and Engineering	2024	PIE Infocomm Pvt. Ltd	4,50,000
	Omkar Kundangar	Computer Science and Engineering	2024	PIE Infocomm Pvt. Ltd	4,50,000
	Pooja S	Computer Science and Engineering	2024	PIE Infocomm Pvt. Ltd	4,50,000
	Raviprakasha	Computer Science and Engineering	2024	PIE Infocomm Pvt. Ltd	4,50,000
	Abhay	Computer Science and Engineering	2024	One Yes Infotech Solutions	2,40,000
	Abhinav Kumar Singh	Computer Science and Engineering	2024	One Yes Infotech Solutions	2,40,000
	Abhishek Vats	Computer Science and Engineering	2024	One Yes Infotech Solutions	2,40,000
	Adarsh Mishra S	Computer Science and Engineering	2024	One Yes Infotech Solutions	2,40,000
	Adithi B	Computer Science and Engineering	2024	One Yes Infotech Solutions	2,40,000
	Subramani	Computer Science and Engineering	2024	One Yes Infotech Solutions	2,40,000
	Sulaiman Khan	Computer Science and Engineering	2024	One Yes Infotech Solutions	2,40,000
	Yashaswini R P	Computer Science and Engineering	2024	One Yes Infotech Solutions	2,40,000
	Sujay V	Computer Science and Engineering	2024	One Yes Infotech Solutions	2,40,000
	Imran Khan N	Computer Science and Engineering	2024	One Yes Infotech Solutions	2,40,000
	Abdul Faheem	Artificial Intelligence and Machine Learning	2024	MyCaptain	3,45,600
	Kedar Joshi	Artificial Intelligence and Machine Learning	2024	MyCaptain	3,45,600
	Kokila K R	Artificial Intelligence and Machine Learning	2024	MyCaptain	3,45,600
	Rithik Marian S	Artificial Intelligence and Machine Learning	2024	MyCaptain	3,45,600
	Sharon Zipporah Sebastian	Artificial Intelligence and Machine Learning	2024	MyCaptain	3,45,600
	Sharona Sam	Artificial Intelligence and Machine Learning	2024	MyCaptain	3,45,600
	Amisha Rashminath	Information Science And Engineering	2024	MyCaptain	3,45,600



Offer Letter

Date: 05:06:2024

Ms. Dhanalakshmi Bai . B,
City Engineering College,
Bangalore,

Subject: Offer of Employment – Technical Project Associate at Aero Knotz Drones India Private Limited

Dear Dhanalakshmi Bai B,

We are pleased to extend an offer of employment to you for the position of Technical Project Associate at Aero Knotz Drones India Private Limited, located at No.10, 3rd Floor, HQ OMR, Siruseri, Padur, Chennai, Tamil Nadu 603103. We are confident that your skills and experience will make a valuable contribution to our team.

Your employment with Aero Knotz Drones India Private Limited as a Technical Project Associate is effective September 2024. In this role, you will be instrumental in supporting our research and development team, ensuring efficient project execution and contributing to the advancement of our drone technology. Your annual salary will be Rs.4, lakh Per Annum, and your working hours will be from 9:30 am to 6:00 pm. You will report directly to the Manager, who will provide guidance and oversight in your daily endeavors. We are confident in your ability to uphold the high standards of excellence expected at Aero Knotz Drones India Private Limited.

As a Technical Project Associate at Aero Knotz Drones India Private Limited, your primary responsibilities will include but are not limited to:

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Kanakapura Main Road, BANGALORE - 560 061

1. **Research Support:** Assist in conducting research activities, gathering data, and analyzing results to support the development of new drone technologies and solutions.
2. **Project Coordination:** Coordinate project activities, ensuring timely completion of tasks and adherence to project timelines.
3. **Technical Documentation:** Prepare detailed technical documentation, including research reports, project plans, and technical specifications.

4. **Data Analysis:** Perform data analysis to interpret research findings and provide insights for project development.
5. **Collaboration:** Work closely with the research and development team, including engineers and scientists, to support project needs and ensure cohesive operations.
6. **Resource Management:** Maintain and manage research materials, equipment, and resources to support ongoing projects.
7. **Reporting:** Prepare comprehensive reports on project progress, research outcomes, and any issues encountered.
8. **Regulatory Compliance:** Ensure adherence to all relevant regulations, safety protocols, and company policies during research and development activities.
9. **Continuous Improvement:** Participate in ongoing training and professional development programs to stay updated on industry best practices, new technologies, and regulatory changes.
10. **Technical Troubleshooting:** Identify and resolve technical issues related to research equipment and software during project execution.

Please review this letter carefully and sign below to indicate your acceptance of the terms and conditions outlined. Upon receipt of your signed acceptance, we will proceed with the necessary paperwork to finalize your employment.

We are excited to welcome you to the Aero Knotz Drones Indi Private Limited team and look forward to your contributions.

Sincerely,

Employee Signature,

Authorized signature

Mr. Kathiravan S,

CEO & Founder,



Annexure

Employment Policy for AeroKnotz Drones India Private Limited

Equal Employment Opportunity:

AeroKnotz Drones India Private Limited is an equal-opportunity employer. We do not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other characteristic protected by law.

Recruitment and Selection:

All recruitment and selection processes will be conducted in a fair and transparent manner. Vacancies will be advertised internally and externally, and selection criteria will be based on merit, qualifications, and experience.

Training Period and Salary Revision:

You will undergo a 15-day training period to familiarize yourself with company policies, procedures, and job responsibilities. Your performance during this training period will be closely monitored, and based on your performance, your salary may be subject to revision. We believe in rewarding excellence, and your dedication and effectiveness during the training period will be key factors in determining any salary adjustments.

Probation Period:

- Following the training period, you will enter a probationary period lasting 3 months.
- During this time, your performance and suitability for the role will be evaluated.
- At the end of the probationary period, a performance review will be conducted to assess your progress and determine your continued employment with Aero Knotz Drones India Private Limited.

Salary and Compensation Details

This is to confirm that your Annual salary at Aero Knotz Drones India Private Limited includes variable pay components. The variable pay is based on performance metrics, project completions, and other criteria as determined by the company's policies and guidelines.

Employment Contracts:

Upon joining Aero Knotz Drones India Private Limited, employees will be provided with a written employment contract outlining the terms and conditions of their employment, including but not limited to job title, duties and responsibilities, compensation, benefits, working hours, notice period, and termination provisions.

Compensation and Benefits:

Employees will receive competitive compensation and benefits packages, which may include salary, bonuses, health insurance, retirement plans, and other perks. Compensation and benefits will be reviewed periodically to ensure they remain competitive and in line with industry standards.





Working Hours and Leave:

Employees are expected to adhere to their designated working hours as outlined in their employment contract. AeroKnotz Drones India Private Limited recognizes the importance of work- life balance and provides employees with various types of leave, including annual leave, sick leave, and parental leave, in accordance with applicable laws and company policies.

Code of Conduct:

All employees are expected to adhere to the highest standards of professional and ethical conduct. AeroKnotz Drones India Private Limited has a code of conduct in place that outlines expected behaviors, including integrity, honesty, respect, and compliance with laws and regulations.

Performance Management:

AeroKnotz Drones India Private Limited is committed to supporting employees reach their full potential. Performance will be evaluated through regular performance reviews, feedback sessions, and goal-setting exercises. Opportunities for training and development will be provided to support employee growth and advancement within the organization.

Grievance Redressal:

AeroKnotz Drones India Private Limited has a grievance redressal mechanism in place to address any concerns or complaints raised by employees. Employees are encouraged to raise any issues they may have through the appropriate channels, and every effort will be made to resolve them promptly and fairly.

Termination of Employment:

Employment with Aero Knotz Drones India Private Limited may be terminated by either party with a notice period of 15 days or as per the terms outlined in the employment contract. Termination may occur for reasons such as resignation, dismissal, redundancy, or retirement. All terminations will be handled with sensitivity and in accordance with applicable laws and company policies.



Amendments to Employment Policy:

Compliance:

All employees are expected to familiarize themselves with this employment policy and comply with its provisions. Non-compliance may result in disciplinary action, up to and including termination of employment.

I, Ms. Dhanalakshmi Bai B accept the offer of employment outlined above.

Sign Dhanalakshmi

Date 6/6/24

Employee Full Name :

Date of Joining :

Address :



Offer Letter

Date: 05:06:2024

Ms . Bhargavi N Prakash,
City Engineering College,
Bangalore,

Subject: Offer of Employment – Academic Specialist at Aero Knotz Drones India Private Limited

Dear Bhargavi N Prakash,

We are pleased to extend an offer of employment to you for the position of **Academic Specialist** at **Aero Knotz Drones India Private Limited**, located at No.10, 3rd Floor, HQ OMR, Siruseri, Padur, Chennai, TamilNadu 603103. We are confident that your skills and experience will make a valuable contribution to our team.

Your employment with Aero Knotz Drones India Private Limited as an Academic Specialist is effective September 2024. In this role, you will be instrumental in training students through workshops, seminars, and internships, ensuring they receive high-quality education and practical experience in drone technology. Your monthly salary will be Rs.3.5 lakh Per annum and your working hours will be from 9:30 am to 6:00 pm. You will report directly to the Manager, who will provide guidance and oversight in your daily endeavors. We are confident in your ability to uphold the high standards of excellence expected at Aero Knotz Drones India Private Limited.

As an Academic Specialist at Aero Knotz Drones India Private Limited, your primary responsibilities will include but are not limited to:

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CITY ENGINEERING COLLEGE
Kanakapura Main Road, BANGALORE - 560 061

1. **Training Programs:** Develop and deliver training programs for students, ensuring they are well-versed in drone technology, company protocols, safety procedures, and industry best practices.
2. **Workshops and Seminars:** Organize and conduct workshops and seminars to provide hands-on experience and theoretical knowledge to students.
3. **Internship Programs:** Manage internship programs, providing guidance, mentorship, and evaluation of students' performance.



Annexure

Employment Policy for AeroKnotz Drones India Private Limited

Equal Employment Opportunity:

AeroKnotz Drones India Private Limited is an equal-opportunity employer. We do not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other characteristic protected by law.

Recruitment and Selection:

All recruitment and selection processes will be conducted in a fair and transparent manner. Vacancies will be advertised internally and externally, and selection criteria will be based on merit, qualifications, and experience.

Training Period and Salary Revision:

You will undergo a 15-day training period to familiarize yourself with company policies, procedures, and job responsibilities. Your performance during this training period will be closely monitored, and based on your performance, your salary may be subject to revision. We believe in rewarding excellence, and your dedication and effectiveness during the training period will be key factors in determining any salary adjustments.

Probation Period:

- Following the training period, you will enter a probationary period lasting 3 months.
- During this time, your performance and suitability for the role will be evaluated.
- At the end of the probationary period, a performance review will be conducted to assess your progress and determine your continued employment with Aero Knotz Drones India Private Limited.

Salary and Compensation Details

This is to confirm that your Annual salary of at Aero Knotz Drones India Private Limited includes variable pay components. The variable pay is based on performance metrics, project completions, and other criteria as determined by the company's policies and guidelines.

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Kannakur Main Road, BANGALORE - 560 061

Employment Contracts:

Upon joining Aero Knotz Drones India Private Limited, employees will be provided with a written employment contract outlining the terms and conditions of their employment, including but not limited to job title, duties and responsibilities, compensation, benefits, working hours, notice period, and termination provisions.

Compensation and Benefits:

Employees will receive competitive compensation and benefits packages, which may include salary, bonuses, health insurance, retirement plans, and other perks. Compensation and benefits will be reviewed periodically to ensure they remain competitive and in line with industry standards.



Working Hours and Leave:

Employees are expected to adhere to their designated working hours as outlined in their employment contract. AeroKnotz Drones India Private Limited recognizes the importance of work- life balance and provides employees with various types of leave, including annual leave, sick leave, and parental leave, in accordance with applicable laws and company policies.

Code of Conduct:

All employees are expected to adhere to the highest standards of professional and ethical conduct. AeroKnotz Drones India Private Limited has a code of conduct in place that outlines expected behaviors, including integrity, honesty, respect, and compliance with laws and regulations.

Performance Management:

AeroKnotz Drones India Private Limited is committed to supporting employees reach their full potential. Performance will be evaluated through regular performance reviews, feedback sessions, and goal-setting exercises. Opportunities for training and development will be provided to support employee growth and advancement within the organization.

Grievance Redressal:

AeroKnotz Drones India Private Limited has a grievance redressal mechanism in place to address any concerns or complaints raised by employees. Employees are encouraged to raise any issues they may have through the appropriate channels, and every effort will be made to resolve them promptly and fairly.

Termination of Employment:

Employment with Aero Knotz Drones India Private Limited may be terminated by either party with a notice period of 15 days or as per the terms outlined in the employment contract. Termination may occur for reasons such as resignation, dismissal, redundancy, or retirement. All terminations will be handled with sensitivity and in accordance with applicable laws and company policies.



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Amendments to Employment Policy:

Compliance:

All employees are expected to familiarize themselves with this employment policy and comply with its provisions. Non-compliance may result in disciplinary action, up to and including termination of employment.

I, Ms. Bhargavi N Prakash accept the offer of employment outlined above.

Sign Bhargavi N
Date 06/06/2024

Employee Full Name :

Date of Joining :

Address :

S. Kaulan
PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, BANGALORE - 560 061



Offer Letter

Date: 05:06:2024

Ms. Deepashree N,
City Engineering College,
Bangalore,


Subject: Offer of Employment – Academic Specialist at Aero Knotz Drones India Private Limited

Dear Deepashree N,

We are pleased to extend an offer of employment to you for the position of **Academic Specialist** at **Aero Knotz Drones India Private Limited**, located at No.10, 3rd Floor, HQ OMR, Siruseri, Padur, Chennai, Tamil Nadu 603103. We are confident that your skills and experience will make a valuable contribution to our team.

Your employment with Aero Knotz Drones India Private Limited as an Academic Specialist is effective September 2024. In this role, you will be instrumental in training students through workshops, seminars, and internships, ensuring they receive high-quality education and practical experience in drone technology. Your monthly salary will be Rs.3.5 lakh Per annum and your working hours will be from 9:30 am to 6:00 pm. You will report directly to the Manager, who will provide guidance and oversight in your daily endeavors. We are confident in your ability to uphold the high standards of excellence expected at Aero Knotz Drones India Private Limited.

As an Academic Specialist at Aero Knotz Drones India Private Limited, your primary responsibilities will include but are not limited to:


PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, BANGALORE - 560 061

1. **Training Programs:** Develop and deliver training programs for students, ensuring they are well-versed in drone technology, company protocols, safety procedures, and industry best practices.
2. **Workshops and Seminars:** Organize and conduct workshops and seminars to provide hands-on experience and theoretical knowledge to students.
3. **Internship Programs:** Manage internship programs, providing guidance, mentorship, and evaluation of students' performance.





4. **Curriculum Development:** Design and update training curricula to stay aligned with industry advancements and regulatory requirements.
5. **Student Evaluation:** Assess and evaluate students' progress, providing constructive feedback and support to enhance their learning experience.
6. **Resource Management:** Maintain training materials, equipment, and resources to ensure effective delivery of training sessions.
7. **Collaboration:** Work closely with other departments, including Engineering, Flight Operations, and Customer Support, to support training needs and ensure cohesive operations.
8. **Reporting:** Prepare detailed reports on training sessions, student progress, and program outcomes.
9. **Regulatory Compliance:** Ensure adherence to all aviation regulations, safety protocols, and company policies during training activities.
10. **Continuous Improvement:** Participate in ongoing training programs to stay updated on industry best practices, new technologies, and regulatory changes.

Please review this letter carefully and sign below to indicate your acceptance of the terms and conditions outlined. Upon receipt of your signed acceptance, we will proceed with the necessary paperwork to finalize your employment.

We are excited to welcome you to the Aero Knotz Drones Indi Private Limited team and look forward to your contributions.

Sincerely,

Employee Signature,

Authorized signature

Mr. Kathiravan S,

CEO & Founder,



Annexure

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Equal Employment Opportunity:

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Training Period and Salary Revision:

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Amendments to Employment Policy:

Compliance:

All employees are expected to familiarize themselves with this employment policy and comply with its provisions. Non-compliance may result in disciplinary action, up to and including termination of employment.

I, Ms. Deepashree N accept the offer of employment outlined above.

Sign Deepashree N
Date 05/06/24

Employee Full Name :

Date of Joining :

Address :





Offer Letter

Date: 05:06:2024

Ms. .Keerthana L,
City Engineering College,
Bangalore,

Subject: Offer of Employment – Technical Project Associate at Aero Knotz Drones India Private Limited

Dear Keerthana L,

We are pleased to extend an offer of employment to you for the position of **Technical Project Associate** at **Aero Knotz Drones India Private Limited**, located at No.10, 3rd Floor, HQ OMR, Siruseri, Padur, Chennai, TamilNadu 603103. We are confident that your skills and experience will make a valuable contribution to our team.

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As a Technical Project Associate at Aero Knotz Drones India Private Limited, your primary responsibilities will include but are not limited to:

1. **Research Support:** Assist in conducting research activities, gathering data, and analyzing results to support the development of new drone technologies and solutions.
2. **Project Coordination:** Coordinate project activities, ensuring timely completion of tasks and adherence to project timelines.
3. **Technical Documentation:** Prepare detailed technical documentation, including research reports, project plans, and technical specifications.

Skandan
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Kanakapura Main Road, BANGALORE - 560 061



<https://aeroknotz.com/>



info@aeroknotz.com



AKSHAYA HQ, OLD MAHABALIPURAM ROAD,
SIRUSERI, CHENNAI, TAMILNADU - 603103



72003 - 68247

4. **Data Analysis:** Perform data analysis to interpret research findings and provide insights for project development.
5. **Collaboration:** Work closely with the research and development team, including engineers and scientists, to support project needs and ensure cohesive operations.
6. **Resource Management:** Maintain and manage research materials, equipment, and resources to support ongoing projects.
7. **Reporting:** Prepare comprehensive reports on project progress, research outcomes, and any issues encountered.
8. **Regulatory Compliance:** Ensure adherence to all relevant regulations, safety protocols, and company policies during research and development activities.
9. **Continuous Improvement:** Participate in ongoing training and professional development programs to stay updated on industry best practices, new technologies, and regulatory changes.
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Sincerely,

Employee Signature,

Authorized signature

Mr. Kathiravan S,

CEO & Founder,



Annexure**Employment Policy for AeroKnotz Drones India Private Limited
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All recruitment and selection processes will be conducted in a fair and transparent manner. Vacancies will be advertised internally and externally, and selection criteria will be based on merit, qualifications, and experience.

Training Period and Salary Revision:

You will undergo a 15-day training period to familiarize yourself with company policies, procedures, and job responsibilities. Your performance during this training period will be closely monitored, and based on your performance, your salary may be subject to revision. We believe in rewarding excellence, and your dedication and effectiveness during the training period will be key factors in determining any salary adjustments.

Probation Period:

- Following the training period, you will enter a probationary period lasting 3 months.
- During this time, your performance and suitability for the role will be evaluated.
- At the end of the probationary period, a performance review will be conducted to assess your progress and determine your continued employment with Aero Knotz Drones India Private Limited.

Salary and Compensation Details

This is to confirm that your Annual salary at Aero Knotz Drones India Private Limited includes variable pay components. The variable pay is based on performance metrics, project completions, and other criteria as determined by the company's policies and guidelines.

Employment Contracts:

Upon joining Aero Knotz Drones India Private Limited, employees will be provided with a written employment contract outlining the terms and conditions of their employment, including but not limited to job title, duties and responsibilities, compensation, benefits, working hours, notice period, and termination provisions.

Compensation and Benefits:

Employees will receive competitive compensation and benefits packages, which may include salary, bonuses, health insurance, retirement plans, and other perks. Compensation and benefits will be reviewed periodically to ensure they remain competitive and in line with industry standards.



Amendments to Employment Policy:

Compliance:

All employees are expected to familiarize themselves with this employment policy and comply with its provisions. Non-compliance may result in disciplinary action, up to and including termination of employment.

I, Ms. Keerthana. L accepts the offer of employment outlined above.

Sign Keerthana.L
Date 06/6/24

Employee Full Name :

Date of Joining :

Address :

Working Hours and Leave:

Employees are expected to adhere to their designated working hours as outlined in their employment contract. AeroKnotz Drones India Private Limited recognizes the importance of work- life balance and provides employees with various types of leave, including annual leave, sick leave, and parental leave, in accordance with applicable laws and company policies.

Code of Conduct:

All employees are expected to adhere to the highest standards of professional and ethical conduct. AeroKnotz Drones India Private Limited has a code of conduct in place that outlines expected behaviors, including integrity, honesty, respect, and compliance with laws and regulations.

Performance Management:

AeroKnotz Drones India Private Limited is committed to supporting employees reach their full potential. Performance will be evaluated through regular performance reviews, feedback sessions, and goal-setting exercises. Opportunities for training and development will be provided to support employee growth and advancement within the organization.

Grievance Redressal:

AeroKnotz Drones India Private Limited has a grievance redressal mechanism in place to address any concerns or complaints raised by employees. Employees are encouraged to raise any issues they may have through the appropriate channels, and every effort will be made to resolve them promptly and fairly.

Termination of Employment:

Employment with Aero Knotz Drones India Private Limited may be terminated by either party with a notice period of 15 days or as per the terms outlined in the employment contract. Termination may occur for reasons such as resignation, dismissal, redundancy, or retirement. All terminations will be handled with sensitivity and in accordance with applicable laws and company policies.

Letter of Offer

Strictly Confidential

August 05, 2024

Dear Astha,

Congratulations! Further to your application for employment with ATMECS, and the subsequent selection process, we are pleased to extend an offer as **"Trainee - Software Engineer"**.

The work location will be in Bangalore, India, and you would be joining us on or before **August 06, 2024**.

You will be on Training for a period of six months from the date of joining and the confirmation will be entirely based on performance during the Training period.

You are offered annual CTC of **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)**. A detailed salary structure, allowances and benefits are mentioned in the Annexure I. You are also eligible for medical insurance, Provident Fund and Gratuity. Enclosed are the detailed terms and conditions of the employment with ATMECS.

Your employment will be governed by the rules, regulations and policies of the ATMECS.

This **Letter of Offer** is valid subject to the following mandatory requirements to be fulfilled by you as part of the pre-onboarding in ATMECS:

- Submission of all the requisite documents as listed in in **Annexure II**
- Successful completion of Background verification process
- Successful completion of the Pre-onboarding process within the time line as directed by the HR/Organisation

In case if you fail to adhere to/ comply with the above requirement, then, this Letter of Offer shall be cancelled without any further notice from the Organisation and you shall agree for the same without any protest or demur.

The **"Letter of Employment"** will be issued on successful completion of the ATMECS On-boarding process and will supersede this "Letter of Offer"

The terms of this offer letter shall remain confidential and are not to be disclosed.

Welcome to ATMECS Technologies. We wish you a rewarding and fulfilling career and look forward to your joining.

Yours Sincerely,

For **ATMECS Technologies Pvt. Ltd.**,



NARESH NUTHULAPATI
Director - Talent Acquisition



SANJAY KUMAR SINGH
Chief Engineering Officer

Regd Office
ATMECS Technologies Pvt.Ltd.,
First Floor, Wing-B, NorthGate Office Park,
C/o Modern Asset Special Economic Zone,
Phase-1, Survey No:2/1,2/2,
Venkatala Village, Yelahanka Hobli,
Bengaluru - 560 064 Tel: 91 80 68232400

Corp Office
ATMECS Technologies Pvt.Ltd.,
2nd and 3rd Floor, 99LH,
Lanco Hills Technology park(P) Ltd.,
Manikonda, Hyderabad - 500 089
Tel : 91 40 67681210
CIN: U72900KA2013PTC071215

14. Penalty:

Employee has to serve the notice period mandated by the Company in the above mentioned clause. If he or she is leaving the employment without completing the requisite notice period, he or she has to pay the penalty as decided by the Company, for incurring losses and damages, loss of goodwill and reputation suffered by the Company due to the incompleteness of projects or assignments handled by him/ her.

15. False Information:

In case of any information furnished by you either in your application for employment or during the selection process or after joining duty is found to be incorrect / false, and/or it is found that you have suppressed any material information in respect of your qualification, past experiences and or any pending litigation against you, the Company reserves the right to terminate your services anytime without notice and/or compensation in lieu thereof.

16. General:

- You will be responsible for the safe keeping and return in good condition of all company properties and assets (both tangible and intangible) including IT and Non-IT. Company has right to deduct the value from salary and take action as deem proper in the event of failure to account for such property to Company satisfaction.
- You will keep us informed of any change in your residential address or marital status.
- You will abide by the standing orders and/or other staff rules and regulations applicable to you which are in force for the time being or may be framed from time to time.
- Your employment shall be subject to Company's rules and regulations in force now. The rules may be applicable to its modifications/amendments that may come into force from time to time.
- In case of any pending litigation, or any police or criminal complaint filed against you, you shall provide the details of such pending litigation and/or the details of the police/criminal complaint.
- You will have to seek Company's written permission to carry on any business or enter for a part of your time in any capacity the services of or be employed by any other firm, company or person. You will devote your whole time and attention to your duties to promote the interests of our Company.
- Any notice required to be given to you shall be deemed to have been duly and properly given and delivered to you personally or sent by post at your address in India as per the company records.
- It is also mentioned here that you will not directly join with the client or competitors either on their rolls or on contractual terms for employment during your tenure of employment with ATMECS and for 1 complete year after the separation.

17. Breach: Breach of any of the above terms and conditions will render you liable for termination of your employment without notice or compensation thereof.

Regd Office

ATMECS Technologies Pvt.Ltd.,
First Floor, Wing-B, NorthGate Office Park,
C/o Modern Asset Special Economic Zone,
Phase-1, Survey No:2/1,2/2,
Venkatala Village, Yetahanka Hobli,
Bengaluru - 560 064 Tel: 91 80 68232400

Corp Office

ATMECS Technologies Pvt.Ltd.,
2nd and 3rd Floor, 99LH,
Lanco Hills Technology park(P) Ltd.,
Manikonda, Hyderabad - 500 089
Tel : 91 40 67681210
CIN: U72900KA2013PTC071215



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: 4986473

Letter of Intent ("LOI")

August 14, 2024

Dear Keerthana L,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI
 1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

ANNEXURE 1

Keerthana , Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, all Graduation Marksheets and Graduation Degree Certificate
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof



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: 5134578

Letter of Intent ("LOI")

August 14, 2024

Dear Umme Hani M A,

We are pleased to inform that your candidature has been shortlisted for the position of **Analyst/A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini" or Company). You will be required to participate and complete the pre-onboarding training program assigned and applicable to you as may be communicated by the Company later. Please note that it is essential for you to participate, effectively leverage and successfully complete this program as a prerequisite prior to being onboarded as an employee with Capgemini.

We request you to carefully read and understand the Terms and Conditions of this Letter of Intent with Annexures hereto (hereinafter referred to as LOI).

- A Please note that your name mentioned in this LOI will be used to create your records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please notify before commencement of training. Please note that no changes to the record can be made later in time. The name provided by you should match with the identification documents submitted to the Company, such as Aadhar Card, PAN card, Passport, etc.
- B We are proposing compensation package and benefits post-onboarding, the details of which are set forth in **Annexure 1** to this LOI.
- C Upon accepting this LOI, you will be required to submit a set of documents as mentioned in the **Annexure- 2** . Thereafter, you will be provided access to our pre-onboarding training program, as applicable. This will enable you to learn and master the concepts and skills required to be industry ready. The pre-onboarding training program can include physical classroom training/ self-paced e-learning/ hybrid model of training. The learning journey will be inclusive of assignments, assessments, hackathons/ competitions, and webinars as deemed appropriate by Capgemini.
- D The progress made by you in this learning journey would not only help you in getting onboarded but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.
- E Pre-onboarding training Program and Terms & Conditions of the LOI
 1. Pre-onboarding Document Verification: Capgemini adheres to a strong document verification process. As a part of this process all the personal, educational and professional (if

ANNEXURE 1

Umme Hani M A, Analyst

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000 (Rupees Four Lakh only)** . Subject to the terms of the LOI and on completion of 1 year of service from your date of joining the employment of Capgemini, you will receive fixed one-time incentive of **INR 25,000(Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For Capgemini Technology Services India Limited

Puneet Kumra
Head - Fresher Hiring

Acceptance

I have read and understood the contents of this LOIs and accept all the terms and conditions of this LOI in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

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

I state that my acceptance of the LOI on the electronic portal to be construed as my acceptance and acknowledgment of this LOI and will act as physical acceptance of the same.

-

ANNEXURE 2

Documents for LOI acceptance

1. SSC Certificate
2. HSC Certificate
3. Diploma all marksheets
4. Diploma provisional certificate/ Degree Certificate
5. If Graduation, all Graduation Marksheets and Graduation Degree Certificate
6. If Post Graduation, all Graduation Marksheets, Graduation Degree Certificate and marksheets upto second semester for Post Graduation
7. Passport size photo
8. Government ID Proof

(expleo)

16-January-2024

Offer Letter

Dear Deepthi S,

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

10. You will be eligible for Retention Bonus Payout after the completing the below period, provided you meet the performance expectations and are not serving notice at the payout.

Completing	Credit Month	Amount INR
12 Months	13 Month	50000
24 Months	25 Month	150000
36 Months	37 Months	200000
48 Months	49 Months	100000

All retentions, payouts & revisions subject to periodical performance reviews as per terms and conditions of the program – Long Term Career and Retention.

This offer is valid till **19-January-2024** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter to signify your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Expleo Solutions Limited.

Yours Sincerely,
for **Expleo Solutions Ltd**



Manjunathan C
Director - People Services

16-January-2024

Offer Letter

Dear Divyashree S,

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.

10. You will be eligible for Retention Bonus Payout after the completing the below period, provided you meet the performance expectations and are not serving notice at the payout.

Completing	Credit Month	Amount INR
12 Months	13 Month	50000
24 Months	25 Month	150000
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This offer is valid till **19-January-2024** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter to signify your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Expleo Solutions Limited.

Yours Sincerely,
for **Expleo Solutions Ltd**



Manjunathan C
Director - People Services

16-January-2024

Offer Letter

Dear DR Mohan Kumar,

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.
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All retentions, payouts & revisions subject to periodical performance reviews as per terms and conditions of the program – Long Term Career and Retention.

This offer is valid till **19-January-2024** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter to signify your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Expleo Solutions Limited.

Yours Sincerely,

for **Expleo Solutions Ltd**



Manjunathan C

Director - People Services

16-January-2024

Offer Letter

Dear Ganesh,

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)
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- 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.
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10. You will be eligible for Retention Bonus Payout after the completing the below period, provided you meet the performance expectations and are not serving notice at the payout.

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All retentions, payouts & revisions subject to periodical performance reviews as per terms and conditions of the program – Long Term Career and Retention.

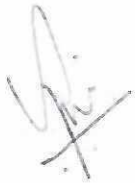
This offer is valid till **19-January-2024** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter to signify your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Expleo Solutions Limited.

Yours Sincerely,

for **Expleo Solutions Ltd**



Manjunathan C

Director - People Services

16-January-2024

Offer Letter

Dear Girija Narayan Hegde,

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.
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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

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Kindly sign the duplicate copy of this letter to signify your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Expleo Solutions Limited.

Yours Sincerely,
for **Expleo Solutions Ltd**



Manjunathan C
Director - People Services



16-January-2024

Offer Letter

Dear Gowtham S V,

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.

10. You will be eligible for Retention Bonus Payout after the completing the below period, provided you meet the performance expectations and are not serving notice at the payout.

Completing	Credit Month	Amount INR
12 Months	13 Month	50000
24 Months	25 Month	150000
36 Months	37 Months	200000
48 Months	49 Months	100000

All retentions, payouts & revisions subject to periodical performance reviews as per terms and conditions of the program – Long Term Career and Retention.

This offer is valid till **19-January-2024** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter to signify your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Expleo Solutions Limited.

Yours Sincerely,
for **Expleo Solutions Ltd**



Manjunathan C
Director - People Services

16-January-2024

Offer Letter

Dear Haleema Sulthana,

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)
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- e. GPA and GTL 10 lakhs applicable only for employee
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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.

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All retentions, payouts & revisions subject to periodical performance reviews as per terms and conditions of the program – Long Term Career and Retention.

This offer is valid till **19-January-2024** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter to signify your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Expleo Solutions Limited.

Yours Sincerely,
for **Expleo Solutions Ltd**



Manjunathan C
Director - People Services

16-January-2024

Offer Letter

Dear Iram Shaikh,

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.

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All retentions, payouts & revisions subject to periodical performance reviews as per terms and conditions of the program – Long Term Career and Retention.

This offer is valid till **19-January-2024** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter to signify your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Expleo Solutions Limited.

Yours Sincerely,
for **Expleo Solutions Ltd**



Manjunathan C
Director - People Services

Employment Offer Letter

Name: Aayusha Kumari

Date:04/08/2024

Dear Aayusha,

We are pleased to offer you the position of **Trainee-Software Engineer** with **Esyasoft Technologies Pvt. Ltd.**

Your stipend will be **Rs.20,000 /-Per month (Rupees Twenty Thousand Only)** for the tenure of 6 months, on your satisfactory performance your stipend shall be converted to salary of **Rs.3,60,000/- per annum (Rupees Three Lakh sixty Thousand only)** with the other benefits the total cost to company CTC will be **Rs,4,05,828 /- per annum (Rupees Four Lakh Five thousand eight hundred and twenty eight only)**

You will be signing an employment bond for 2 years, during this tenure if you wish to withdraw any of the agreed-upon terms and conditions mentioned in the bond, you are liable to pay the company Rs. 1,00,000 (Rupees One lakh Only) before relieving from the organization.

A detailed appointment letter with all terms and conditions will be issued to you on the joining day.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e., **05/08/2024**. Please contact us immediately if you require an alternative joining date.

To confirm your acceptance of this offer, you are required to:

- Respond via email by signing and returning the Scan copy of the offer letter to varsha.parthasarathy@esyasoft.com
- Reporting Location – Bangalore
- Job Location – Bangalore

Condition to Hire

- Confirmation of Date of Joining.
- Satisfactory background verification.

We are positive that you will find Esyasoft Technologies an exciting place to develop and advance your career and contribute to the development of the organization.

Welcoming you to Esya.

Yours Sincerely,

For Esyasoft Technologies Pvt. Ltd




Authorized Signatory

AAYUSHA KUMARI
Employee Name



Annexure I

Component	Amount(Per Annum)	Amount (Monthly)
Basic Salary	180000	15000
HRA	72000	6000
Transport Allowance	19200	1600
Medical Reimbursement	15000	1250
LTA	9000	750
Special Allowance	43200	3600
Gross-Part A	338400	28200
Employer PF contribution -Part B	21600	1800
Total Fixed CTC (A+B)	360000	30000
Variable Pay	-	-
Medical Insurance	45828	3819
Benefits -Part C	45828	3819
Total Cost to Company (A+B+C)	405828	33819
Provident Fund (Employee)	21600	1800
PT	2400	200
TDS (Based on the IT declaration submitted upon joining)	-	-
Total Deductions-Part D	24000	2000
Net Pay (A- D)	314400	26200

C. Patel


Authorized Signatory

Ajayshree
 Employee Signature





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

Re: FW: Internship Approval

1 message

Jyothi j r sahani <jayajyothi65@gmail.com>

To: "placements@cityengineeringcollege.ac.in" <placements@cityengineeringcollege.ac.in>

Thu, Jun 6, 2024 at 1:32 PM

On Wed, Jun 5, 2024, 17:05 M, Chetan <chetan.m@festo.com> wrote:

Warm Regards

Chetan M

Human Resources

Festo India Pvt Ltd.,

From: M, Chetan

Sent: 05 June 2024 10:01

To: jayajyothi@gmail.com

Subject: Internship Approval

Dear Ms. Jyothi Sahani,

As discussed, Your Internship request from 10 June 2024 to 09th Aug 2024 has been Approved.

Your will be part of our IT Team for this internship training program.

Please note the below documents to be submitted at the time of reporting

1. Request letter from College for Internship for the above mentioned tenure.
2. Copy of ID card from College.
3. Copies of your educational Certificate. (10th, 12th & Degree till the semester you have).
4. Aadhar card copy
5. 3 Passport size photograph.

Venue & Contact Person for Joining.

Festo India Pvt Ltd.

237B, Bommasandra Industrial Area, Off Hosur Main Road, Bangalore - 99

Landmark : Opp to Narayana Hrudayala Hospital

Contact person: Mr. Sudhir - HR.

Reporting Time: 8.30 AM.

Our Office working hours : Monday to Saturday 7: 45 AM to 5: 05 PM

Stipend During the Internship Period will be Rs. 10,000/-

Please let me know for any further clarificaiton if required.

Warm Regards

Chetan M

Human Resources

PH: 7899762885

Festo India Pvt Ltd.,

#237 B, Bommasandra Industrial Area, Hosur Main Road, Bangalore - 99

ANNEXURE I

Computation of CTC 2024

EMP_FIRST NAME	Judah	
EMP_LAST NAME	A	
DESIGNATION	Campus Associate - Software	
LOCATION	Bangalore	
STATE	Karnataka	
ANNUAL CTC	₹ 460000	
CTC COMPONENTS	MONTHLY	ANNUALLY
BASIC	₹ 19,167	₹ 2,30,000
HRA	₹ 9,583	₹ 1,15,000
STATUTORY BONUS	₹ 1,355	₹ 16,258
INTELLISWIFT BENEFITS PLAN	₹ 5,507	₹ 66,084
GROSS SALARY [A]	₹ 35,612	₹ 4,27,342
COMPANY'S CONTRIBUTION TO PF (12%)	₹ 1,800	₹ 21,600
GRATUITY	₹ 922	₹ 11,058
TOTAL DEDUCTIONS - EMPLOYER [B]	₹ 2,722	₹ 32,658
TOTAL CTC [A+B]	₹ 38,333	₹ 4,60,000
COST TO COMPANY (CTC)		₹ 4,60,000

Notes:

- All payments are subject to appropriate taxation.
- All payments would be as per the company's rules & regulations, and administrative procedures in force.
- The salary structure is liable for modification from time to time.
- Company's & Employees' contribution to PF is calculated considering basic pay of ₹ 15000/-.
- PF, ESIC, Gratuity, Bonus, Professional Tax, LWF & TDS are applicable as per respective acts.
- Gross Salary excludes Employee's PF contribution, P.T, LWF & applicable TDS.

Registered Office: B/53, Sundaram Tower, Someshwar Complex, Satellite, Ahmedabad Gujarat, India. Pin -380 015.

CIN: U72200GJ2002PTC041725 | www.intelliswift.com

Mumbai | Bengaluru | Chennai | Hyderabad

Declaration and Authorization

I hereby authorize A-Check Global Solutions Private Limited and its representative to verify information provided in my application for employment and this employee background verification form, and to conduct enquiries as may be necessary, at A-Check's discretion. I authorize all persons who may have information relevant to this enquiry to disclose it to A-Check Global Solutions Private Limited or its representative.

I release all persons from liability on account of such disclosure.

This authorization and release, in original, faxed, photocopied form or e-mail transmission, shall be valid for this and any future reference. I confirm that the above information is correct to the best of my knowledge.

DocuSigned by:
Judah
Signature: D4C6AE7E17DD43E

Name: Judah

Date: 10-05-2024



Internship Offer Letter

Date: 18/06/2024

Location: OLA Campus -Prestige RMZ Startech - Bengaluru

Hi Subhendu Sagar

ANI TECHNOLOGIES PRIVATE LIMITED is delighted to offer you an educational internship opportunity as a Intern. Your work location will be OLA Campus -Prestige RMZ Startech - Bengaluru.

Your internship with the Company shall commence from 20/06/2024 and shall continue for a period of 6.00 months i.e. 20/12/2024 . Your internship with the Company shall be subject to the terms and conditions as provided in Schedule A annexed to this internship offer letter.


We look forward to you being a part of our team and hope that this association is mutually challenging and rewarding.

Congratulations on the Internship!

Sincerely,

Balachandar N

Chief People Officer


PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, BANGALORE - 560 061

Acceptance:

I Subhendu Sagar , have read and understood the terms and conditions attached to this Internship Offer Letter under Schedule A.

Subhendu Sagar

Place :

Date :

SCHEDULE A
TERMS AND CONDITIONS

1. KEY DELIVERABLES

1. You undertake to perform all deliverables associated with your project in a professional and timely manner.
2. You are required to carry out all deliverables that are normally associated with the project, identified for you in the Company or for such group Companies as the Company may direct. Group Companies for the purpose of this Internship Offer Letter includes the Company, its affiliates, subsidiaries or holding companies and any subsidiary of any holding Company that may be formed from time to time.
3. You agree that you will not enter into any contract, offer letter or arrangement with any person or entity to bind the Company and/or its group Companies or create any liability or obligation upon Company and/or its group Companies, without obtaining specific prior written permission from the Company and/or its group Companies. You shall not communicate with the media or any third party in relation to the Company and/or its group Companies or its affairs, without expressed authorization from Company and/or its group Companies. The Company and/its group Companies will not be under an obligation to grant such permission to you.
4. You shall not, during the course of your internship, and anytime thereafter engage in any acts or deeds such that association with you would be detrimental to the interests of the Company and/or its group Companies, tarnish the reputation of the Company and/or its group Companies or cause the Company and/or its group Companies to be involved in any legal or ethical controversy.
5. You shall at all times, be subject to and bound by the policies, rules and regulations of the Company, including but not limited to the policy against sexual harassment at work place, the code of conduct, etc., as may be updated from time to time unilaterally by the Company or as may be brought to your notice by the Company.
6. Notwithstanding the foregoing, the Company is entitled to assign you new responsibilities, change any of your prevailing responsibilities, change the deliverables associated with such project, and/or change your position to such other project as the Company may at its sole discretion determine.

2. INTERNSHIP HOURS


You shall be interning for 40 hours per week. If necessary, you shall work such additional hours as may be necessary for you to intern effectively and in a timely manner or otherwise in accordance with the Company's policies pertaining to the same.

3. COMPENSATION AND DEDUCTIONS

For delivering in your project as an intern in the Company, You further agree and acknowledge that the Company may, subject to applicable laws, at any time during the term of internship and or cessation thereof, deduct from your compensation, any amount owed by you, including but not limited to overpayments or costs attributable to you by the Company due to any damage or loss to Company property or assets, etc. caused by you.

4. TERM AND TERMINATION

1. Your internship with the Company will commence on the effective date and shall continue for a period of 6.00 months unless terminated sooner in accordance with the clause mentioned herein.
2. The Company may terminate your internship at any time without notice or without payment in lieu of notice, for causes including but not limited to:
 - i. Unsatisfactory performance or negligence in performance of duties and obligations identified for your role;
 - ii. Failure to comply with lawful directions of the Company or any group Company, where you are located;
 - iii. Breach of the terms subject to your internship or breach of any representations and warranties made by you;
 - iv. Unethical conduct;
 - v. Misappropriation of facts or representations made by you, or failure in receiving a positive background verification;
 - vi. Breach of any statutory duty or any act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company;
 - vii. Habitual unauthorized absence or unauthorized absence for a period exceeding 8 days;
 - viii. Fraud, misappropriation or dishonesty in respect of Company's property or business;
 - ix. Commission of any act not in conformity with discipline or good behavior or acceptance of offering of illegal gratification;
 - x. Habitual neglect of work or gross or habitual negligence in performance of your duties; and
 - xi. Unauthorized disclosure of any confidential information of the Company.
3. Upon the termination of your internship for any reason, you shall immediately hand over all such papers, documents and other property of the Company and the group Companies as may be in your possession, custody, control or power, including but not limited to any phones, laptops, etc. in appropriate working conditions, as provided by the Company.


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CITY ENGINEERING COLLEGE
Kanakapura Main Road, BANGALORE - 560 061

5. CONFIDENTIALITY

You agree and undertake that:

1. You shall not during the term of your internship or thereafter, divulge or make use of any trade secret or confidential information (defined below) concerning the business of the Company and the group Companies or any of their dealings, transactions and affairs or any information concerning any of their suppliers, agents, distributors or customers which you possess or come to possess or which you may make or discover during your internship with the Company and that you shall also use your best endeavors to prevent any other person from doing so.
2. For clarification, all data, documents, plans, drawings, photographs, reports, statements, correspondence, information etc., relating to financial, strategic, business operations, marketing or technical information, know-how and instructions as well as business details or commercial policies that has been passed to you or which come to your knowledge shall be treated as 'Confidential Information' and you are bound to keep all such secrets confidential information and not disclose, communicate, reproduce or distribute the same or copies thereof to anyone, except in the course of the rightful discharge of your duties towards the Company. You shall further execute a separate non-disclosure agreement at the time of commencement of your internship with the Company.
3. You shall not, at any time after the termination of your internship and until such confidential information become public information, in any way make known or divulge to any person, firm or body corporate any confidential information or the methods, systems or other information of any kind in relation to the affairs of the Company or group Companies whether such information is or was acquired by you before commencement of your internship with the Company, or in the course of your internship hereunder or otherwise.

6. INTELLECTUAL PROPERTY RIGHT

1. All right, title, and interest in all work products, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, artwork, slogans, know-how, processes, methods, trade secrets, source code, applications development, designs, drawings, plans, business plans or models, blue prints (whether or not capable of registration), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether or not capable of being patented) and all other intellectual property throughout the world, in any language or medium, including but not limited to computer and human languages developed or created from time to time by or for the Company or the group Companies by you, whether before or after commencement of your internship with the Company (Intellectual Property) will be construed as 'work made for hire' and vests solely in the Company.
2. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignments within a period of one year from the date of assignment. You further acknowledge and agree that you shall waive any right to and shall not raise any objection or claim to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. You also agree to assist and cooperate with the Company in perfecting the Company's rights in the Intellectual Property.
3. You shall forthwith communicate to the Company and transfer to it all Intellectual Property Rights over all inventions, discoveries and improvements which you may make or discover during the continuance of your engagement relating to the Company's trade or business and shall give full information as to the exact mode of working and usage of the same and also all such explanation and instructions, to the officers and other employees and the workmen of the Company as may be necessary to enable them to work the same effectively and shall, at the expense of the Company, furnish it with all necessary plans, drawings and mode.
4. You shall, whenever requested so to do by the Company whether during or after the termination of internship hereunder, at the cost of the Company, execute and sign any and all applications, assignments and other instruments which the Company may deem necessary or advisable in order to apply for and to obtain letters, patent, design, registration or other forms of protection for the aforesaid improvements, inventions and discoveries in such countries as the Company may direct and to vest in the Company the whole, right, title and interest therein.

7. REPRESENTATION AND WARRANTIES

You hereby agree and warrant to the Company that:

1. You have been provided with a copy of this Internship Offer Letter and the attached terms and conditions for review prior to signing it;
2. That you have reviewed the terms and conditions mentioned herein and that you understand the terms of your internship;
3. You have signed the Internship Offer Letter only after having had the opportunity to seek clarifications on the terms of your internship;
4. You have not been subjected to duress or undue influence of any kind to accept this Internship Offer Letter and the attached terms;
5. You have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees and your acceptance does not impose an undue hardship upon you;
6. The terms and conditions attached with this Internship Offer Letter is, in all respects, reasonable and necessary to protect the legitimate business interests of the Company;
7. You have all requisite power and authority, and do not require the consent of any third party to accept this Internship Offer Letter and grant the rights provided herein;
8. The execution, delivery, and performance of the terms and conditions attached in this Internship Offer Letter by you do not and will not conflict with, breach, violate or cause a default under any contract or instrument to which you are a party or any judgment, arbitration award, order or decree to which you are subject to;
9. You are not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other third person; and
10. You will not execute any instrument or grant or transfer any rights, titles and interests inconsistent with the terms and conditions herein; and
11. The services performed by you and all items and/or materials furnished by you in connection with or as a result of such services shall not infringe upon or violate the personal, civil or property rights, or the rights of privacy, or constitute of libel, slander or unfair competition against or violate or infringe upon any common law right, copyright, trademark, trade name or patent or any other right of any person or entity.



PRINCIPAL
CITY ENGINEERING COLLEGE

Kanakapura Main Road, BANGALORE - 560 061

8. DATA PROTECTION

1. You shall comply with the Company's data protection policy when processing personal data in the course of your internship including personal data related to any employee, customer, client, supplier or agent of the Company.
2. You consent to the Company collecting, processing and handling your data, including personal and sensitive personal data, relating to you for legal, personnel, administrative and management purposes. You agree and permit the Company to share your personal sensitive data with third parties engaged by the Company for execution of internship related aspects and for other administrative reasons.

9. RELATIONSHIP BETWEEN PARTIES

You will be performing your duties as an intern and shall not act as, or construed to be an agent or employee of the Company. Your internship with the Company will not create any right of employment in the Company until a separate and definitive contract of employment is signed between you and the Company. Nothing in this Internship Offer Letter shall be deemed to constitute a partnership or joint venture between you and the Company, nor shall anything in this Internship Offer Letter be deemed to constitute you or the Company to be agents of each other. Further, you shall have no claim to permanent employment with the Company at any point of time and shall not be entitled to any preferential treatment as regards any employment opportunities that may arise in the Company. Therefore, you shall not be entitled to any employee benefits, including but not limited to wages, vacation pay, sick leave, retirement benefits, social security, worker's compensation, health or disability benefits, unemployment insurance benefits or other employee benefits of any kind.

10. NON-WAIVER

No delay, failure or omission on the part of the Company to exercise any of its power, rights or remedies under the terms and conditions attached to this Internship Offer Letter will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.

11. SEVERABILITY

If any of the terms and conditions provided herein is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining terms and conditions shall remain in full force and effect. Any invalid or unenforceable terms and conditions shall be replaced with terms and conditions which are valid and enforceable, and most nearly reflects the original intent of invalid or unenforceable provision.

12. INDEMNITY

You, at all times during the course of your internship with the Company (and even after the termination of your internship) agree to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of breach of terms and conditions, acts, or omissions by you during the course of your internship.

13. AMENDMENT

No modification or amendment of this Internship Offer Letter and no waiver of any of terms and conditions hereof shall be valid or binding unless made in writing and duly executed by both the Parties.

14. GOVERNING LAW

Your internship will be governed by the laws of India. The courts of Bangalore shall have the exclusive jurisdiction over all disputes or claims arising between you and the Company, under this Internship Offer Letter.



PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, BANGALORE - 560 061

Dear Fouzia I,

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **3 June 2024**. This is an Inside Sales role that involves online/telephonic sales and monthly targets.

1. Refer to Annexure 1 for a detailed compensation structure
2. Your employment is contingent upon the successful completion of your any reference checks that may be required
3. Other Details
 - a. Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
 - b. Location: Bangalore

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to, health insurance, PF, casual leaves that the Company offers to its permanent employees.

You are required to submit the following mandatory documents at the time of joining:

- Photocopies of PAN Card, Aadhaar and Bank Account Details.
- Original Academic Certificates (10th, 12th, Graduation)

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

SKILLFORGE E- LEARNING SOLUTIONS PRIVATE LIMITED

No. 1537 , 5th Main Road, Rajiv Gandhi Nagar, Sector - 7, HSR Layout, Bangalore - 560102

W | www.skillforge.in

E | hr@skillforge.in

M | +91 9364002574

ANNEXURE - 1

- **Compensation Structure (Credited on/before 10th of every month)**

Inside Sales	Min Sales Target	Fixed Component*	Incentive**	Total CTC
Full Time	25	20,000	Upto 16,000	432,000

Revenue slabs in INR	Incentive %	**Incentive in INR
50,000	2%	1,000
75,000	3%	2,250
100,000	4%	4,000
125,000	5%	6,250
150,000	6%	9,000
175,000	7%	12,250
200,000	8%	16,000

*Fixed component is paid as per attendance & on generating a min of 25 sales every month & if the min target is not met, a deduction of INR 750 per sale will be applied

**Performance based Incentives will be applicable after completing your Internship.

A full time opportunity will be contingent upon the successful completion of the Internship and performance-based criteria.

SKILLFORGE E- LEARNING SOLUTIONS PRIVATE LIMITED

No. 1537 , 5th Main Road, Rajiv Gandhi Nagar, Sector - 7, HSR Layout, Bangalore - 560102

W | www.skillforge.in

E | hr@skillforge.in

M | +91 9364002574

Date: 2 May 2024
OL No: SFISI003351

Dear Yashashree R,

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **06 May 2024**. This is an Inside Sales role that involves online/telephonic sales with monthly targets. The initial 10 days of your internship will serve as a training period without compensation.

1. Refer to Annexure 1 for a detailed compensation structure.
2. Your employment is contingent upon the successful completion of any necessary reference checks.
3. Other Details -
 - a. Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
 - b. Location: Bangalore

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to, health insurance, PF, casual leaves that the company offers to its permanent employees.

You are required to submit the following mandatory documents at the time of joining:

- Photocopies of PAN Card, Aadhaar and Bank Account Details.
- Original Academic Certificates (10th, 12th, Graduation)

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

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Annexure - 1

A. Compensation Structure

Role	Monthly Stipend
Inside Sales Intern	INR 20,000

1. Monthly stipend will be credited on/before 15th of every month for the previous month.
2. Stipend will be calculated based on attendance & performance during the month.
3. As an Inside Sales Intern, you will have a min sales target of 15 payments per month.
 - a. If the minimum sales target is not achieved, the individual will enter a 15-day Performance Improvement Program (PIP) for refresher training.
 - b. Throughout the PIP duration, the manager will assess their capabilities to identify areas for improvement and provide refresher training to enhance performance. The individual will have a minimum target of 5-8 sales during the PIP period.
 - c. Upon completion of the PIP, they can jointly determine the next steps regarding internship continuation through discussion with their manager.
 - d. Should they opt to continue the internship, stipend for the preceding working month and the PIP period will be settled based on performance.
 - e. In the event of choosing to exit the internship, stipend for the previous working month and PIP period will be settled based on performance as part of their FnF (after 45 days from the exit date).

B. Pre-Placement Full-Time Offer

- a. A full-time opportunity will be contingent upon the successful completion of the Internship and performance-based criteria.
- b. As an Inside Sales Executive (Full-Time), you will receive a CTC of 4.5 Lakhs p.a. (including fixed and incentives)

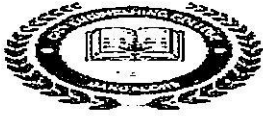
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City Engineering College Placement <placements@cityengineeringcollege.ac.in>

Tech Mahindra - 2024 Final Selects List

1 message

Keerthi Sagar Naik L <KL00853862@techmahindra.com>

Fri, Jun 21, 2024 at 1:43 PM

To: "placements@cityengineeringcollege.ac.in" <placements@cityengineeringcollege.ac.in>

Dear Professor,

Please find the final HR selects list. However, we'll be checking academic eligibility during the document verification. If we find any student who are not meeting the criteria, we won't be able to move forward with particular application / candidature.

1937TM0582	City Engineering College	DANIYA KHANUM	daniya.khanum212@gmail.com	Select
1937TM0909	City Engineering College	ASTHA	astha090603@gmail.com	Select
1937TM0891	City Engineering College	VIVEK GAUTAM	vivekgautam.ac@gmail.com	Select
1937TM0383	City Engineering College	KG DHANYA JOGI	dhanyajogi7@gmail.com	Select

Regards

Keerthi Naik

9591803191

"Experiment with what might work better. You can always go back to what you were doing previously if it doesn't work"

If you started the morning with **Dove** or **Radox** from **Unilever**, had a coffee at **Pret-a-Manger** reading newspaper featuring news provided by **Reuters**, drove a **Volvo**, **SAAB**, **Mercedes**, **Ford**, **Nissan**, **BMW**, **Volkswagen** or **Land Rover**, withdrew money from **Barclays**, **Citi** or **SBI** bought clothes from **Freyman Grattan Holding**, **Abercrombie & Fitch** or **GAP**, used **Telia Sonera**, **JIO** internet to search **Google**, used iPad/iPhone from **Apple**, made calls using **Samsung** or **Nokia** on **Vodafone**, **KPN**, **Tele2**, **Orange**, **T-Mobile** or **Three**, prepared your dinner using foods from **Birds Eye** or **Nortura**, enjoyed chocolates from **Mondelez**, **Mars** or **Godiva**, Configured **Oreo** chocolate for your kid, Bought **Tag Heuer** watch for your boyfriend, Sent Christmas gifts through **DHL/ UPS**, Given 5/5 feedback for **Amazons** Customer Service, Paid **GSTN** for your restaurant bill, bought Ice cream from **Nestle**, used medicines from **GSK** and Use Telehealth platform on **Aarogyasetu**, **you have partnered with TechMahindra**

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

2320269/ ELTP-CAMPUS / 2024

02-Jul-2024

Subject: Letter of Intent

Dear Ms.Astha .,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ø You are being medically fit.
- ø You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- ø You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Annexure - A

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	111397
HRA (@70% of Basic Pay)	77978
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13368
Flexible Components of TFP ^	27750
Total Fixed Pay (Per Annum)	278493
Total Variable Pay (TVP) (Per Annum) (*)	30944
Total (A)	309437
Additional Benefits (B)	15563
Gratuity	5359
Insurance Premiums (towards GTLI, GMIP and GPAL)	10204
Total Cost to Company (Per Annum) ——(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12000
Meal Card (Max INR. 2200 per month)	26400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage : You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP) : You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAL) coverage : You would be enrolled under the Company's GPAL scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

2320339/ ELTP-CAMPUS / 2024

02-Jul-2024

Subject: Letter of Intent

Dear Ms.Kg Dhanya Jogi,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ø You are being medically fit.
- ø You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- ø You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

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Total Cost to Company (Per Annum) -----(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12000
Meal Card (Max INR. 2200 per month)	26400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

2320272/ ELTP-CAMPUS / 2024

02-Jul-2024

Subject: Letter of Intent

Dear Mr.Vivek Gautam,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ø You are being medically fit.
- ø You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
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- ø You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Annexure - A

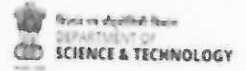
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c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	



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GSTIN: 29AAGCT015301ZU
CIN No. U74999KA2016PTC097654

TECHNOLOGICS Technologics Global Private Limited.



21-08-2023

Monika G

City Engineering College,
Karnataka.

Dear Monika G,

We would like to congratulate you on being selected for finishing school as a **Trainee Application Engineer** with Technologics Global Pvt. Ltd. The **Pre-Onboarding** Training will start during off time of academics schedule (Evenings/Weekends/Semester Breaks) for the period of 350 to 400 hours based on availability of candidates.

On the performance & Readiness of candidates the actual on boarding will be done to our clients after the final assessment conducted on **beginning or mid of final semester**.

This program will also be considered as **Industrial level of Internship**. For the same a Internship certificate will be issued from our R&D Department.

The whole team of Technologics Global Pvt. Ltd. is excited about your on-boarding for finishing school programme.

Domain of Technical Competency - **Full Stack JAVA Software Programming**.

Duration of the programme approximately will be **350 Hours**.

As discussed during the selection process, this is an **unpaid Finishing School Industrial level of Training & Hiring** Programme during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between conventional education and Industrial application.
4. The objective of Pre-On boarding training program is to make the candidates ready to map to our clients projects requirements. So, In order to meet the desired end result - following terms & Condition to be met

Terms and conditions:

1. Trainee will maintain a regular Training schedule and attendance determined by the supervisor.

TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041

Ph: +91 8151888188, www.technologics.in, www.startautomation.in, www.venture-controls.com

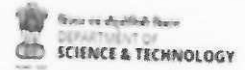
Skant
PRINCIPAL
CITY ENGINEERING COLLEGE

10th Main Road, BANGALORE - 560 061



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GSTIN: 29AAGCT0153Q1ZU
CIN No. U74999KA2016PTC092654



TECHNOLOGICS Technologics Global Private Limited.



2. Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Trainee will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Trainee will furnish his/her supervisor with all necessary information pertaining to his/her unpaid Training, including related assignments and reports.
5. Under no circumstances will Trainee leave the Training without first conferring with Trainee's supervisor.
6. Candidates to have no active back logs by end of academic year during final assessment
7. Mode of training – By considering candidates comfort and safety the entire training session has been planned to make it **"Live & Interactive with TECHNOLOGICS R&D team"** unless required to be in lab for any reason
8. In Case of requirement of hardware to be incorporated with training to make the training effective – Those simple & low cost hardware to be arranged by candidates.
9. Company may at any time terminate the Trainee on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.
10. Your Training will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
11. Just qualifying to be part of Training program will not guarantee the employment unless the participants clear the post assessment based on industry specific requirements & following mandatory performance parameters
 - a. Training attendance : 100%
 - b. Assignment rating: 80%+ (A+). If not candidates need to re-attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
12. Based on the post assessment result Technologics Global will either hire for **Internal** Payroll requirement or for our client companies.

TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041
Ph: +91 8151888188, www.technologics.in, www.startautomation.in, www.venture-controls.com


PRINCIPAL
CITY ENGINEERING COLLEGE
Jayanagara Main Road, BANGALORE - 560 061



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GSTIN: 29AAGL015101ZU
CIN No. U74999KA2016PTC097654

TECHNOLOGICS Technologics Global Private Limited.

State of Karnataka
DEPARTMENT OF
SCIENCE & TECHNOLOGY



21-08-2023

Namrata Palaki
City Engineering College,
Karnataka.

Dear Namrata Palaki,

We would like to congratulate you on being selected for finishing school as a **Trainee Application Engineer** with Technologics Global Pvt. Ltd. The **Pre-Onboarding** Training will start during off time of academics schedule (Evenings/Weekends/Semester Breaks) for the period of 350 to 400 hours based on availability of candidates. On the performance & Readiness of candidates the actual on boarding will be done to our clients after the final assessment conducted on **beginning or mid of final semester**.

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Duration of the programme approximately will be **350 Hours**.

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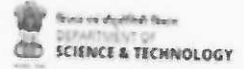
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S. Karan
PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, BANGALORE - 560 061



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TECHNOLOGICS Technologics Global Private Limited.



2. Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
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7. Mode of training – By considering candidates comfort and safety the entire training session has been planned to make it **“Live & Interactive with TECHNOLOGICS R&D team”** unless required to be in lab for any reason
8. In Case of requirement of hardware to be incorporated with training to make the training effective – Those simple & low cost hardware to be arranged by candidates.
9. Company may at any time terminate the Trainee on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.
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- a. Training attendance : 100%
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- c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
- d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
- e. Good code of conduct.


PRINCIPAL
CITY ENGINEERING COLLEGE

12. Based on the post assessment result Technologics Global will either hire for Internal Payroll requirement or for our client companies.

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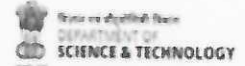
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GSTIN: 29AAGCT015101ZU
CIN No. U74999KA2016PTC007654

TECHNOLOGICS Technologics Global Private Limited.



13. **CTC:** On successfully clearing interview at client location candidates would be eligible for a salary range of 4 LPA or Above.

Congratulations and we look forward you to take this opportunity as turning point of your career.

Please review, sign and mail to confirm acceptance.

Trainee

For Company

Date Namrata P

Title _____



Skoular
PRINCIPAL
CITY ENGINEERING COLLEGE
Kanakapura Main Road, BANGALORE - 560 061

TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041

Ph: +91 8151888188, www.technologics.in, www.startautomation.in, www.venture-controls.com

Date: 1 June 2024

Dear SAMANA R,

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **3 June 2024**. This is an Inside Sales role that involves online/telephonic sales and monthly targets.

1. Refer to Annexure 1 for a detailed compensation structure
2. Your employment is contingent upon the successful completion of your any reference checks that may be required
3. Other Details
 - a. Work Timings: 6-days/week | 11am-8pm (Incl Breaks) | Sat-Sun Mandatory
 - b. Location: Bangalore

During your Training & Internship you will not be receiving any of the employee benefits including, but not limited to, health insurance, PF, casual leaves that the Company offers to its permanent employees.

You are required to submit the following mandatory documents at the time of joining:

- Photocopies of PAN Card, Aadhaar and Bank Account Details.
- Original Academic Certificates (10th, 12th, Graduation)

It is understood that your employment is voluntary and treated as 'at-will'. Additionally, please be informed that your employment with us is dependent on submission of the above mentioned documents and the accuracy of all the information provided by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

SKILLFORGE E-LEARNING SOLUTIONS PRIVATE

No. 1537, 5th Main Road, Rajiv Gandhi Nagar, Sector - 7, HSR Layout, Bangalore - 560102

W | www.skillforge.in

E | hr@skillforge.in

M | +91 9364002574

Date: 1 June 2024

Dear SAMIR YOUSUFF KHAN,

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **3 June 2024**. This is an Inside Sales role that involves online/telephonic sales and monthly targets.

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ANNEXURE - 1

- **Compensation Structure (Credited on/before 10th of every month)**

Inside Sales	Min Sales Target	Fixed Component*	Incentive**	Total CTC
Full Time	25	20,000	Upto 16,000	432,000

Revenue slabs in INR	Incentive %	**Incentive in INR
50,000	2%	1,000
75,000	3%	2,250
100,000	4%	4,000
125,000	5%	6,250
150,000	6%	9,000
175,000	7%	12,250
200,000	8%	16,000

*Fixed component is paid as per attendance & on generating a min of 25 sales every month& if the min target is not met, a deduction of INR 750 per sale will be applied

**Performance based Incentives will be applicable after completing your Internship.

A full time opportunity will be contingent upon the successful completion of the Internship and performance-based criteria.

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75,000	3%	2,250
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150,000	6%	9,000
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Date: 1 June 2024

Dear SONAM VISHWAKRAM,

Re: Employment Offer at SkillForge

We are pleased to extend you an offer of employment with SkillForge E-Learning Solutions Pvt Ltd, Bangalore for the position of **Inside Sales Intern**. Your **Training & Internship** shall commence on **3 June 2024**. This is an Inside Sales role that involves online/telephonic sales and monthly targets.

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Letter of Offer

Strictly Confidential

August 05, 2024

Dear Amulya Y R,

Congratulations! Further to your application for employment with ATMECS, and the subsequent selection process, we are pleased to extend an offer as “**Trainee - Software Engineer**”.

The work location will be in Bangalore, India, and you would be joining us on or before **August 06, 2024** .

You will be on Training for a period of six months from the date of joining and the confirmation will be entirely based on performance during the Training period.

You are offered annual CTC of **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)**. A detailed salary structure, allowances and benefits are mentioned in the Annexure I. You are also eligible for medical insurance, Provident Fund and Gratuity. Enclosed are the detailed terms and conditions of the employment with ATMECS.

Your employment will be governed by the rules, regulations and policies of the ATMECS.

This **Letter of Offer** is valid subject to the following mandatory requirements to be fulfilled by you as part of the pre-onboarding in ATMECS:

- Submission of all the requisite documents as listed in in **Annexure II**
- Successful completion of Background verification process
- Successful completion of the Pre-onboarding process within the time line as directed by the HR/Organisation

In case if you fail to adhere to/ comply with the above requirement, then, this Letter of Offer shall be cancelled without any further notice from the Organisation and you shall agree for the same without any protest or demur.

The “**Letter of Employment**” will be issued on successful completion of the ATMECS On-boarding process and will supersede this “Letter of Offer”

The terms of this offer letter shall remain confidential and are not to be disclosed.

Welcome to ATMECS Technologies. We wish you a rewarding and fulfilling career and look forward to your joining.

Yours Sincerely,

For **ATMECS Technologies Pvt. Ltd.**,



NARESH NUTHULAPATI
Director - Talent Acquisition

Regd Office
ATMECS Technologies Pvt.Ltd.,
First Floor, Wing-B, NorthGate Office Park,
C/o Modern Asset Special Economic Zone,
Phase-1, Survey No:2/1,2/2,
Venkatala Village, Yelahanka Hobli,
Bengaluru - 560 064 Tel: 91 80 68232400



SANJAY KUMAR SINGH
Chief Engineering Office

Corp Office
ATMECS Technologies Pvt.Ltd.,
2nd and 3rd Floor, 99LH,
Lanco Hills Technology park(P) Ltd.,
Manikonda, Hyderabad - 500 089
Tel : 91 40 67681210
CIN: U72900KA2013PTC071215

Letter of Offer

Strictly Confidential

August 05, 2024

Dear Anand M,

Congratulations! Further to your application for employment with ATMECS, and the subsequent selection process, we are pleased to extend an offer as **"Trainee - Software Engineer"**.

The work location will be in Bangalore, India, and you would be joining us on or before **August 06, 2024**.

You will be on Training for a period of six months from the date of joining and the confirmation will be entirely based on performance during the Training period.

You are offered annual CTC of **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)**. A detailed salary structure, allowances and benefits are mentioned in the Annexure I. You are also eligible for medical insurance, Provident Fund and Gratuity. Enclosed are the detailed terms and conditions of the employment with ATMECS.

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Yours Sincerely,

For **ATMECS Technologies Pvt. Ltd.**,



NARESH NUTHULAPATI
Director - Talent Acquisition



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Letter of Offer

Strictly Confidential

August 05, 2024

Dear Ananya B C,

Congratulations! Further to your application for employment with ATMECS, and the subsequent selection process, we are pleased to extend an offer as “**Trainee - Software Engineer**”.

The work location will be in Bangalore, India, and you would be joining us on or before **August 06, 2024**.

You will be on Training for a period of six months from the date of joining and the confirmation will be entirely based on performance during the Training period.

You are offered annual CTC of **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)**. A detailed salary structure, allowances and benefits are mentioned in the Annexure I. You are also eligible for medical insurance, Provident Fund and Gratuity. Enclosed are the detailed terms and conditions of the employment with ATMECS.

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Welcome to ATMECS Technologies. We wish you a rewarding and fulfilling career and look forward to your joining.

Yours Sincerely,

For **ATMECS Technologies Pvt. Ltd.**,



NARESH NUTHULAPATI
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Letter of Offer

Strictly Confidential

August 05, 2024

Dear Ananya Bhagavan,

Congratulations! Further to your application for employment with ATMECS, and the subsequent selection process, we are pleased to extend an offer as “**Trainee - Software Engineer**”.

The work location will be in Bangalore, India, and you would be joining us on or before **August 06, 2024** .

You will be on Training for a period of six months from the date of joining and the confirmation will be entirely based on performance during the Training period.

You are offered annual CTC of **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)**. A detailed salary structure, allowances and benefits are mentioned in the Annexure I. You are also eligible for medical insurance, Provident Fund and Gratuity. Enclosed are the detailed terms and conditions of the employment with ATMECS.

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Letter of Offer

Strictly Confidential

August 05, 2024

Dear Anuradha Sharma,

Congratulations! Further to your application for employment with ATMECS, and the subsequent selection process, we are pleased to extend an offer as “**Trainee - Software Engineer**”.

The work location will be in Bangalore, India, and you would be joining us on or before **August 06, 2024**.

You will be on Training for a period of six months from the date of joining and the confirmation will be entirely based on performance during the Training period.

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PRIVATE & CONFIDENTIAL

31st May 2024

BETSOL
Bengaluru, India

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

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Associate Technical Support Engineer** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on or before **Monday, 10th June 2024**. 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.

or obtained by me in the course of my employment, and (ii) embodiments of Work Product and Inventions. I further agree that upon termination of employment with BETSOL, I will immediately inform BETSOL of the identity of my new employer (or the nature of self-employment) and of my new title and job responsibilities, and hereby authorize BETSOL to provide a copy of this Agreement to any new employer. Further I will provide such information as BETSOL may request to determine my compliance with the terms of this Agreement;

6. BETSOL is extremely mindful of the critical nature of third party proprietary information. Accordingly, I hereby represent that, during the course of my employment, I will not bring any such materials to BETSOL or expose any BETSOL employees to any such materials including, but not limited to, trade secrets, price lists, non-public organizational charts, pricing information, marketing plans, competitive analyses, and customer lists. Under no circumstances may any such information be used to further BETSOL in the marketplace. Additionally, any valid restrictions, covenants, or confidentiality agreements which I have previously agreed upon with former employers, must be adhered to in the course of my employment with BETSOL to the extent enforceable based on applicable law. To that end, I acknowledge that BETSOL has not, and will not, require, request, or induce me to violate the confidential interest of any third parties, including BETSOL's competition. In the event of any breach of this provision, I agree to indemnify & hold BETSOL harmless for any claims, actions, suits or proceedings arising thereto.

I further agree that I will not incorporate, or permit to be incorporated, any Prior Invention owned by me or in which I have an interest into an BETSOL product, process or machine without BETSOL's prior written consent. Notwithstanding the foregoing sentence, if, in the course of my employment with BETSOL, I incorporate into an BETSOL product, process or machine (a "Prior Invention") owned by me or in which I have an interest, BETSOL is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

7. I acknowledge that my breach of the obligations under this Agreement cannot be reasonably or adequately compensated in damages in an action at law. Accordingly, I agree that if I breach any of these covenants, BETSOL will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

8. If one of the provisions in this Agreement is determined, for any reason, to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability will not affect any other provision of this Agreement and the remaining provisions shall continue with full force and effect. Also, if one or more provision of this Agreement shall be determined by any court to be too broad as to time, duration, geographical scope, activity, or subject, it will be construed by limiting and reducing it so as to be enforceable to the extent compatible with the applicable law.

9. This Agreement is binding upon my heirs, executors, administrators and other legal representatives and inures to the benefit of BETSOL, its successors and assigns. As between me and BETSOL, only BETSOL may assign its rights or obligations under this Agreement. All amendments must be in writing and signed by BETSOL and me.

10. I further agree that this Agreement does not constitute a contract of employment and that this Agreement does not constitute an offer or assurance of employment or any other affiliation with BETSOL, and I understand that, unless I have a separate written agreement providing otherwise, my employment is at will and either BETSOL or I can terminate my employment at any time for any reason.


Employee's Signature

Adithi M. R
Employee's Name (Print)

ID/Passport No.

Annexure 1:

Salary Break Up			
	Particulars	Per Month	Per Annum
A.	Basic (i)(40% of CTC)	₹ 10,333	₹ 1,24,000
	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:		
C.	Provident Fund Employee Contribution(12% of Basic)	₹ 1,240	₹ 14,880
	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

Deductible Components	Amount	
	Per Month	Comments
(PF) Employer Contribution	₹ 1,240	Not shown in payslip
(PF) Employee Contribution	₹ 1,240	Displayed in payslip
Gratuity	₹ 497	Not shown in payslip
Medical Insurance premium	₹ 1,250	Displayed in payslip
Professional Tax	₹ 200	Displayed in payslip
Total Deduction (excluding tax)	₹ 4,427	
Total Cost to Company (TCTC)	₹ 25,833	
Estimated Take Home Before Tax	₹ 21,406	

Annexure 2:
Insurance Benefits*

Insurance Cover	<p>Hospitalization Insurance: INR 200,000 family floater + option to Top up. Employee + Spouse + max of 2 children & 2 parents are covered. Personal Accident Insurance: INR 10,00,000 from HDFC (Salary Accounts only)</p> <p>Parent Medical Insurance: Covered under Hospitalization Insurance.</p> <p>Catastrophic Medical Assistance Program: Reimbursement of upto INR 2,00,000: Reasonable expenses of catastrophic illnesses like heart attack, cancer etc.</p> <p>Maternity Benefits: Coverage up to INR 50,000 (Normal) and INR 50,000 (Caesarean).</p>
ESIC	Employee drawing upto ₹ 21,000/- per month wages will be covered under Employee State Insurance Act, 1948 (ESIC)

Retirement Planning Benefits*

	Contribution	Benefit
Provident Fund & Voluntary Provident Fund (PF & VPF)	<p>12% of basic contributed by both employer & employee towards PF will be deducted from Cost to Company.</p> <p>Optional employee contribution upto 88% of basic towards VPF.</p>	Systematic savings, assured returns and opportunity to save tax within Sec 80C
Gratuity	<p>4.81% of Basic salary as per the Payment of Gratuity Act 1972.</p> <p>Eligible after 5 years of employment</p>	No tax on gratuity of up to INR 20,00,000

Allowances & Other Benefits*

	Contribution	Benefit
Leave Travel Allowance (LTA)	10% of Basic salary, availed twice during a 4-calendar year period.	Tax benefit
House Rent Allowance (HRA)	40% of Basic salary	Tax benefit
Statutory Bonus	<p>Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance.</p> <p>Statutory bonus is applicable to employees whose basic salary is less than Rs.21000/- per month.</p>	NA

**The above limits are as per the current employee policy and are subject to change from time to time. For more details please refer to the policies detailed in Employee Hand Book.*

PRIVATE & CONFIDENTIAL

31st May 2024

BETSOL
Bengaluru, India

Dear Ravi Kumar

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

Email: placements@cityengineeringcollege.ac.in

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Associate Technical Support Engineer** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on or before **Monday, 10th June 2024**. 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.

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

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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.

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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

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Special Allowance	₹ 6,096	₹ 73,156
Total	₹ 12,513	₹ 1,50,156

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

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(PF) Employer Contribution	₹ 1,240	Not shown in payslip
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Medical Insurance premium	₹ 1,250	Displayed in payslip
Professional Tax	₹ 200	Displayed in payslip
Total Deduction (excluding tax)	₹ 4,427	
Total Cost to Company (TCTC)	₹ 25,833	
Estimated Take Home Before Tax	₹ 21,406	

Annexure 2:
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Insurance Cover	<p>Hospitalization Insurance: INR 200,000 family floater + option to Top up. Employee + Spouse + max of 2 children & 2 parents are covered. Personal Accident Insurance: INR 10,00,000 from HDFC (Salary Accounts only)</p> <p>Parent Medical Insurance: Covered under Hospitalization Insurance.</p> <p>Catastrophic Medical Assistance Program: Reimbursement of upto INR 2,00,000: Reasonable expenses of catastrophic illnesses like heart attack, cancer etc.</p> <p>Maternity Benefits: Coverage up to INR 50,000 (Normal) and INR 50,000 (Caesarean).</p>
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BETSOL
Bengaluru, India

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

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PRIVATE & CONFIDENTIAL

31st May 2024

BETSOL
Bengaluru, India

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

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BETSOL
Bengaluru, India

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

EMPLOYMENT AGREEMENT

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	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

Deductible Components	Amount	
	Per Month	Comments
(PF) Employer Contribution	₹ 1,240	Not shown in payslip
(PF) Employee Contribution	₹ 1,240	Displayed in payslip
Gratuity	₹ 497	Not shown in payslip
Medical Insurance premium	₹ 1,250	Displayed in payslip
Professional Tax	₹ 200	Displayed in payslip
Total Deduction (excluding tax)	₹ 4,427	
Total Cost to Company (TCTC)	₹ 25,833	
Estimated Take Home Before Tax	₹ 21,406	

Annexure 2:
Insurance Benefits*

Insurance Cover	<p>Hospitalization Insurance: INR 200,000 family floater + option to Top up. Employee + Spouse + max of 2 children & 2 parents are covered. Personal Accident Insurance: INR 10,00,000 from HDFC (Salary Accounts only)</p> <p>Parent Medical Insurance: Covered under Hospitalization Insurance.</p> <p>Catastrophic Medical Assistance Program: Reimbursement of upto INR 2,00,000: Reasonable expenses of catastrophic illnesses like heart attack, cancer etc.</p> <p>Maternity Benefits: Coverage up to INR 50,000 (Normal) and INR 50,000 (Caesarean).</p>
ESIC	Employee drawing upto ₹ 21,000/- per month wages will be covered under Employee State Insurance Act, 1948 (ESIC)

Retirement Planning Benefits*

	Contribution	Benefit
Provident Fund & Voluntary Provident Fund (PF & VPF)	12% of basic contributed by both employer & employee towards PF will be deducted from Cost to Company. Optional employee contribution upto 88% of basic towards VPF.	Systematic savings, assured returns and opportunity to save tax within Sec 80C
Gratuity	4.81% of Basic salary as per the Payment of Gratuity Act 1972. Eligible after 5 years of employment	No tax on gratuity of up to INR 20,00,000

Allowances & Other Benefits*

	Contribution	Benefit
Leave Travel Allowance (LTA)	10% of Basic salary, availed twice during a 4-calendar year period.	Tax benefit
House Rent Allowance (HRA)	40% of Basic salary	Tax benefit
Statutory Bonus	Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance. Statutory bonus is applicable to employees whose basic salary is less than Rs.21000/- per month.	NA

*The above limits are as per the current employee policy and are subject to change from time to time. For more details please refer to the policies detailed in Employee Hand Book.

PRIVATE & CONFIDENTIAL

31st May 2024

BETSOL
Bengaluru, India

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

EMPLOYMENT AGREEMENT

We are pleased to offer you employment as **Associate Technical Support Engineer** with BETSOL or any of its affiliates (including BETSOL LLC.) (Hereinafter referred to as "BETSOL") commencing on or before **Monday, 10th June 2024**. 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
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Insurance Cover	<p>Hospitalization Insurance: INR 200,000 family floater + option to Top up. Employee + Spouse + max of 2 children & 2 parents are covered. Personal Accident Insurance: INR 10,00,000 from HDFC (Salary Accounts only)</p> <p>Parent Medical Insurance: Covered under Hospitalization Insurance.</p> <p>Catastrophic Medical Assistance Program: Reimbursement of upto INR 2,00,000: Reasonable expenses of catastrophic illnesses like heart attack, cancer etc.</p> <p>Maternity Benefits: Coverage up to INR 50,000 (Normal) and INR 50,000 (Caesarean).</p>
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PRIVATE & CONFIDENTIAL

31st May 2024

BETSOL
Bengaluru, India

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

EMPLOYMENT AGREEMENT

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BETSOL
Bengaluru, India

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

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PIE INFOCOMM PVT. LTD.

Where Quality Matters...



APPOINTMENT LETTER

EMPLOYEE CODE: PI/24/255S

DATE 4th JUNE 2024

Mr. NAVEEN K V

With Reference to your application and subsequent interview held with us, we are pleased to appoint you as **JUNIOR AUTOMATION ENGINEER** in our organization on the following Terms & Conditions:

- 1. JOB DESCRIPTION:** Working on designing, programming, simulation & testing automated machinery that the organization assigns, training of interns assigned, also constantly ensuring to provide contribution in growth and development of business organization.
- 2. KEY RESPONSIBILITIES:**
 - Working on VLSI & MATLAB
 - Automation using PLC/SCADA
 - Programming with Embedded Systems
 - Testing the product in controlled, real situations before going live
 - Preparation of training manuals for users
 - Interacting with clients—Both of Training and Development
 - Striving to provide services to organization for business development
 - Interaction with perspective clients to get projects for the organization
 - You will get assigned any other duties as may be deemed necessary by the management.
- 3. JOB LOCATION:** You will be initially located at PIE INFOCOMM PVT. LTD., ALIGANJ, LUCKNOW. Your services can be transferred to any of the establishments/division on the basis of Project in Pan India as per the requirement of the organization without detriment to your status and emoluments.

ADDRESS: 1st Floor B - 12, Sector E, Aliganj, Lucknow - 226024 .

MOBILE: 9453760339 /9621676532

WEBSITE: www.pieinfocomm.in

EMAIL: hr@pieinfocomm.in , hr.pieinfocomm@gmail.com

4. **EMOLUMENTS:** You will be entitled to salary, allowances, and perquisites as per Company's norms. You will be entitled to take home salary of Rs.18,000/- (Eighteen Thousand only) per month [in Training Period of 3 Month].

After Training Period, the salary would be Rs.4.5 Lakhs Per Annum [consolidated].

5. **LEAVE:** As per rules of the company in force and may be varied from time to time. Organization provides 1-day casual leave to every person in a month.

6. **WORKING HOURS:** 8 hrs. (9:00 am to 5:00 pm)

7. **DATE OF JOINING:** 18th JULY 2024

NOTE: As per the organizational norms, the organization can anytime dismiss any employee if his/her performance is not found as expected. In such case, no one can blame/claim the respective organization (read Annexure-I).

Please sign the duplicate copy of the letter (all pages) as a token of acceptance of terms and conditions mentioned for our reference and record while reporting please bring all relevant educational documents and two copies of your latest passport size photographs for document verification.

Sincerely,



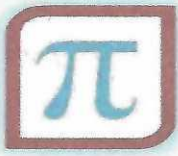
VIJAY KUMAR JAISWAL
(DIRECTOR)
PIE INFOCOMM PVT. LTD

ADDRESS: 1st Floor B - 12, Sector E, Aliganj, Lucknow - 226024 .

MOBILE: 9453760339 / 9621676532

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PIE INFOCOMM PVT. LTD.

Where Quality Matters...



APPOINTMENT LETTER

DATE 4th JUNE 2024

EMPLOYEE CODE: PI/24/2556

Mr. NIMMI SAGAR

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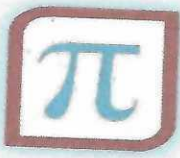
VIJAY KUMAR JAISWAL
(DIRECTOR)
PIE INFOCOMM PVT. LTD

ADDRESS: 1st Floor B - 12, Sector E ,Aliganj , Lucknow - 226024 .

MOBILE: 9453760339 / 9621676532

WEBSITE: www.pieinfocomm.in

EMAIL: hr@pieinfocomm.in , hr.pieinfocomm@gmail.com



PIE INFOCOMM PVT. LTD.

Where Quality Matters...



APPOINTMENT LETTER

DATE 4th JUNE 2024

EMPLOYEE CODE: PI/24/2556

Mr. OMKAR KUNDANGAR

With Reference to your application and subsequent interview held with us, we are pleased to appoint you as **JUNIOR AUTOMATION ENGINEER** in our organization on the following Terms & Conditions:

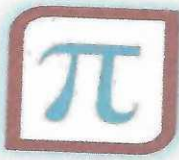
- 1. JOB DESCRIPTION:** Working on designing, programming, simulation & testing automated machinery that the organization assigns, training of interns assigned, also constantly ensuring to provide contribution in growth and development of business organization.
- 2. KEY RESPONSIBILITIES:**
 - Working on VLSI & MATLAB
 - Automation using PLC/SCADA
 - Programming with Embedded Systems
 - Testing the product in controlled, real situations before going live
 - Preparation of training manuals for users
 - Interacting with clients—Both of Training and Development
 - Striving to provide services to organization for business development
 - Interaction with perspective clients to get projects for the organization
 - You will get assigned any other duties as may be deemed necessary by the management.
- 3. JOB LOCATION:** You will be initially located at PIE INFOCOMM PVT. LTD., ALIGANJ, LUCKNOW. Your services can be transferred to any of the establishments/division on the basis of Project in Pan India as per the requirement of the organization without detriment to your status and emoluments.

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PIE INFOCOMM PVT. LTD.

Where Quality Matters...



APPOINTMENT LETTER

DATE 4th JUNE 2024

EMPLOYEE CODE: PI/24/2556

Mr. POOJA S

With Reference to your application and subsequent interview held with us, we are pleased to appoint you as **JUNIOR AUTOMATION ENGINEER** in our organization on the following Terms & Conditions:

- 1. JOB DESCRIPTION:** Working on designing, programming, simulation & testing automated machinery that the organization assigns, training of interns assigned, also constantly ensuring to provide contribution in growth and development of business organization.
- 2. KEY RESPONSIBILITIES:**
 - Working on VLSI & MATLAB
 - Automation using PLC/SCADA
 - Programming with Embedded Systems
 - Testing the product in controlled, real situations before going live
 - Preparation of training manuals for users
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 - Striving to provide services to organization for business development
 - Interaction with perspective clients to get projects for the organization
 - You will get assigned any other duties as may be deemed necessary by the management.
- 3. JOB LOCATION:** You will be initially located at PIE INFOCOMM PVT. LTD., ALIGANJ, LUCKNOW. Your services can be transferred to any of the establishments/division on the basis of Project in Pan India as per the requirement of the organization without detriment to your status and emoluments.

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MOBILE: 9453760339 / 9621676532

WEBSITE: www.pieinfocomm.in

EMAIL: hr@pieinfocomm.in, hr.pieinfocomm@gmail.com

4. **EMOLUMENTS:** You will be entitled to salary, allowances, and perquisites as per Company's norms. You will be entitled to take home salary of **Rs.18,000/- (Eighteen Thousand only) per month [in Training Period of 3 Month]**.

After Training Period, the salary would be Rs.4.5 Lakhs Per Annum [consolidated].

5. **LEAVE:** As per rules of the company in force and may be varied from time to time. Organization provides 1-day casual leave to every person in a month.


6. **WORKING HOURS:** 8 hrs. (9:00 am to 5:00 pm)

7. **DATE OF JOINING:18th JULY 2024**

NOTE: As per the organizational norms, the organization can anytime dismiss any employee if his/her performance is not found as expected. In such case, no one can blame/claim the respective organization (read Annexure-I).

Please sign the duplicate copy of the letter (all pages) as a token of acceptance of terms and conditions mentioned for our reference and record while reporting please bring all relevant educational documents and two copies of your latest passport size photographs for document verification.

Sincerely,



VIJAY KUMAR JAISWAL
(DIRECTOR)
PIE INFOCOMM PVT. LTD

ADDRESS: 1st Floor B - 12, Sector E , Aliganj , Lucknow - 226024 .

MOBILE: 9453760339 / 9621676532

WEBSITE: www.pieinfocomm.in

EMAIL: hr@pieinfocomm.in , hr.pieinfocomm@gmail.com



PIE INFOCOMM PVT. LTD.

Where Quality Matters...



ISO Certified
Regn. No. -
U74120UP2
011PTC0440

APPOINTMENT LETTER

DATE 4th JUNE 2024

EMPLOYEE CODE: PI/24/2556

Mr. RAVIPRAKSHA

With Reference to your application and subsequent interview held with us, we are pleased to appoint you as **JUNIOR AUTOMATION ENGINEER** in our organization on the following Terms & Conditions:

- 1. JOB DESCRIPTION:** Working on designing, programming, simulation & testing automated machinery that the organization assigns, training of interns assigned, also constantly ensuring to provide contribution in growth and development of business organization.
- 2. KEY RESPONSIBILITIES:**
 - Working on VLSI & MATLAB
 - Automation using PLC/SCADA
 - Programming with Embedded Systems
 - Testing the product in controlled, real situations before going live
 - Preparation of training manuals for users
 - Interacting with clients—Both of Training and Development
 - Striving to provide services to organization for business development
 - Interaction with perspective clients to get projects for the organization
 - You will get assigned any other duties as may be deemed necessary by the management.
- 3. JOB LOCATION:** You will be initially located at PIE INFOCOMM PVT. LTD., ALIGANJ, LUCKNOW. Your services can be transferred to any of the establishments/division on the basis of Project in Pan India as per the requirement of the organization without detriment to your status and emoluments.

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EMAIL: hr@pieinfocomm.in, hr.pieinfocomm@gmail.com

4. **EMOLUMENTS:** You will be entitled to salary, allowances, and perquisites as per Company's norms. You will be entitled to take home salary of **Rs.18,000/- (Eighteen Thousand only) per month [in Training Period of 3 Month]**.

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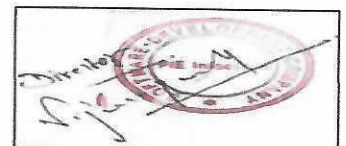
6. **WORKING HOURS:** 8 hrs. (9:00 am to 5:00 pm)

7. **DATE OF JOINING: 18th JULY 2024**

NOTE: As per the organizational norms, the organization can anytime dismiss any employee if his/her performance is not found as expected. In such case, no one can blame/claim the respective organization (read Annexure-I).

Please sign the duplicate copy of the letter (all pages) as a token of acceptance of terms and conditions mentioned for our reference and record while reporting please bring all relevant educational documents and two copies of your latest passport size photographs for document verification.

Sincerely,



VIJAYKUMAR JAISWAL
(DIRECTOR)
PIE INFOCOMM PVT. LTD

ADDRESS: 1st Floor B - 12, Sector E, Aliganj, Lucknow - 226024 .

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ONEYES INFOTECH SOLUTIONS

KSR Kalvi Nagar,
Tiruchengode,
Namakkal,
Tamil Nadu 637215, India.

OFFER LETTER

Date:10-06-2024

To,
Abhay,

Sub: Offer Letter

Dear Abhay,

We are pleased to offer you the post of Software Engineer Grade -1 in our company.

Your starting salary for first 3 months will be 12000 INR per month. From 4th to 11th month your salary will be 20000 INR per month. From 11th month your salary will be 40000 INR per month. Detailed compensation description is given in below page.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

You will be on probation for six months.

This offer is subjected to background verification and medical fitness. On acceptance of the terms of conditions as per this offer letter, you will be able to terminate your employment with the Company by giving three (3) months' notice to the Company and vice versa. You shall not be eligible to avail leave during the notice period.

If you have any question, please clarify from the undersigned.

Compensation Details: -
For 1st three months

Description	Amount
Gross Salary	12000 INR
OneYes Training Charges	2000 INR
Salary Inhand	10000 INR

For 4th to 11th month

Description	Amount
Gross Salary	20000 INR
OneYes Training Charges	2000 INR
Salary Inhand	18000 INR

From 12th month

Description	Amount
Total Gross Salary	40,000 INR
Deductions	
PF	2,612 INR
GF	1,318 INR
Professional Tax	468 INR
Income Tax	0
Group Term Life Insurance	911 INR
Medical Insurance	1,200 INR
Net Inhand Salary	33,491 INR
Insurance Coverage	
Medical Insurance Coverage	6 Lakhs
Term Insurance Coverage	40 Lakhs

Regards,
Saranya

Saranya,

HR-OneYes Infotech Solutions



KSR Kalvi Nagar,
Tiruchengode,
Namakkal,
Tamil Nadu 637215, India.

OFFER LETTER

Date:10-06-2024

To,
Abhinav Kumar Singh,

Sub: Offer Letter

Dear Abhinav Kumar Singh,

We are pleased to offer you the post of Software Engineer Grade -1 in our company.

Your starting salary for first 3 months will be 12000 INR per month. From 4th to 11th month your salary will be 20000 INR per month. From 11th month your salary will be 40000 INR per month. Detailed compensation description is given in below page.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

You will be on probation for six months.

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If you have any question, please clarify from the undersigned.

Compensation Details: -**For 1st three months**

Description	Amount
Gross Salary	12000 INR
OneYes Training Charges	2000 INR
Salary Inhand	10000 INR

For 4th to 11th month

Description	Amount
Gross Salary	20000 INR
OneYes Training Charges	2000 INR
Salary Inhand	18000 INR

From 12th month

Description	Amount
Total Gross Salary	40,000 INR
Deductions	
PF	2,612 INR
GF	1,318 INR
Professional Tax	468 INR
Income Tax	0
Group Term Life Insurance	911 INR
Medical Insurance	1,200 INR
Net Inhand Salary	33,491 INR
Insurance Coverage	
Medical Insurance Coverage	6 Lakhs
Term Insurance Coverage	40 Lakhs

Regards,
Saranya

Saranya,

HR-OneYes Infotech Solutions



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KSR Kalvi Nagar,
Tiruchengode,
Namakkal,
Tamil Nadu 637215, India.

OFFER LETTER

Date:10-06-2024

To,
Abhishek Vats,

Sub: Offer Letter

Dear Abhishek Vats,

We are pleased to offer you the post of Software Engineer Grade -1 in our company.

Your starting salary for first 3 months will be 12000 INR per month. From 4th to 11th month your salary will be 20000 INR per month. From 11th month your salary will be 40000 INR per month. Detailed compensation description is given in below page.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

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If you have any question, please clarify from the undersigned.

Compensation Details: -**For 1st three months**

Description	Amount
Gross Salary	12000 INR
OneYes Training Charges	2000 INR
Salary Inhand	10000 INR

For 4th to 11th month

Description	Amount
Gross Salary	20000 INR
OneYes Training Charges	2000 INR
Salary Inhand	18000 INR

From 12th month

Description	Amount
Total Gross Salary	40,000 INR
Deductions	
PF	2,612 INR
GF	1,318 INR
Professional Tax	468 INR
Income Tax	0
Group Term Life Insurance	911 INR
Medical Insurance	1,200 INR
Net Inhand Salary	33,491 INR
Insurance Coverage	
Medical Insurance Coverage	6 Lakhs
Term Insurance Coverage	40 Lakhs

Regards,
Saranya

Saranya,

HR-OneYes Infotech Solutions



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KSR Kalvi Nagar,
Tiruchengode,
Namakkal,
Tamil Nadu 637215, India.

OFFER LETTER

Date:10-06-2024

To,
Adarsh Mishra S,

Sub: Offer Letter

Dear Adarsh Mishra S,

We are pleased to offer you the post of Software Engineer Grade -1 in our company.

Your starting salary for first 3 months will be 12000 INR per month. From 4th to 11th month your salary will be 20000 INR per month. From 11th month your salary will be 40000 INR per month. Detailed compensation description is given in below page.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

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If you have any question, please clarify from the undersigned.

Compensation Details: -
For 1st three months

Description	Amount
Gross Salary	12000 INR
OneYes Training Charges	2000 INR
Salary Inhand	10000 INR

For 4th to 11th month

Description	Amount
Gross Salary	20000 INR
OneYes Training Charges	2000 INR
Salary Inhand	18000 INR

From 12th month

Description	Amount
Total Gross Salary	40,000 INR
Deductions	
PF	2,612 INR
GF	1,318 INR
Professional Tax	468 INR
Income Tax	0
Group Term Life Insurance	911 INR
Medical Insurance	1,200 INR
Net Inhand Salary	33,491 INR
Insurance Coverage	
Medical Insurance Coverage	6 Lakhs
Term Insurance Coverage	40 Lakhs

Regards,
Saranya

Saranya,

HR-OneYes Infotech Solutions



ONEYES INFOTECH SOLUTIONS

KSR Kalvi Nagar,
Tiruchengode,
Namakkal,
Tamil Nadu 637215, India.

OFFER LETTER

Date:10-06-2024

To,
Adithi B,

Sub: Offer Letter

Dear Adithi B,

We are pleased to offer you the post of Software Engineer Grade -1 in our company.

Your starting salary for first 3 months will be 12000 INR per month. From 4th to 11th month your salary will be 20000 INR per month. From 11th month your salary will be 40000 INR per month. Detailed compensation description is given in below page.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

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Compensation Details: -
For 1st three months

Description	Amount
Gross Salary	12000 INR
OneYes Training Charges	2000 INR
Salary Inhand	10000 INR

For 4th to 11th month

Description	Amount
Gross Salary	20000 INR
OneYes Training Charges	2000 INR
Salary Inhand	18000 INR

From 12th month

Description	Amount
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Professional Tax	468 INR
Income Tax	0
Group Term Life Insurance	911 INR
Medical Insurance	1,200 INR
Net Inhand Salary	33,491 INR
Insurance Coverage	
Medical Insurance Coverage	6 Lakhs
Term Insurance Coverage	40 Lakhs

Regards,
Saranya

Saranya,

HR-OneYes Infotech Solutions



ONEYES INFOTECH SOLUTIONS

KSR Kalvi Nagar,
Tiruchengode,
Namakkal,
Tamil Nadu 637215, India.

OFFER LETTER

Date:10-06-2024

To,
Subramani,

Sub: Offer Letter

Dear Subramani,

We are pleased to offer you the post of Software Engineer Grade -1 in our company.

Your starting salary for first 3 months will be 12000 INR per month. From 4th to 11th month your salary will be 20000 INR per month. From 11th month your salary will be 40000 INR per month. Detailed compensation description is given in below page.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

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If you have any question, please clarify from the undersigned.

Compensation Details: -
For 1st three months

Description	Amount
Gross Salary	12000 INR
OneYes Training Charges	2000 INR
Salary Inhand	10000 INR

For 4th to 11th month

Description	Amount
Gross Salary	20000 INR
OneYes Training Charges	2000 INR
Salary Inhand	18000 INR

From 12th month

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Total Gross Salary	40,000 INR
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Group Term Life Insurance	911 INR
Medical Insurance	1,200 INR
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Insurance Coverage	
Medical Insurance Coverage	6 Lakhs
Term Insurance Coverage	40 Lakhs

Regards,
Saranya

Saranya,

HR-OneYes Infotech Solutions



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KSR Kalvi Nagar,
Tiruchengode,
Namakkal,
Tamil Nadu 637215, India.

OFFER LETTER

Date:10-06-2024

To,
Sulaiman Khan,

Sub: Offer Letter

Dear Sulaiman Khan,

We are pleased to offer you the post of Software Engineer Grade -1 in our company.

Your starting salary for first 3 months will be 12000 INR per month. From 4th to 11th month your salary will be 20000 INR per month. From 11th month your salary will be 40000 INR per month. Detailed compensation description is given in below page.

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Compensation Details: -
For 1st three months

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Gross Salary	12000 INR
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Salary Inhand	10000 INR

For 4th to 11th month

Description	Amount
Gross Salary	20000 INR
OneYes Training Charges	2000 INR
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From 12th month

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Group Term Life Insurance	911 INR
Medical Insurance	1,200 INR
Net Inhand Salary	33,491 INR
Insurance Coverage	
Medical Insurance Coverage	6 Lakhs
Term Insurance Coverage	40 Lakhs

Regards,
Saranya

Saranya,

HR-OneYes Infotech Solutions



ONEYES INFOTECH SOLUTIONS

KSR Kalvi Nagar,
Tiruchengode,
Namakkal,
Tamil Nadu 637215, India.

OFFER LETTER

Date:10-06-2024

To,
Yashaswini R P,

Sub: Offer Letter

Dear Yashaswini R P,

We are pleased to offer you the post of Software Engineer Grade -1 in our company.

Your starting salary for first 3 months will be 12000 INR per month. From 4th to 11th month your salary will be 20000 INR per month. From 11th month your salary will be 40000 INR per month. Detailed compensation description is given in below page.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

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Compensation Details: -

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Regards,
Saranya
Saranya,

HR-OneYes Infotech Solutions



ONEYES INFOTECH SOLUTIONS

KSR Kalvi Nagar,
Tiruchengode,
Namakkal,
Tamil Nadu 637215, India.

OFFER LETTER

Date:10-06-2024

To,
Sujay V,

Sub: Offer Letter

Dear Sujay V,

We are pleased to offer you the post of Software Engineer Grade -1 in our company.

Your starting salary for first 3 months will be 12000 INR per month. From 4th to 11th month your salary will be 20000 INR per month. From 11th month your salary will be 40000 INR per month. Detailed compensation description is given in below page.

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Compensation Details: -

For 1st three months

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Regards,

Saranya

Saranya,

HR-OneYes Infotech Solutions



KSR Kalvi Nagar,
Tiruchengode,
Namakkal,
Tamil Nadu 637215, India.

OFFER LETTER

Date:10-06-2024

To,
Imran Khan N,

Sub: Offer Letter

Dear Imran Khan N,

We are pleased to offer you the post of Software Engineer Grade -1 in our company.

Your starting salary for first 3 months will be 12000 INR per month. From 4th to 11th month your salary will be 20000 INR per month. From 11th month your salary will be 40000 INR per month. Detailed compensation description is given in below page.

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If you have any question, please clarify from the undersigned.

Compensation Details: -
For 1st three months

Description	Amount
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OneYes Training Charges	2000 INR
Salary Inhand	10000 INR

For 4th to 11th month

Description	Amount
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Professional Tax	468 INR
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Group Term Life Insurance	911 INR
Medical Insurance	1,200 INR
Net Inhand Salary	33,491 INR
Insurance Coverage	
Medical Insurance Coverage	6 Lakhs
Term Insurance Coverage	40 Lakhs

Regards,
Saranya

Saranya,

HR-OneYes Infotech Solutions



Date:5.6.2024

Dear Abdul Faheem,

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

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

Probation

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

Benefits

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

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

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

Sincerely,



Abhisht A. Pathak
Founders Office

Date:5.6.2024

Dear Kedar Joshi,

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

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

Probation

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

Benefits

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

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

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

Sincerely,



Abhisht A. Pathak
Founders Office

Date:5.6.2024

Dear Kokila K R,

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

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Date:5.6.2024

Dear Rithik Marian S,

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Date:5.6.2024

Dear Sharon Zipporah Sebastian,

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Date:5.6.2024

Dear Sharona Sam,

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Abhisht A. Pathak
Founders Office

Date:5.6.2024

Dear Amisha Rashminath,

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